



FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

YMCA of Greater Syracuse Job Posting

Job Title: Athletic Performance Coach

Reports To: Health and Wellness Director

FLSA: Non-exempt – Part-time

Work Location: Manlius YMCA

Work Schedule: Schedule will vary; shifts are 4pm to 8pm

A Career with a Cause:

At the Y, strengthening community is our cause. Our mission is to put Christian principles into practice through programs that build healthy spirit, mind and body for all. We focus our work in three key areas, youth development, health living and social responsibility. We are committed to this cause because a strong community can only be achieved when we invest in our kids, our health and our neighbors.

General Functions:

Under the direction of the Health and Wellness Director, the Athletic Performance Coach is a key leader who will oversee the administration and direction of our performance training/exercise programs. The incumbent will be responsible for development, implementation, marketing, planning, scheduling, and evaluation of our performance enhancement training / exercise programs. The incumbent accepts, demonstrates and teaches the YMCA core values of caring, honesty, and respect and responsibility.

YMCA Health & Wellness Department Quality Service Theme:

By encouraging healthy lifestyles, we make a positive difference in people's lives.

Responsibilities/Duties/Functions/Tasks:

The essential functions of this position include, but are not limited to the following:

Deliver and lead a safe & effective Athletic Performance Enhancement Training / Exercise program(s):

- Create, develop, direct, implement and manage high quality strength training and conditioning programs, that deliver new and cutting edge drills and exercises and that are responsive to Members' needs.
- Will design safe and effective strength training and conditioning programs based on member goals, following standards and guidelines set forth by the National Strength & Conditioning Association.
- Monitors and evaluates strength training and conditioning programs to ensure the delivery of safe and effective programs.
- Maintains program areas and equipment in an orderly and safe manner, according to YMCA and association standards.
- Responsible for maintaining an appointment schedule and communicating any changes to that schedule with the client and the Health and Wellness Director.
- Maintain a written attendance record for all training sessions with each client.
- Expected to maintain and keep all certifications current which includes obtaining necessary Continuing Education Course units in the appropriate time allotted.
- Maintain all YMCA character values and regulations in and out of the Athletic Performance Center.
- All other duties as assigned by the Supervisor.

Maintain a safe environment:

- Review all policies outlined in the procedure manual regarding emergency procedures relating to injury or illness of a member.
- Know and enforce all Athletic Performance Enhancement Training program policies, procedures and rules in a consistent, fair and firm manner.
- Supervise all Athletic Performance Center activities while on duty.
- Demonstrate for members the proper technique of how to use the Athletic Performance Center training program exercises, drills and equipment.
- Ensures a safe, effective and motivating training program for clients, respond to incidents, accidents and emergencies appropriately, calmly and professionally.
- Report emergency maintenance needs immediately to the Health and Wellness Director
- Record and report any faulty equipment and/or lapse in maintenance. Process work request form and forward to Health and Wellness Director.
- Perform preventive maintenance and basic maintenance duties on equipment.
- Follow Athletic Performance Enhancement/Health & Wellness rules on and off duty.
- Administer proper CPR/AED in accordance with training and facility procedures.

Maintain a pleasant and professional Athletic Performance Enhancement training environment:

- Contribute to the success of the Athletic Performance Enhancement/Health & Wellness program; be on time for all appointments, and be prepared to conduct a safe and enjoyable program with your client(s).

Athletic Performance Coach, Job Posting

May 8, 2017

Page 1 of 3

Posting Period: 5/8/17 – 5/22/17

- Ensure adequate coverage if unable to work as assigned.
- Connect with our members to assist them in achieving their athletic ability and physical conditioning goals.
- Welcome, assist and interact with members using the Athletic Performance Center/Health & Wellness facility.
- Develops and maintains effective working relationships within the staff, members, and volunteers, as well as within the community.
- Demonstrate ability to relate to and work with people of diverse backgrounds.
- Provide safe and effective strength training and conditioning program, while building relationships and helping to facilitate relationship building amongst members.
- Provide exceptional customer service to all members utilizing the Athletic Performance Center/Health & Wellness facility.
- Ensure that the needs of all members are met through constant attention to detail.
- Responsible for cleanliness and functionality of facility and equipment in respective areas assigned by the Health and Wellness Director.
- Perform cleaning duties as assigned on the Maintenance Schedule on a daily, weekly, and monthly basis.
- Be flexible and adaptable in order to accommodate members' needs and wants.
- Be able to answer members' questions, concerns, and complaints in a timely and courteous manner.
- Communicate and educate in a knowledgeable and professional manner.
- Respond to change and requests within the Athletic Performance Center/Health & Wellness facility with flexibility ensuring efficient operation.
- Demonstrate teamwork and organization by communicating problems or constructive criticism to the Health and Wellness Director at the end of your training session.
- Assist with inside and outside promotions as they relate to the Athletic Performance Center/Health & Wellness program.
- Support and assist newly hired Athletic Performance Center/Health & Wellness coaches and staff.
- Contribute as a member of the fitness team towards improving the lifestyles of our members.
- Attend all mandatory in-house trainings and meetings.
- Maintain basic knowledge of other program offerings to help serve member's needs.

Education and Experience:

- Bachelor's Degree preferred (Exercise Science or related field preferred).
- At least 2 years' experience working with professional, collegiate or high school athletes in an athletic performance enhancement training environment and/or personal training experience.
- Knowledge of Olympic Style weightlifting.
- Knowledge of Speed, Agility, Plyometric & Core Development drills and exercises.
- Understands the demands sports place on athletes.

Qualifications:

- Must have a passion for achievement and possess an unparalleled work ethic.
- Must have a strong desire to educate themselves through scientific research.
- Must possess similar training philosophy as designed program and current staff.
- Effective interpersonal and communication (oral and written) skills, as well as the ability to build and maintain positive relationships with Members, Staff and Vendors.
- Demonstrate a sincere desire to improve the athletic ability of YMCA program participants.
- Demonstrate leadership skills in an outgoing, friendly, assertive, professional and mature manner.
- Ability to lead and motivate others.
- Ability to effectively communicate information on YMCA of Greater Syracuse program components to members.
- Demonstrates excellent planning and organizational skills, ability to handle multiple projects simultaneously.
- Refrain from diagnosing injuries, offering medical advice and dispensing or endorsing any and all commercial health products.
- Able to train and work with all ages and abilities (ages 5 and up).
- Must be willing to work flexible hours, including some weekends and holidays.

Trainings & Certifications:

- Must hold and maintain an active certification while instructing Personal Training at the YMCA. This certification can be a National certification (MSCA, ACSM, ACE, NASM, NETA, NSCA or ISSA) in personal training instruction, or YMCA Foundations of Strength and Conditioning Instruction.
- Must complete online Bloodborne Pathogens and Employee Safety trainings prior to initial assignment to position.
- Must hold and maintain current CPR, AED, and First Aid certifications or successfully complete no later than 30-days after employment begins.
- Must complete online Hazard Communication training within the first 90-days of employment.
- Must attend and complete YMCA Youth Protection training within the first 90-days of employment.
- Must complete the following online Health & Wellness trainings within the first 90-days of employment:
 - Orientation to Healthy Living at the Y
 - Foundations of Listen First
 - Principles of Member Health & Wellness
 - Wellness Center At The Y
- Must attend and complete YMCA Healthy Lifestyle Principles within the first 6-months of employment.

Core Competencies:

- Supports the Mission, Vision and Direction of the YMCA: Understands and supports the mission of the YMCA; displays the YMCA values; displays flexibility and accepts changes; is willing to try new methods and make suggestions; shows a strong commitment to the YMCA; conveys enthusiasm for the YMCA and his/her work.
- Builds Community: Understands and embraces the role of volunteers; helps members and participants make connections to others and to the YMCA; practices effective relationship-building techniques; supports the role of fund-raising in achieving the YMCA mission.
- Provides a Quality Experience for Members, Participants, Internal Customers and Others: Possesses the ability to deliver outstanding experiences for members, participants, internal customers and others; builds warm and supportive relationships; consistently greets and assists everyone in a positive way; strives to provide service that will exceed expectations; responds to concerns and complaints in a way that makes each person feel valued; initiates action for prompt resolution; looks for better ways to serve and involve members, participants, internal customers and others.
- Works Productively: Demonstrates responsible actions; consistently performs duties in a safe and conscientious manner within the agreed upon timeframe; follows standards, policies and procedures; is reliable and consistently punctual; actively participates in staff meetings, required trainings, and other work related activities; uses good judgment; uses YMCA resources appropriately and efficiently.
- Uses Effective Personal Behaviors/Communicates Effectively: Treats everyone with courtesy, respect and consideration; displays integrity; listens actively and genuinely; communicates in a clear and pleasant manner; embraces differences among people; demonstrates an active willingness to learn and grow; accepts constructive criticism; works cooperatively as a team member.

Effect on End Results:

Successful implementation of the program will result in quality Athletic Performance Enhancement Training programs that meet or exceed the needs of our members and the community at large.

Physical Demands:

Must be mentally alert to recognize potential hazards and accidents and both physically and mentally be able to respond to emergencies and perform CPR and/or First Aid. Able to stand for the majority of a 4 to 6 hour training period. Hear noises and distress signals in an Athletic Performance Enhancement environment with background noise and perform all needed rescues skills. Operate alone as an Athletic Performance Coach without other coaches for support. Project voice across Athletic Performance Center Area. Ability to frequently stand, sit, walk, talk, hear, swim, type, run, jump, kick, catch, throw, climb, kneel, bend, reach, balance, crouch or crawl, climb and/or balance, reach with hands and arms, handle or feel, stoop, climb a minimum of two flights of stairs (approximately every ½ hour), lift/move and carry approximately 50 pounds, spot members lifting weight in excess of 50 pounds and use hands and fingers. Ability to occasionally run in case of an emergency. Specific vision abilities required close, color, distance, peripheral, depth perception and ability to adjust focus.

Work Environment:

Work is normally performed in a typical YMCA facility environment. At times, the employee may be exposed to situations where injuries may occur. Frequently exposed to loud noise and background music. Occasionally exposed to outdoor weather conditions in conducting certain Athletic Performance Training programs. Frequently exposed to OSHA approved cleaning solutions.

Americans with Disabilities Specifications:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

How to Apply:

Interested candidates should respond to Erin Coelho, Health and Wellness Director Coach at (315) 692-4777, ext. 210 or email their application to ecoelho@syracuseymca.org or Suzanne LeRoy, Director Human Resources at (315) 474-6851, ext. 311 or email their application to sleroy@syracuseymca.org, no later than May 22, 2017.

The YMCA of Greater Syracuse reserves the right to interview only those internal candidates that based on their qualifications, experience and background meets the requirements of the job vacancy.