

Job Description

Job Title	Fitness Instructor
Directorate	Neighbourhoods and Housing
Service Area	Leisure, Sport and Recreation
Grade	4
Competency Level	1
Salary	£28,126 - £32,015
Job Type	Hybrid
Location	Citywide Lifestyles
Disclosure and barring service (DBS)	Enhanced DBS – Child Workforce and Barred List
Job Evaluation Ref No	

Job Purpose

Working a set work pattern, to assist in the efficient operation of a Lifestyles Fitness studio and associated areas.

Directly Responsible For:

Not applicable



Directly Responsible To:

Facility Duty Managers

Main Areas of Responsibility:

- To provide customers with a polite, friendly and efficient service, welcoming all members and visitors whilst giving due attention to customer care at all times.
- To work closely with the facility management team
- To ensure all operational procedures are implemented and carried out in accordance with legal requirements and the city councils health and safety policies and procedures. This will include site specific documents to include E.A.P (Emergency Action Plan) NOP (Normal Operating Plan)
- To carry out inductions and prepare appropriate training programmes for customers
- To undertake small group fitness classes as required
- To ensure that the Fitness studios are secure safe and properly maintained for public at all times
- To ensure that all cleaning and maintenance operations/procedures are implemented and carried out
- To undertake preventative maintenance work in the Fitness studio, including reporting of defects to appropriate suppliers
- Ensure all documents relative to membership are completed
- To conduct sales tours of the facilities and give guidance to prospective customers as to the type of membership category and other services best suited for their needs
- To assist with the implementation of new technology and business development initiatives

- To attend any training courses which is relevant to this particularly designation as per job description and person specification
- To support, encourage and assist other colleagues within the team
- To wear allocated uniform including ID badge specific to the area that you work
- To comply with the Sport and Recreations Services safeguarding and child protection policies
- Develop the City Council's commitment to equal opportunities and to promote non-discriminatory practices in all aspects of work undertaken

Supervision and Management Responsibility:

- No line manager or supervision responsibility

Budget and Financial Responsibility:

- Being fully accountable for managing the council's resources well and complying with statutory requirements. This includes managing time, avoiding unnecessary waste, reuse and recycle resources to reduce personal impact.

Social Value Responsibility:

- Drive for social value through all activities, ensuring wider social, economic and environmental benefits for the council, residents and communities

Physical Demands of the Job:

- Manual Handling tasks will be involved in this role
- Standing for long periods is a requirement of this role

- Physical activity will be involved in this role

Corporate Responsibility:

- Contribute to the delivery of the Council Plan
- Delivering and promoting excellent customer service, externally and internally
- Commitment to customer excellence by dealing with customer feedback, including complaints, and learning from feedback in the drive for continuous improvement
- Making the council a great place to work, living the council's values, actively engaging in regular communications including team meetings, undertaking training as required and being responsible for managing own performance
- Develop the City Council's commitment to equal opportunities and to promote non-discriminatory practices in all aspects of work undertaken
- To ensure that all work functions are undertaken in accordance with health and safety legislation, codes of practice and the City Council's safety plan

Competency Framework:

We operate a competency framework, a set of core behaviours which define how we are expected to approach our work, how we perform in certain situations and how we treat each other. Each competency details the standards of behaviours and skills required by all staff and this in turn supports delivery of our aim and our council plans linking them together with our values.

The post holder will be required to demonstrate the ability to perform at competency level 1.

[The competency framework can be found here.](#)

This job description is not intended to be either prescriptive or exhaustive. It is issued as a framework to outline the main areas of responsibility. You will be expected to carry out any other duties that may reasonably be required in line with your main duties and changing priorities of the organisation.

Person Specification

Assessment methods used: I = Interview, P = Presentation, A = Application, E = Exercise, T = Test, AC = Assessment Centre

Qualification and training

Essential

- Register of Exercise Professionals Level 2 standard in gym instruction or equivalent (A)
- NVQ level in customer service or equivalent (expectation to obtain within a time frame of 12 months) (A)

Desirable

- Group Fitness qualification
- Previous experience of working with member management IT systems

Experience

Essential

- Recent experience of working in the leisure centre environment (A/I)
- Knowledge of working with the public, demonstrating effective communication skills (I)

Desirable

- Experience of customer service including sales and retention
- Previous experience of working with member management IT systems
- Experience and understanding of best practise in terms health and safety within a leisure centre environment

Skills/Abilities

Essential

- IT skills, Microsoft Word, Excel and Outlook (expectation to obtain within a time frame) (A)
- Ability to work independently and as part of a team (I)
- Ability to deal with emergency situations (I)
- Ability promote and cross sell services (I)
- Evidence of numeracy and literacy skills to ensure documents are administered correctly (A)
- Ability to create and sustain a friendly and welcoming atmosphere within a leisure centre environment (I)
- Be able to demonstrate competency of the job requirements in training sessions programmed for attendance (AC)

Desirable

- Personal Training experience
- Ability to create and sustain a friendly and welcoming atmosphere within a leisure centre environment
- Be able to demonstrate competency of the job requirements in training sessions programmed for attendance

Commitment

Essential

- To continuous improvement and ongoing personal and staff development (AC)
- To maintaining continuously high standards of customer care (AC)

Desirable

- An understanding of and a personal commitment to the Vision and Values of Liverpool City Council

Other

Essential

- This post is subject to a Disclosure and Barring Service (DBS) check at the appropriate level
- Requirement to work outside standard hours; including, as required, during evenings and at weekends (I)