



**South East
Leisure**



Purpose

Creating active, connected communities.



Vision

Providing sustainable world class experiences that enhance the overall health and wellbeing of the community.

Gym Instructor

Classification:	Fitness Industry Award Level 3A – 4A		
Date Reviewed:	July 2025		
Department:	Health Club	Reporting to:	Health and Wellness Coordinator
Approved by:	General Manager Operations – Aquatics & Leisure		

About South East Leisure

South East Leisure are a leisure management company based in the City of Greater Dandenong with a vision to enhance the health and wellbeing of our community by providing sustainable world class experiences.

We, at South East Leisure pride ourselves on being driven by our values:

CARE – We care about our people, our actions, and our outcomes

OPEN – We are honest, transparent, and respectful in our actions

FUN – We work hard, we have fun and celebrate our success

SUSTAINABLE – We provide commercially and environmentally sustainable outcomes

South East Leisure manage and operate the four major leisure facilities in the Greater Dandenong area:

- Dandenong Oasis
- Noble Park Aquatic Centre
- Springers Leisure Centre
- Dandenong Stadium

We are committed to building a team full of positive, hardworking, and adaptable superstars. In return for your passion and commitment, we will:

- Provide you with flexibility in your role – We are passionate about creating a healthy work life balance
- Encourage you to contribute to our social and environmental outcomes
- We are passionate about creating a positive social impact and are always exploring ways that we can implement environmentally sustainable improvements.
- We will always value and listen to your ideas into ways we can improve our programs, services and business.

About the role

As a Gym Instructor you will engage and build strong relationships with members, whilst supervising the gym floor. You will have the opportunity to provide health and fitness advice, encouraging members towards their goals through motivation and education.



Key Responsibilities and Specialist Skills

- Provides a high standard of service to all customers
- Conduct health consultations, re-assessment and program shows to members.
- Create, review and modify exercise programs.
- Provide help and promote member challenges and engagement activities.
- Contact members via phone for check in calls
- Conduct Body Composition scans and analyse results
- Supervise and clean gym areas and equipment, ensuring all equipment is set up and packed away.
- Enforce gym rules and etiquette and adhere to safety standards.
- Acknowledge and engage facility users with positive interactions.
- Stay informed about all communications to ensure you are aware of and understand company policies, procedures, and updates.
- Promote a positive safety culture
- Other duties as required

Qualifications and Experience

- AUSactive Registration (desirable) OR evidence of ongoing education with industry equivalent
- Certificate III in Fitness
- HLTAID011 – Provide First Aid.
- HLTAID009 – Provide cardiopulmonary resuscitation. (CPR)
- Current Working with Children Employee check
- Satisfactory National Police Check (funded by SEL)
- Certificate IV in Fitness (desirable)
- Previous experience in a similar role (desirable)

Organisational Relationship/Context

Reports to

Health and Wellness Coordinator

Major contacts

Internal Liaisons

- Leadership team
- Internal team

External Liaisons

- Members and patrons
- User Groups



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South East Leisure is an equal opportunity employer committed to fostering a safe, inclusive, and diverse workplace.

- We welcome applications from people of all backgrounds, including Aboriginal and Torres Strait Islander peoples, culturally and linguistically diverse communities, people with disability, people of all ages, faiths, gender identities, and sexual orientations. We value the unique contributions and perspectives of every individual and strive to ensure our workforce reflects the communities we serve.

Child safety and Wellbeing

- SEL wants children to be safe, feel safe, happy, and empowered; we take all reasonable steps to ensure those engaging with children are suitably skilled, well-prepared, and aligned with our commitment to safety and wellbeing.



PHYSICAL REQUIREMENTS OF POSITION

POSITION TITLE	Gym Instructor	DEPARTMENT	Health and Wellness
REPORTS TO	Health and Wellness Coordinator	DATE REVIEWED	July 2025

PHYSICAL REQUIREMENTS	Performed Frequently More than 2 hours per shift, or continually for 30 minutes.	Performed Sometimes Less than 2 hours per shift.	Rarely Performed Infrequent / ad-hoc
Keyboard duties		✓	
Reading tasks		✓	
Writing tasks		✓	
Sitting		✓	
Walking / Standing	✓		
Driving Car			✓
Lifting / carrying (Light) < 10kg	✓		
Lifting / carrying (Heavy) > 10kg	✓		
Pushing / pulling (Light) < 10kg		✓	
Pushing / pulling (Heavy) > 10kg		✓	
Cutting (knife work)			✓
Bending	✓		
Kneeling / squatting	✓		
Climbing (stairs, ladders, scaffold)		✓	
Exposure to hazardous substances / dangerous goods			✓
Exposure to blood / bodily fluids / human waste			✓
Exposure to dust / dirt		✓	
Stress – difficult customers			✓
Stress – resolving conflict scenarios			✓
Stress – tight deadlines			✓
Stress – other (specify)			✓
Exposure to noise > 85dB		✓	
Exposure to wet environment (including working in pool water)			✓
Exposure to hot temperatures (up to 39°C)			✓
Continuous concentration		✓	

MINIMUM PHYSICAL REQUIREMENTS	Yes	No
Ability to swim a minimum of 200 metres of a survival stroke		✓
Ability to team-lift a patient out of a pool during a rescue situation		✓
Ability to tow a patient for a minimum of 25 metres in a pool during a rescue situation		✓
Ability to perform Cardio Pulmonary Resuscitation (CPR) for an extended period of time	✓	
Sustained cardio-vascular training		✓



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Declaration

It is essential to disclose any pre-existing illnesses, injuries, or conditions that may affect their ability to meet these physical requirements before employment or as soon as they become aware of them.