

The City of Pickering is committed to creating an equitable, diverse and inclusive workplace and strives to foster a sense of belonging, empowerment and respect among all employees and community members. We recognize and value that diverse perspectives, skills, backgrounds, and lived experiences contribute to the growth and strength of our organization and community. As such, we welcome and encourage applications from Indigenous Peoples and equity-deserving communities including women, persons with disabilities, racialized persons, persons who identify as 2SLGBTQI+, and other diverse communities.

Specialty Fitness Instructor - Strength Training

Department:	Community Services
Classification:	2 Contract positions, January – June 30, 2026
Affiliation:	Non-Union
Vacancy Reason:	Existing
Shift/Hours:	Various
Salary Range:	\$40.00/hr
Work Location:	1867 Valley Farm Rd, Pickering, ON L1V 6K7
Date Posted:	December 5, 2025
Deadline to Apply:	Sunday December 21, 2025 at 11:59pm

Job Summary

The City of Pickering is looking for experienced, enthusiastic instructors to teach in a fun, recreational atmosphere. Qualified applicants will possess experience teaching group fitness classes, and be able to demonstrate strong communication, leadership and customer service skills. Qualified applicants must be available for various shifts including evenings and weekends.

Under the general direction of the Supervisor, Fitness Services, the incumbent is responsible for planning, coordinating, and conducting group fitness programs in a professional and effective manner, ensuring exemplary customer service and participant safety.

Failure to provide correct information, demonstrate the correct use of equipment and individual fitness programs could compromise the health and safety of patrons, and cause patrons to view fitness services as unreliable, unprofessional and inconsistent, cause customer dissatisfaction which could lead to a decrease in membership and a corresponding loss of revenue. Light to moderate physical exertion in the performance of fitness training and instruction is required.

Primary Responsibilities

- Creates an exciting exercise environment for participants and leads group fitness classes.
- Adheres to policies and procedures outlined in “Fitness Instructor Orientation Manual”.
- Provides a safe and healthy environment for fitness class patrons. Ensures space and equipment to be used is safe and is used in a safe manner.
- Responds directly to routine enquiries and/or concerns from the public regarding the various fitness programs being conducted, and resolves issues, as required.
- Attends meetings and in-house training as required.

Education and Experience

- Successful completion of secondary school education.
- One year of progressive fitness related work experience.
- Current Can Fit Pro Fitness Instructor Specialist (FIS) certification, equivalent fitness instructor certification or current specialized fitness program certification, where applicable (eg. Zumba, Socacize, etc.)

Knowledge, Skills and Abilities

- Must be medically and physically fit to perform the duties of the position.
- Excellent interpersonal, leadership, organization, communication (verbal and written in English) and customer service skills.
- Must be willing to work irregular hours, on holidays and on weekends.
- Demonstrated analytical and problem solving skills with the ability to plan, develop and deliver short and long range fitness strategies and programs.

- Excellent current knowledge of medical terms and conditions and the ability to apply that knowledge to prescribe safe and effective exercise routines.
- Ability to work independently and achieve results on own initiative under minimum supervision.
- Must possess current Standard First Aid, Basic Rescuer CPR-C Certificates, and Auto External Defibrillator (AED) certification.
- Must be prepared to undergo a Vulnerable Sector Screening as a condition of employment.

Qualified candidates may complete an [online application form](#) where you will be required to upload your resume and cover letter (PDFs only). We thank all applicants for their interest, however, only those selected for an interview will be contacted. In accordance with the *Municipal Freedom of Information and Protection of Privacy Act*, personal information is collected under the authority of the *Municipal Act* and is used for the purpose of candidate selection.

The City of Pickering is committed to inclusive and barrier-free employment practices, and to creating a workplace that reflects and supports the diversity of the community we serve. Accommodations are available throughout the recruitment process in accordance with the *Accessibility for Ontarians with Disabilities Act*. Accessible formats and supports can be requested. For assistance, please contact the Human Resources Department at 905.420.4627 or hr@pickering.ca.

Pickering: A complete, world-class city... inclusive, connected, caring and prosperous.

