



JOB DESCRIPTION

Job Title:	Fitness Instructor
Location:	Any Northampton Leisure Trust location
Salary:	£18,139 per annum / £8.91 p/h aged 23 and over
Responsible To:	Health & Fitness Development Officer, Senior Fitness Instructor

MAIN PURPOSE OF THE ROLE

- Provide exercise programmes to members
- Deliver gym challenges and small group training classes
- Engage and retain members
- Promote and deliver Personal Training
- Be active in reaching Key Performance Indicators (KPI's)

MAIN DUTIES & RESPONSIBILITIES

- Promote Health & Wellbeing to customers using Trilogy Health & Fitness at all times
- Hit KPI's relating to gym challenges, membership sales and digital technology.
- Hit targets pertaining to Personal Training and creating a demand for the service.
- Active involvement in promotion and participation of wearable technology.
- Any day-to-day administration relating to operating the Fitness Studio such as check sheets, bookings, inputting client data or as directed by Senior Fitness Instructor/Health & Fitness Development Officer
- Responsible for day to day operation and maintenance of fitness equipment in the fitness suites, dance studios and surrounding areas
- Required to attend training sessions and meetings as directed by Health & Fitness Development Officer/Senior fitness Instructor
- Undertake any other duties commensurate with the post's level of responsibility

STANDARDS

- Develop a culture of excellence
- To act in accordance with, and positively promote, NLT's policies and standards
- Ensure all customers receive the highest level of service at all times
- Value and take ownership for customer satisfaction
- Keep up to date with all facility programmes and products in order to ensure you provide the latest information to customers
- Continually look to improve the quality of the service we provide
- To carry out duties with due regard for Health & Safety Requirements and Regulations, ensuring Safety is your highest priority. Report any concerns/issues immediately

JOB DEMANDS

Emotional Demands

- Required to respond to customer enquiries, complaints and concerns
- Need to be sensitive to needs of diverse commit groups including customers with disabilities.

Physical Demands

- Involves some lifting and carrying and the post holder is required to be physically fit and healthy
- Involves physical demonstrations and delivery of exercise instruction/classes and needs to be physically fit to undertake this role

Working Conditions

- Required to work on a shift roster which includes daytimes, evening, weekends and Bank Holidays
- Required to cover at short notice for classes and gym cover to ensure continuity of service to the general public.
- Required to be able to work from any of the Trust's locations when required.

PERSON SPECIFICATION

List all relevant to the role, leaving in the standard items listed

	Essential/Desirable?	
EXPERIENCE / KNOWLEDGE / QUALIFICATIONS	E	D
Knowledge of health and fitness industry and equipment	✓	
Knowledge of instructing health and fitness and fitness equipment	✓	
Level 2 Recognised industry health and fitness qualification, i.e. YMCA, ACSM,	✓	
Level 2 Adaption of Fitness Instruction for Adolescence		✓
Level 3 Personal Training – or willing to work towards obtaining the level within a year		✓
GP referral knowledge		✓
Knowledge and understanding of safeguarding and best practice	✓	
SKILLS	E	D
Deliver appropriate fitness programming	✓	
Deliver Fitness Classes i.e. Yoga, Spin, Tabatta, etc.		✓
Give advice of health, fitness & nutrition	✓	
Recognised GP referral Qualification		✓
Excellent customer care skills	✓	
Able to communicate clearly and effectively	✓	
Ability to act on own initiative or as part of a team	✓	

BEHAVIOURS	E	D
Demonstrates trust, openness and respect in dealing with people	✓	
A dynamic performance driven individual with a 'can do', results focused approach and attitude	✓	
Flexible approach to tasks and workload	✓	
OTHER	E	D
Willingness to travel between all NLT sites	✓	
Commitment to continuous professional development and willingness to undertake training where necessary	✓	
Understanding of and commitment to equality and diversity	✓	