

committed to helping everyone live their best life

Working for us is much more than just a job. You'll become one of our own, part of our inspiring Active Tameside family, bound together by a strong sense of belonging which only comes from like-minded people, passionate about helping people to live their best lives.

As an awarding winning and compassionate Charitable Trust we have your health, wellbeing and happiness at heart, offering excellent training, development and career progression, a host of benefits including a local government pension scheme and free Active Premier membership with access to all 7 of our facilities. Membership includes gym, classes, general swim, spa and exclusive Les Mills virtual classes on our app - all worth £34.99 per month.

So, what are you waiting for? Become part of something different and help us make a difference.

Fitness Instructor

| | |
|-----------------------|-------------------------------|
| Salary: | £18,594.07 pro rata part time |
| Location: | Active Hyde |
| Working hours: | 15 hours |
| Contract type: | Permanent |
| Closing date: | 28 th January 2022 |
| Job Reference: | AT578 |

how to apply

To apply for this position please fill out the form online or alternatively complete an application form and return it to **HR@activetameside.com** or Human Resources, Active Tameside, Active Ken Ward, Hattersley Road East, Hattersley, Hyde, SK14 3NL.

Application forms can be found on **www.activetameside.com/job-vacancies** or email **HR@activetameside.com**. For help or advice in completing the application form please contact Human Resources on 0161 366 4814.



here for Tameside, not for profit.

Active Tameside is a registered charity which means 100% of our profits go back into ensuring the best possible facilities and services for the Tameside community.

Find out more at activetameside.com/charity



activetameside.com

job description

The fitness instructor plays an integral part in any member's journey with us. They are responsible for welcoming new members and making them feel at ease, delivering person centred introductions into the fitness environment as well as designing and delivering outstanding group fitness classes within the studio. The Fitness Instructor inspires and empowers members to increase their activity and achieve their goals.

Rota:

Wednesday: 6:30am – 2.30pm (7.5 hours)

Friday: 1.00pm – 9.00pm (7.5 hours)

role profile

| | |
|------------------------|---------------------------|
| Role Title: | Fitness Instructor |
| Grade: | D |
| Date: | November 2021 |
| Responsible to: | Assistant Service Manager |

Accountabilities:

All our roles play a key part in delivering our strategic themes to achieve our goals:

1. Contribute towards achieving a positive culture in delivering our dynamic and life enhancing strategy and outcomes. Build positive and effective relationships with customers, colleagues, partners and key stakeholders.
2. Motivate and inspire long term exercise adherence through designing and delivering outstanding group fitness classes (inc Les Mills). Ensuring all levels of participants are catered for and feedback is encouraged to constantly improve.
3. To actively interact and develop a strong rapport with all members. Have a presence on the gym floor and develop an understanding of customers including their individual goals. Offer assistance in helping them to achieve these goals through a variety of methods including 121 training sessions.
4. To constantly update and review individual practice and industry knowledge by learning from others and seeking a wider understanding of health and exercise principals, implementing this when appropriate in day-to-day practice.
5. Be a flexible and proactive team member who inspires improvements and developments in people, performance and processes. To inspire a "best in class" approach in representing our brand internally and externally.
6. Live and breathe the vision and values of Active Tameside in a customer focused way to drive us to be the best that we can be. To lead by example and to be an active role model in delivering our policies and procedures.

Requirements:

Our recruitment process will include you demonstrating these requirements from your application form, interview and/or assessment(s):

Knowledge

Level 3 fitness qualification

Exercise to music qualification

Qualified in other class-based disciplines

Current First Aid certificate

Excellent knowledge of health and safety and its application to exercise programmes and group fitness situations.

Membership of CIMSPA or relevant institution

Skills

Confidence to approach, interact and engage with members of the public.

Excellent communication skills

Ability to undertake minor repairs and basic equipment maintenance.

Ability to maintain and showcase club to the highest standard to customers.

Experience

Experienced in developing physical activity programmes for different cohort groups.

Confidence and ability to teach high quality group fitness classes.

Experience in achieving results with clients who are experiencing a variety of challenges or barriers.

Values

- ★ **Active** - we encourage people to be healthy and active.
- ★ **Champion** - we work and adapt so that we can be the best.
- ★ **Together** - we are there for people that need our help.
- ★ **Integrity** - we are genuine and honest with people.
- ★ **Value** - we respect people's opinions and differences.
- ★ **Enthusiasm** - we enjoy what we do and act positively.

Essential Criteria – in bold

Desirable Criteria – in italics

**our employee
lifecycle**



Hire me

Provide a job role that enables me to utilise my unique talents ensuring individuals are fit for purpose and success.

Develop me

I am supported by managers that will help me develop as an individual to be the best I can be.

Manage my performance

Provide an environment that promotes continuous learning and development. Managers and employees are clear on their mutual expectations and managers provide helpful and constructive feedback.

Engage and motivate me

I am able to participate in decisions that affect me and my team. And concerns I have are dealt with urgently with any issues dealt with sensitively and with emotional intelligence.

Thank me

My time and extra effort are recognised and appropriately rewarded. Leaders and managers show respect for my time.

Wish me farewell

My feedback is appreciated and may enable continued improvements in the workplace for others.