

Recreation Programmer – Fitness

Posting #PRC2026-76

Oak Bay Parks, Recreation and Culture is seeking an energetic and qualified individual for the Fitness Programmer position. This position is responsible for assisting the Fitness Coordinator in the development, planning, and leadership of Oak Bay's services pertaining to weight training, fitness, aerobics, wellness, and specialty programs. Oak Bay Parks, Recreation and Culture offers a fantastic Municipal Benefits package which includes Pension Plan, Health and Dental coverage, vacation, and sick time entitlement. Other benefits include a Staff facility pass that provides access to our fitness centres, drop-in fitness classes, pool, and skating rink. We acknowledge and respect that the District of Oak Bay lies in the traditional territory of the lək'wəŋən people, known today as the Songhees and Esquimalt Nations, and that their historic connections to these lands continue to this day.

RESPONSIBILITIES

- Responsible for program planning, scheduling and promotion of fitness programs and services to meet the needs of the community.
- Maintains close contact with patrons to ensure a positive, inclusive and welcoming atmosphere in programs and facilities.
- Leadership to ensure programs and spaces are clean, safe and rules are followed by patrons and staff.
- Assists auxiliary staff with the development of program goals and objectives, and provides constructive coaching.
- Assists Coordinator with selection, training, supervision and evaluation of auxiliary staff.
- Prepares communication to staff and patrons as requested.
- Attends staff meetings, workshops and training as required.
- Leads and/or instructs some fitness programs, eg. attending hours in the Weightrooms as needed; instructor training as required.
- Assists in organizing and promoting training and specialty workshops for fitness staff.
- Assists in overseeing fitness program contractors.
- Performs other related duties as required.

QUALIFICATIONS

- University Degree in Recreation, Kinesiology, Human Performance or Physical Education.
- A minimum of one year combined prior and on the job experience in fitness programming and supervision, with specialized fitness knowledge and experience in its application.
- BCRPA registered and certified Trainer or Supervisor of Fitness Leaders.
- Strong leadership skills and proven initiative.
- Ability to work flexible hours.
- Proficient with Microsoft Office 365.
- Current Basic Occupational First Aid with CPR-C certification (or equivalent).
- Consent to Criminal Records Review Program Criminal Record Check and Police Information Check with Vulnerable Sector (Note: This is the applicant's financial responsibility to obtain this).

HOURS OF WORK	Tuesday-Saturday – 9:30am-5:30pm (35hrs/week). <i>Work hours may vary based on operational requirements.</i>
LOCATION(S)	Oak Bay Recreation Centre & Henderson Recreation Centre
RATE	\$38.00/hr (step 1)-\$40.78/hr (step 3) – 2026 rates
STATUS	Permanent Full-Time (This is a union position)
BENEFITS	• Municipal Benefits include Pension Plan, Extended Health & Dental coverage, vacation, and sick entitlement. • Staff Membership to drop-in the fitness centres, drop-in fitness classes, skating, and pool.

Please submit applications by 4:30pm, Friday, September 4th, 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: PRC2026-76 Recreation Programmer - Fitness

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