



FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Ed Thomas YMCA of McCook Job Announcement

Job Title: **Fitness Director**

Status: TBD

Salary: TBD

Reports to: CEO

Revision Date: May 2020

POSITION SUMMARY:

Develops, organizes and implements high quality YMCA programming which would include Group Fitness Classes, Activity Based Challenges, and the supervision of the YMCA Wellness Center and Weight Room. Duties include scheduling, managerial tasks, administrative work, Wellness Center hours, client interaction, and maintaining a clean environment. The Fitness Director will develop Wellness Programs that allow partnerships with community organizations and businesses. The Fitness Director will be an integral team player in all areas of the YMCA

ESSENTIAL FUNCTIONS:

1. Directs and supervises Fitness Program activities to meet YMCA objectives.
2. Recruits, hires, trains, develops, schedules and directs personnel and volunteers as needed. Reviews and evaluates staff performance. Develops strategies to motivate staff and achieve goals.
3. Establishes new fitness program activities and expands fitness program within the community in accordance with strategic and operating plans.
4. Develops marketing and promotional strategies to increase awareness and interest in the fitness program.
5. Develops and maintains collaborative relationships with community organizations.
6. Develops and monitors program budget to meet fiscal objectives.
7. Coordinates use of facilities for program activities and events.
8. Assists in YMCA fund raising activities and special events.
9. Responds to all member and community inquiries and complaints in timely manner.
10. Compiles program statistics. Monitors and evaluates the effectiveness of participation in classes and programs.
11. Instructs group exercise classes and schedules personal training sessions.
12. Other duties as needed to assist in the overall successful operation of the YMCA.

YMCA COMPETENCIES:

Mission Advancement: Models and teaches the Y's values. Ensures a high level of service with a commitment to changing lives. Provides staff and volunteers with orientation, training, development, and recognition. Cultivates relationships to support fund-raising.

Ed Thomas YMCA
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(308) 345-6228



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Collaboration: Champions inclusion activities, strategies, and initiatives. Builds relationships to create small communities. Empathetically listens and communicates for understanding when negotiating and dealing with conflict. Effectively tailors communications to the appropriate audience. Provides staff with feedback, coaching, guidance and support.

Operational Effectiveness: Provides others with frameworks for making decisions. Conducts prototypes to support the launching of programs and activities. Develops plans and manages best practices through engagement of team. Effectively creates and manages budgets. Holds staff accountable for high-quality results using a formal process to measure progress.

Personal Growth: Shares new insights. Facilitates change; models adaptability and an awareness of the impact of change. Utilizes non-threatening methods to address sensitive issues and inappropriate behavior or performance. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology.

QUALIFICATIONS:

1. Bachelor's degree in related field or equivalent.
2. One to two years related experience preferred, as a fitness coordinator or supervisor of fitness classes.
3. Fulfillment of state-specific hiring standards and completion of YMCA program specific certifications.
4. Ability to relate effectively to diverse groups of people from all social and economic segments of the community.
5. Understands the YMCA is a public accommodation committed to inclusion and compliance with the Americans with Disabilities Act (ADA).

APPLICATION PROCEDURES:

1. Email cover letter, resume, and three professional references to the CEO, Mitch Gross, at mgross@mccookymca.org.
2. Deadline for submission: Open until filled

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