City of Ames

Fitness Instructors / Trainers

SALARY	See Position Description	**LOCATION**	515 Clark Avenue, Ames, IA, 50010, IA
JOB TYPE	Less than 20 hours/week	**JOB NUMBER**	26-3221-01
DEPARTMENT	Parks & Recreation	**OPENING DATE**	11/04/2026
CLOSING DATE	Continuous	**FLSA**	Non-Exempt
BARGAINING UNIT	MERIT	**RESIDENCY REQUIREMENT?**	No

Centrally located in the heart of Iowa, Ames is a vibrant, progressive community with more than 66,000 residents providing an excellent quality of life. Home to Iowa State University, Ames offers year-round recreation opportunities, diverse cultural offerings, a stable economy, safe neighborhoods, and a high-achieving school district.

General Information

https://www.youtube.com/embed/97rsAGfo1eQ?wmode=opaque&rel=0&start=1

The City of Ames Parks and Recreation Department is accepting applications for Fitness Instructors and Personal Trainers!

Candidates interested in these opportunities can expect to work a varied schedule of less than 20 hours per week.

Instructors and Trainers are directly accountable to the Public Wellness Manager and adjunctly accountable to the Recreation Superintendent and the Director of Parks & Recreation.

Positions are ongoing, part-time, less than 20 hours per week positions that are not benefit or paid leave eligible.

This posting is open until filled.

Examples of Essential Job Functions

Aqua Fitness Instructor: ($15.66 - $16.61 per hour):

- Aqua fitness instruction to participants of Ames Parks & Recreation Wellness program.
- Educates participants on proper and safe exercise form.

Group Fitness Instructor ($15.20-$16.61 per hour):

- Instructs group fitness classes to participants of Ames Parks & Recreation Wellness program.
- Educates participants on proper and safe exercise form.

Personal Trainer ($25.08 - $25.83 per hour):

- Provide one-on-one fitness instruction to clients desiring a program tailored to their specific needs.
- Conduct fitness consultations and assessments; assist, monitor and instruct clients by ensuring safe and effective use of gym equipment and weight machines.
- Help motivate client to achieve their fitness goals.

Each employee is expected to continually strive to bring shared values to life through our Excellence Through People organizational culture. ETP values include: committing to continuous improvement; inspiring creativity and innovation; being customer driven; making data-driven decisions; championing employee involvement; striving for excellence; having fiscal stewardship; acting with honesty and integrity; exhibiting leadership; choosing a positive attitude; respect and dignity for one another; promoting safety and wellness; and cultivating teamwork. For leaders, this includes creating a work culture that brings these values to life. For all employees, this includes maintaining a Total City Perspective. The purpose of ETP is to deliver exceptional services to the public at the best price, and for employees to experience an enjoyable and stimulating work environment.

Qualifications

Education and Experience:

- One year of group fitness instruction experience in at least one type of format (boxing, pilates, yoga, older adult fitness, dance fitness, cycling etc.).

- For Personal Trainer four-year degree in Exercise Science preferred or Nationally recognized Personal Trainer Certification (ACE, NASM, etc.).

Licenses and Certifications:

- CPR certification required; national group fitness and/or personal training certification preferred (ACE, AFAA, NASM). (Attach certification documents to application)

Knowledge, Skills, and Abilities:

- Working knowledge of human anatomy, kinesiology and training principles; knowledge of group fitness teaching classes and the incorporation of music, tempo, cueing technique, and rhythm.
- Ability to understand, appreciate and embody the City of Ames Core Values.
- Ability to maintain an exceptional level of safety.
- Ability to maintain a professional appearance at all times.
- Ability to maintain a professional demeanor (calm and courteous) at all times while on site.
- Ability to motivate people and work well with other staff members.
- Skill in choreography and music.
- Customer service oriented.

- Personal Trainer: must have a thorough understanding of fitness concepts and human anatomy, strong communication and motivation skills, and the ability to conduct fitness consultations and assessments.

Supplemental Information

Physical & Environmental Characteristics:

Must be able to move and lift objects up to 50 lbs. Indoor sounds may be moderately noisy. Position requires physical participation and interaction related to the specific activity.

Selection Process:
The selection process consists of an evaluation of education and experience, an interview, and completion of a criminal background check, which includes a sex offender registry check. All candidates will be notified by email of their application status.

E-Verify Process:

The City of Ames participates in E-Verify and will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each applicant's Form I-9 to confirm work authorization. All candidates who are offered a position with the City of Ames must complete Section 1 of Form I-9 along with the required proof of their right to work in the United States and proof of their identity on their first day of employment. Please be prepared to provide required documents on your first day of employment. For additional information regarding acceptable documents for this purpose, please contact Human Resources at 515-239-5199 or go to the US Citizenship and Immigration Services web page at: http://www.uscis.gov.

NOTE: Applicants with disabilities may submit requests for ADA testing or interview accommodations to the Human Resources Department prior to the test or interview.

The City of Ames is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, age, religion, sex, sexual orientation, gender identity, genetic information, ancestry, national origin, marital status, disability, or protected veteran status and will not be discriminated against. Inquiries can be directed to the Human Resources Department at 515-239-5199.

Employer
City of Ames

Address
515 Clark Ave

Ames, Iowa, 50010

Phone
515-239-5199

Website
http://www.cityofames.org/jobs

Fitness Instructors / Trainers Supplemental Questionnaire

*QUESTION 1

What is your preferred position? (Select all that you may be interested in)

- ◯ Aqua Fitness Instructor
- ◯ Group Fitness Instructor
- ◯ Personal Trainer

*QUESTION 2

What relevant certifications do you have ?

(CPR certification is required upon hire; national group fitness or personal training certification preferred (ACE, AFAA). Please attach certification documents to your application as well.)

*QUESTION 3

What relevant experience do you have?

QUESTION 4

Personal Trainer: A four year degree in Exercise Science is preferred but not required for this position. Do you have a four year degree in Exercise Science?

- ◯ Yes
- ◯ No

* Required Question