OAK BAY
PARKS, RECREATION
& CULTURE

JOB OPPORTUNITIES – AUXILIARY

Drop-In Fitness Instructor

Posting #PRC2026-89

Oak Bay Parks, Recreation and Culture are seeking energetic and experienced Fitness Instructors to join the team! Working under the direction of the Monterey Programmer, Drop-In Fitness Instructors are responsible for lesson planning, organizing, maintaining a safe environment, and overall delivering 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 lək̓ʷəŋən people, known today as the Songhees and Esquimalt Nations, and that their historic connections to these lands continue to this day.

RESPONSIBILITIES

- Planning/preparation of various Fitness classes.
- Maintaining a safe environment for patrons and fellow staff members.
- Participate/instruct various Fitness classes.

QUALIFICATIONS

- Previous fitness experience in a similar environment.
- Customer service experience.
- Registered BCRPA Fitness Leader (or equivalent).
- Older Adult Fitness Leader certification is an asset.
- 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	**Fridays –** 8:45-9:45am *Additional subbing hours may be available as needed. Work hours may vary based on operational requirements.*
LOCATION(S)	Monterey Recreation Centre
RATE	$32.24/hr-$40.89/hr ($28.28-$35.87 per hour plus $3.96-$5.02 per hour in lieu of benefits) – 2026 rates
STATUS	Auxiliary (This is a union position)
BENEFITS	• 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 Thursday, November 5th, 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: PRC2026-89 Drop-In Fitness Instructor

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