

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 *lək'wənən* 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	<p>Available Shifts:</p> <ul style="list-style-type: none"> • Mondays – 7:00-8:00pm • Wednesdays – 7:00-8:00pm • Fridays – 9:00-10:00am <p><i>Work hours may vary based on operational requirements.</i></p>
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