

## Group Fitness Instructor Job Description

**TITLE:** Group Fitness Instructor

**ROLE:**

- Group Fitness Instructors are responsible for leading safe, effective, and fun group fitness classes in an inclusive environment.

**SUMMARY OF RESPONSIBILITIES:** Group Fitness Instructors design and teach specific types of fitness classes based on their training and experience. Most classes are offered based on a weekly schedule but there may be opportunities to teach customized classes for various student, campus or community organizations on and off campus. Instructors are expected to stay up-to-date on knowledge pertaining to group fitness topics and educational and safety standards.

**\*Please refer to the bottom of this job description to view more detailed examples of job responsibilities and how they align to your personal & professional development.**

**PAY RATE:** \$13.50 - \$25.00 per hour (based on quantity and type of certifications and years of experience).

**TYPICAL WORK SCHEDULE AND HOURS:**

- Schedules are assigned based on your availability and how it matches with the needs of the overall group fitness schedule. We appreciate that you are a student first.
- All group fitness schedules are created for a semester at a time and will be determined prior to the that current semester. There is some flexibility to alter schedules as needed.
- Most FitWell instructors work 1 - 5 hours per week.
- Student employees can work a maximum of 28 hours (domestic) and 20 hours (international) per week for all campus jobs.

**APPEARANCE AND DRESS:** The Group Fitness Instructor will be clean and neatly attired while on duty. A RecWell Instructor staff shirt is to be worn as the primary outer layer, as well as professional looking workout bottoms with no rips or holes and closed-toed shoes when teaching. Some exceptions for shoes are made for classes such as yoga and Pilates.

**SUPERVISOR(S):** Assistant Director, Fitness & Wellness

**MINIMUM QUALIFICATIONS:**

- *Nationally recognized Group Fitness certification (based on the type of classes you will teach) or completion of the Kent State Group Fitness Instructor Prep course.*
- Must possess strong customer service skills.
- Work both independently and collaboratively with others in various working groups to achieve common goals.
- Strong verbal and written communication skills with coworkers, supervisors, and all RecWell patrons and guests.
- Ability to positively create a welcoming environment for all and maintain a positive attitude at work.
- Functions and communicates effectively and respectfully with all people.
- Demonstrating an articulation of one's own personal and professional goals, strengths, and weaknesses, and how this work experience will be a growth opportunity.
- Ability to address conflict in a professional manner through problem-solving and critical thinking.

**HOW TO APPLY:** Interested candidates must apply through Handshake.

**QUESTIONS?** Contact Elizabeth Michel at [emichel2@kent.edu](mailto:emichel2@kent.edu)

**SUMMARY OF FITNESS & WELLNESS:** Fitness & Wellness (FitWell) is the umbrella for a variety of programs and services through Recreation and Wellness Services. Some of the highlights of Fitness & Wellness include personal training, Reformer Pilates, group fitness classes, instructional programs, 5K races and the RelaxSpace. Our programs and services run throughout the year and are most are open to students, faculty/staff, community members and nonmembers.

**OTHER REQUIREMENTS AND EXPECTATIONS:**

- **Background Check:** Must obtain a background check outlined by the department prior to employment. All offers of employment at RecWell are contingent upon clear results of a thorough background check (will be provided upon hire at no cost). A plea of guilty to, a finding of guilty by a referee, jury or court of, or a conviction of any of the following shall disqualify an individual from being eligible for employment with Recreation and Wellness Services.
  - (1) A felony. (2) A sexual offense, as defined in chapter 2907 of the revised code. (3) An offense of violence, as defined in section 2901.01(A) (9)(a) of the revised code. (4) A theft offense, as defined in section 2913.01(K)(1) of the revised code. (5) A drug abuse offense, as defined in section 2925.01(G) of the revised code. (6) Substantially comparable conduct to (1) through (5) above, occurring in a jurisdiction outside the state of Ohio.
- **Standard Trainings:** Become certified in American Red Cross CPR/AED / FA for the Professional Rescuer, Fraud Training, Bloodborne Pathogen Training, and other trainings as assigned (will be provided upon hire at no cost).
- **Department Trainings:** Attend all new hire orientation trainings, department (semesterly) and area trainings (monthly), and other trainings (in person and online) as needed.
- **Certifications:** Maintain all valid certifications that are required of your position and abide by FERPA / HIPPA.
- **Communication Expectations:** Adhere to communication deadlines and expectations set forth by your area supervisor or other professional staff members, including answering emails, text messages, and phone calls in a timely manner (24-48 hours).
- **Work Flexibility:** Ability to work a flexible schedule, including non-traditional work hours, and practice good time management skills.
- **Working Week Limit:** Abide by the hourly work week limit of 28 hours maximum per week in all on campus jobs combined. For international students, this number is 20 hours per week when classes are in session, and 28 hours per week when classes are not in session (summer, spring break, and winter break).
- **Emergency Response:** Ability to respond to an emergency, as outlined in the Emergency Action Plan.
- **Clean, Safe, Organized Workstation:** Maintain a clean, organized, and safe workstation and environment for student employees, patrons, and all others.
- **Policies and Procedures:** Abide by all other policies and procedures outlined by Recreation and Wellness Services, the Division of Student Life, and Kent State University.
- **Commitment and Congruency:** Commitment to Recreation and Wellness Services' mission, team culture, and values and aligning oneself with them.

**ABOUT RECREATION AND WELLNESS SERVICES:**

- **MISSION STATEMENT (describes who we are):** We build communities of belonging by encouraging well-being through inclusive leadership, recreation, and wellness experiences.
- **TEAM CULTURE (describes what the workplace is like):** Well-being, Supportiveness, Flexibility, Integrity, and Positive Attitude.
- **VALUES (describes what guides our practice):** Belonging, Development, Integrity, Quality, and Safety.

**EQUAL OPPORTUNITY:** We are an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law.

**AVAILABLE RESOURCES:**

- [Kent State University Career Exploration and Development \(website\)](#)
- [How to Write a Resume \(website\)](#)
- [How to Write a Cover Letter \(website\)](#)

**NACE COMPETENCIES FOR A CAREER – READY WORKFORCE:**

The [National Association of Colleges and Employers](#) developed a definition for career readiness and [identified key components](#) to prepare college students for a successful transition into the workplace. These are some more examples of how this position will allow you to grow in each of these competencies. Some examples are “Professionalism” and “Critical Thinking”. This position’s job responsibilities will allow you to grow in each of these competencies. Please see below.

<b>Job Responsibilities</b>	<b>Career &amp; Self Development</b>	<b>Communication</b>	<b>Critical Thinking</b>	<b>Leadership</b>	<b>Professionalism</b>	<b>Teamwork</b>	<b>Technology</b>
<b>Job Responsibility 1:</b> Create a safe environment while constantly managing risk.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Job Responsibility 2:</b> Create an environment where everyone feels safe and welcome.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Job Responsibility 3:</b> Communicate effectively with patrons, other employees, and supervisor.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Job Responsibility 4:</b> Be prepared for all programs and shifts.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Job Responsibility 5:</b> Help patrons grow by facilitating the FitWell learning outcomes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Job Responsibility 6:</b> Be a leader, teacher, and role model for patrons and other staff.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Job Responsibility 7:</b> Use technology to improve job efficiency and enhance patrons’ experiences: Microsoft Suite, Email, Connect 2 & Fusion software, OneDrive, etc.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>