

Aquatic Fitness Instructor

Posting #PRC2026-18

Oak Bay Parks, Recreation and Culture are seeking qualified and energetic Aquatic Fitness Instructors for our deep water drop-in classes. Working under the direction of the Aquatic Programmer and Coordinator, Aquatic Fitness Instructors are responsible for lesson planning, organizing, maintaining a safe environment, and the overall delivery of high quality classes that exceed the expectations of our patrons. Our Auxiliary staff enjoy a free Staff Pass when they work one shift per week, flexibility in hours to accommodate different lifestyles, a culture that cares about work-life balance, and 14% pay on top of their hourly wage in lieu of benefits. We foster a learning environment and provide you with on-the-job training. We acknowledge and respect that the District of Oak Bay lies in the traditional territory of the ləkʷəŋən people, known today as the Songhees and Esquimalt Nations, and that their historic connections to these lands continue to this day.

RESPONSIBILITIES

- Plan, organize, and implement various Aquafit classes.
- Ability to work effectively and maintain a safe environment for patrons and fellow staff members.
- Participate and instruct various Aquafit classes.
- Ability to work in an independent and responsible manner, without direct supervision.

QUALIFICATIONS

- Previous Aquafit experience is an asset.
- Customer service experience.
- Registered BCRPA Aquatic Fitness Leader, Canadian Aquatic fitness Leaders Alliance, or Greater Vancouver Island Aquafit Instructor course.
- Current Emergency First Aid or Standard First Aid with CPR-C certification.
- Provision of a current Police Information Check with Vulnerable Sector Screening (Note: This is the applicant's financial responsibility to obtain this).

HOURS OF WORK	Available Shifts: <ul style="list-style-type: none"> • Mondays – 7:00-8:00pm • Wednesdays – 7:00-8:00pm • Fridays – 9:00-10:00am <i>Work hours may vary based on operational requirements.</i>
LOCATION(S)	Oak Bay Recreation Centre
RATE	\$30.10/hr-\$38.17/hr (\$26.40-\$33.48 per hour plus \$3.70-\$4.69 per hour in lieu of benefits) – 2024 rates
STATUS	Auxiliary (This is a union position)
BENEFITS	<ul style="list-style-type: none"> • 14% in lieu of benefits per hour. • Staff Membership to drop-in the weightroom, fitness classes, skating, and pool (applicable to employees with 1 or more set shifts per week)

Please submit applications by 4:30pm, Wednesday, February 25th, 2026 to:
Job Application Drop Box, Oak Bay Recreation Centre, 1975 Bee Street, Victoria, V8R 5E6 or
Email to: recreationjobs@oakbay.ca

Subject line in email should read: PRC2026-18 Aquatic Fitness Instructor

Please note that only short-listed applicants will be contacted after the closing date of the posting