



Group Fitness Instructor Non-Certified

Department: University Recreation + Wellness (UREC), University of Arkansas - Fayetteville

Location: On-Site, HPER and UREC Fitness Center in ARKU

Position Description:

Group fitness instructors lead participants in a group setting through safe and effective fitness classes for University Recreation + Wellness. This position is responsible for providing fitness instruction and supervision across a variety of group exercise formats. Candidates must be able to teach to multiple fitness levels while prioritizing the safety of all participants. Instructors are expected to enforce all facility policies related to group exercise and clearly communicate the purpose of these policies to a diverse participant population. Additionally, instructors serve as a resource to educate members on various aspects of fitness and wellness.

This position will develop UA Career-Ready skills such as leadership, perspective awareness, professionalism, critical thinking, and communication.

Duties & Responsibilities:

Instruction and Participant Engagement - 60%

- Instruct high-quality group fitness classes for University of Arkansas students and UREC members.
- Demonstrate proper exercise technique and equipment use; offer modifications for varying fitness levels.
- Communicate class expectations clearly and maintain a fun, energetic, and professional environment.
- Record and report accurate participant attendance data for each class session.
- Promote a welcoming atmosphere through strong communication skills and a positive attitude.

Programming and Risk Management - 40%

- Monitor and assist participants to ensure safe and proper equipment use.
- Identify and respond to risk management issues such as health emergencies, equipment failure, or unsafe participant behavior.
- Report and document all injuries, accidents, and emergency situations promptly to appropriate supervisory staff.
- Conduct routine inspections of equipment and studio space to ensure safety standards are met.
- Prioritize the physical and emotional safety of all class participants at all times.
- Serve as a mentor to new instructors by modeling leadership, confidence, and organization.

Updated: 7/2/2025

- Stay informed about Group Fitness and University Recreation policies to provide accurate information to participants.

Minimum Qualifications:

- University of Arkansas Student

Preferred Qualifications:

- Consistent participation in University Recreation + Wellness group fitness classes.

Federal Work Study Requirement:

- Federal Work Study award preferred but not required.

Required License(s), Training, Certification(s), & Background Checks:

- Adult & Pediatric First Aid, CPR, and AED certification or be able to obtain certification within 40 days of hire (UREC will provide a certification opportunity, if needed)
- Background checks not required for undergraduate candidates

Physical Activities Associated with this Position:

The following physical activities are associated with the position and will be performed with or without accommodation. All individuals are encouraged to apply.

- Medium work. Exerting up to 50 pounds of force occasionally, and/or up to 30 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.
 - Spotting active lifting
 - Balancing, crouching, grasping, hearing, kneeling, lifting, pulling, pushing, reaching, repetitive motion, standing, stooping, talking, walking- Constantly
 - Climbing, crawling- Frequently
 - Feeling, manipulating items, sitting- Occasionally

Visual Acuity:

- Employee is required to have visual acuity to determine the accuracy, neatness, and thoroughness of the work assigned (i.e., custodial, general laborer, lab personnel, etc.) or to make general observations of facilities or structures (i.e., security guard).

Compensation & Benefits:

- \$14/hour
- Student Affairs Wage Scale: Category 3

Hours and Schedule:

- The position is designed to be a 1-6 hours per week in person commitment.
- Weekly work hours vary and may include morning, evening, and weekend.

Employment Timeline:

- This position hires on an as needed basis.
- This position is eligible for up to 4+ years of continuous employment upon satisfactory performance and continued academic enrollment.

Supervision: Fitness Coordinator

This job will provide experiences to develop the following UA Career-Ready Skills:

Leadership | Perspective Awareness | Professionalism | Communication

- **Ability to Facilitate Group Dynamics:** Recognize the importance of group dynamics in achieving organizational goals and facilitating group dynamics by leveraging team member strengths, putting team members in position to succeed, collectively set group norms, and resolve conflicts effectively.
- **Ability to Inspire, Persuade, & Motivate:** Ability to use emotional intelligence and interpersonal skills through acknowledging others' needs, contributions, thoughts, and feelings with the goal of guiding and motivating others and improving the team's functioning and success.
- **Ability to Create Environments of Belonging:** Ability to flexibly adapt to varied environments and seek out global cross-cultural interactions and experiences that enhance one's understanding of people with different lived experiences and that leads to personal growth.
- **Ability to Demonstrate Dependability:** Act as a dependable, diligent member of a work environment by being present, prepared, responsible for your actions, behaviors, performance, and decisions and showing attention to detail.

Application Instructions and Required Document:

- Please contact University Recreation + Wellness fitness team at Fitness@uark.edu, with additional questions about the position.
- Include resume and cover letter

Equal Opportunity and Compliance: The University of Arkansas is an equal opportunity institution. The University does not discriminate in its education programs or activities (including in admission and employment) on the basis of any category or status protected by law, including age, race, color, national origin, disability, religion, protected veteran status, military service, genetic information, sex, sexual preference, or pregnancy. Federal law prohibits the University from discriminating on these bases. Questions or concerns about the application of Title IX, which prohibits discrimination on the basis of sex, may be sent to the University's Title IX Coordinator and to the U.S. Department of Education Office for Civil Rights.