Job Description

Job Title: Instructor (Group Exercise)

Service: Leisure Services

Grade: D + MF = fixed at SCP 32 (within Grade F)

Responsible to: Fitness Lead

Purpose of the Role

To plan, deliver and evaluate group exercise sessions – providing instruction, inclusive participation and managing health and wellbeing of participants.

Key Duties and Responsibilities

Independently plan, leads and evaluate various exercise and activity sessions.

Verbally screen participants at commencement of each class to ensure safe and appropriate participation - provide variations and alternative exercises where necessary to ensure that customers work at the correct level

Motivate and encourage all class participants to ensure an inclusive environment for the community to improve wellbeing.

Drive attendance and increase in leisure revenue through repeat bookings and marketing. Includes marketing campaigns in liaison with the fitness lead which may include social media, in-house challenges, and external promotions.

Ensure that all accidents and incidents are reported to the Duty Manager.

Maintain and refresh professional competence and customer offer through training and research.

Key Success and Behavioural Indicators

You work in a way that supports our corporate values (We do things well, We keep developing; We're better together) and you meet the competency levels for your role.

Feedback and repeat attendance is positive and indicates a motivating and engaging style of delivery.

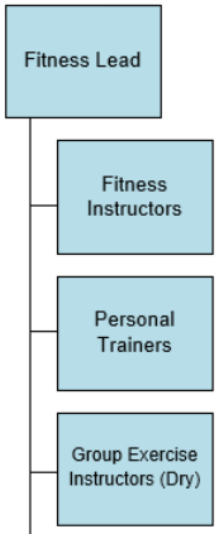
Classes are inclusive and a range of leisure customers can attend, and the class contributes to their physical and mental wellbeing.

Person Specification Summary

Attribute	Essential
Qualifications and knowledge	Knowledge of anatomy/physiology with ability to apply this to the design and instructing of group classes – likely gained through academic study and qualification such as Level 2 or 3 apprenticeship or through group fitness class instructing qualification. A formal professional group fitness qualification in one or more relevant areas – minimum Level 2. Knowledgeable in techniques and dynamics of a variety of fitness disciplines - able to create and lead classes and develop new content regularly to ensure participant progress.
Experience	Strong teaching skills with clear experience of delivery- able to clearly demonstrate and coach individuals to learn techniques and maintain their health and safety while participating.
Skills and Abilities	Excellent interpersonal / motivational skills to encourage people on their wellbeing journey. Strong ability to build relationships and provide excellent inclusive customer service to the attendees. Basic digital skills and ability to maintain information security (leisure customers may share personal health information to access exercise modifications).

The Job Description document is designed for guidance only as is not exhaustive and is subject to change, as per the needs of the organisation.

Organisation Chart



Scope for Impact

Direct impact on health and wellbeing of community as well as supporting membership retention and recruitment to our leisure centres.

Safeguarding responsibilities

Teignbridge District Council believes that all children, young people and adults have the right to be safe, happy and healthy and deserve protection from abuse. The council is committed to safeguarding from harm all children, young people and adults with care and support needs using any council services and involved in any of their activities, and to treat them with respect during their dealings with the council, our partners and contractors. As a member of the Council team, you will be responsible for treating all those children and adults with whom you come into contact while carrying out your work according to their needs and with respect, and reporting safeguarding concerns and providing any evidence required to enable necessary safeguarding action to be taken. Our safeguarding policy has more details.

Contacts

Leisure customers – creating rapport, building and maintaining class sizes, teaching - daily

Duty managers and Fitness lead – to schedule classes, report incidents, develop new initiatives - daily

Special Notes and Conditions

There is no enhancement for unsocial hours working.

Employment is subject to an enhanced Disclosure Barring Services.

Digital Skills Framework

As part of the Modern 25 programme, Teignbridge District Council (TDC) has a Digital Skills Framework to identify the skills and capabilities that are needed at an individual, service-wide, and organisation-wide (specialist) level. This framework aims to set a baseline which applies to all staff and identifies common requirements. If specific digital skills are essential to the role on recruitment this will be included in the person specification. Training will be provided to improve and develop skills to help you carry out your role effectively.