



**Range:** Temporary/Seasonal  
**FLSA:** Non-exempt  
**Date:** January 2026  
**Pay Range:** \$27-\$31 per hour

### **AQUA FITNESS INSTRUCTOR**

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are not intended to reflect all duties performed with the job.*

#### **DEFINITION**

Choreograph, lead and instruct participants on effective workout methods; explain proper techniques and demonstrate exercises.

#### **SUPERVISION RECEIVED AND EXERCISED**

Receives direction from the Athletic & Aquatic Supervisor or as delegated to Pool Manager or Assistant Pool Manager.

**ESSENTIAL AND MARGINAL FUNCTION STATEMENTS**--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

1. Prepare, set up/take down necessary equipment for class participant.
2. Prepare diverse lesson plans for water aerobics.
3. Instruct water fitness classes to help to promote participants' health and well-being.
4. Direct all phases of aqua aerobics to ensure the safety of all that participate.
5. Collect signed waivers from each water aerobics participant.
6. Work with appropriate staff at pool location to ensure proper set up for class.
7. Inform appropriate staff concerning any unsafe pool conditions or conditions unfavorable for class commencement.
8. Perform related duties and responsibilities as required.

#### **QUALIFICATIONS**

##### **Knowledge of:**

- Organization of aquatics and other recreational programming.
- Pertinent rules, regulations, procedures related to assigned duties.
- English usage, spelling, grammar, and punctuation.
- Appropriate methods of forwarding ADA accommodation requests.

##### **Ability to:**

- Respond to requests and inquiries from the general public.
- Work independently in the absence of supervision.
- Maintain physical capacity, which allows for effective class instruction.
- Maintain mental capacity, which allows for effective interaction and communication with others.
- Communicate clearly and concisely, both orally and in writing.
- Establish and maintain cooperative work relationships with those contacted in the course of work.
- Work with diverse groups with differing levels of ability.

**Experience and Training Guidelines:** *Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:*

**Experience:**

- One or more years teaching experience in aquatic group exercise programs.

**License or Certificate**

- Possession of, or ability to obtain, an appropriate, valid CPR and First Aid certificate.
- Possession of, or ability to obtain, an appropriate, valid BWS certification.
- Possession of, or ability to obtain, an appropriate, valid AEA certification or other equal or equivalent nationally recognized certification for Aquatic Fitness Instructors

**WORKING CONDITIONS**

**Environmental Conditions:**

Indoor and outdoor recreational facilities/swimming pool; exposure to heat, cold, potentially hazardous chemicals, toxic materials; work in water; work on slippery or uneven surfaces and carry and lift up to fifty (50) pounds.

**Physical Conditions:**

Essential and other important responsibilities and duties may require maintaining physical condition necessary for moderate or light lifting; swimming; sitting, walking, or standing for prolonged periods of time; repeated bending; jumping and running in water 3.5' – 5.5' deep; general manual dexterity, and ability to project one's voice