



Instructor, Fitness

The Opportunity

The Town of Grimsby is committed to building a future that welcomes innovative new ideas while protecting and preserving its distinct heritage. It is a place where leaders are committed to sustainability and honouring Grimsby's treasured natural setting. Grimsby has become a sought-after community where residents enjoy waterfront living, historic neighbourhoods, active living, and world class natural amenities. It is conveniently located in the Greater Toronto and Hamilton Area (GTHA) in a region that is home to Niagara wineries, agriculture, cuisine, and internationally recognized attractions.

The Portfolio

Reporting to the Fitness Coordinator and the Recreation Supervisor, the Fitness Instructor is responsible for to plan, conduct and evaluate all scheduled fitness programs in cooperation with the Community Services department.

The Candidate

The ideal candidate will hold a Standard First Aid and CPR-C certification, be certified and in good standing with a recognized fitness association and obtain HIGH FIVE Principles of Healthy Child Development (PHCD) certification if leading child fitness classes. Applicants should have a minimum of one (1) year of recent experience leading fitness classes or activities, with experience in one or more specialized areas such as group fitness formats, strength and conditioning, rehabilitation, or child, youth, or older adult fitness.

Working for the Town of Grimsby

This part-time role offers up to twenty-four (24) hours per week, with several positions available. The Town of Grimsby offers candidates for this position an hourly wage of **\$27.85 per hour** (2026 Rate).

The Town supports the health and wellness of our employees; a commitment that is demonstrated through free access to Town recreation facilities for employees and flexible working arrangements.

How to Apply

If you are excited by this opportunity, we are excited to hear from you!

We invite you to submit your application to hr@grimsby.ca. Please quote the posting number in the subject line. A full job description can be found below.

Posting #: 09-2026

We thank all applicants for their interest, however only those selected for an interview will be contacted.

The Town of Grimsby is an equal opportunity employer committed to an inclusive, barrier-free recruitment and selection processes, and work environment. We will accommodate the needs of applicants under the Human Rights Code and Accessibility for Ontarians with Disabilities Act (AODA) throughout all stages of the recruitment process. Please contact the Office of Human Resources, hr@grimsby.ca if you need assistance.

Personal information collected will be used in accordance with the Municipal Freedom of Information and Protection of Privacy Act for the purpose of candidate selection.



JOB POSTING

Instructor, Fitness

Community Services Department

Duties and Responsibilities:

1. Program Instruction (85%)

- 1.1 Set up and inspect equipment and program space before each class and report/address any deficiencies.
- 1.2 Conduct the advertised fitness class at an appropriate level to the participants. Be able to adjust the class according to participants needs, offer modifications and provide support.
- 1.3 Inform the participants at the beginning of every class that they should review the participation guidelines (Par Q) posted and should let the instructor know of any limitations or concerns.
- 1.4 Be prepared to respond to any emergencies that arise (participant, medical, facility).
- 1.5 Ensure the on-site safety of participants.

2. Program Planning (10%)

- 2.1 Create a detailed program plan for all scheduled fitness classes utilizing sound fitness instruction techniques as taught in their certificate training courses. Planning to include awareness of demographic participating, modifications that may be needed, and other various considerations.
- 2.2 Maintain fitness certification and stay current around fitness trends and best practices.
- 2.3 Inventory equipment to ensure all participants will have access to what they need for each scheduled class.
- 2.4 Ensure plan is flexible with modifications built in to allow for varying fitness levels.
- 2.5 Make recommendations to the Fitness Coordinator based on observations and user feedback as to types of fitness classes, operations, and policy.

3. Administration (5%)

- 3.1 Take attendance before class and check for fees paid.
- 3.2 Respond to any inquiries from program participants and forward any pertinent information to the Fitness Coordinator.
- 3.3 Submit all administrative requirements in a timely manner.
- 3.4 Promote the Town of Grimsby fitness programs to participants and provide information to them where possible.
- 3.5 Professionally correspond with the Facility Operators and Front Desk Staff to ensure the smooth operation of the Department including Fitness Centre maintenance and customer service issues.
- 3.6 Support and promote the HIGH FIVE “principles of healthy child development”.

4. Other

- 4.1 Works in a safe manner in accordance with the Occupational Health and Safety Act, associated regulations, other applicable legislation, Town by-laws, policies, procedures, and guidelines.
- 4.2 Other related duties, as assigned.

The successful candidate will possess the following:

Education

- Secondary school diploma.

License, Registration and Training

- Standard First Aid and CPR-C Certification.
- Certification from a recognized fitness association and in good standing for all relevant styles of teaching.
- HIGH FIVE Principles of Healthy Child Development (PHCD) certification is a requirement for leading Child Fitness Classes.
- Police Vulnerable Sector Check (Level 3) to the satisfaction of the Town.

Experience

- One (1) year of recent related experience leading a fitness class or activity.
- Experience in one or more a specialized areas: Stability Ball, Kettle Bell, TRX, Bosu, Spin, Kickboxing, Zumba, Cross-Fit, Child/Youth Fitness, Older Adult Fitness, exercise rehabilitation or a related specialization.
- Experience leading fitness classes
- Experience working the public and providing customer service.

Knowledge/Skills/Abilities

- Excellent customer service skills.
- Excellent communication skills.
- Demonstrated ability to deliver high quality fitness programs.

A combination of education, training, and experience may be considered.