



GORDON JCC
NASHVILLE

DIRECTOR OF HEALTH AND FITNESS

TITLE: Director of Health and Fitness

SUPERVISOR: Chief Program Officer

DEPARTMENT: Administration

FLSA STATUS: Exempt

CLASSIFICATION: Full Time

POSITION SUMMARY:

The Director of Health and Fitness provides strategic leadership for the Gordon Jewish Community Center's health, wellness, fitness, and healthy-living initiatives. This position is responsible for developing and delivering programs that promote physical health, mental well-being, active lifestyles, and meaningful connections for members of all ages and abilities. The ideal candidate will help create an environment where members feel welcomed, supported, motivated, and connected while advancing the JCC's mission of building community through excellent programs rooted in Jewish values.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Develop and implement health and wellness strategies aligned with the JCC's mission, strategic plan, and member needs to include group fitness, personal training, wellness education, and other health-related programs
- Develop and manage the department budget, ensuring resources are used effectively and responsibly.
- Recruit, train, supervise, schedule, and evaluate fitness, wellness, and personal training staff and independent contractors as part of staff and instructor leadership.
- Build member experiences and community engagement to support retention and participation in programs.
- Prioritize safety, risk management and compliance with safety standards and ensure staff are trained in applicable protocols and maintain required credentials.
- Ensure programming reflects the Gordon JCC's mission, values, and commitment to Jewish life, community, inclusion, wellness, and lifelong engagement.

QUALIFICATIONS

- Bachelor's degree - A degree in Exercise Science, Health & Wellness, Recreation, Sports Management, Public Health, or related field is preferred.
- Minimum of 5 years of progressive experience in supervision as well as fitness, wellness, recreation, health promotion, or related field.
- Certified in CPR/Basic First Aid/AED



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KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of current fitness, wellness, health-promotion, and healthy-aging practices. Knowledge of fitness equipment and trends.
- Ability to manage financial data and use findings to improve programs.
- Excellent verbal and written communication, and relationship-building skills.
- Ability to motivate and engage staff, instructors, members, and volunteers.
- Ability to use technology and program-management systems effectively.

PHYSICAL DEMANDS

- Ability to sit, stand, walk, and use a computer for extended periods.
- Ability to operate all fitness equipment available to members
- Ability to lift up to 50 pounds
- Ability to work any hours the facility is open, attend meetings, events, and occasional evening or weekend functions as required.

MARKERS OF SUCCESS

- Increased participation and engagement in health, wellness, and fitness programs.
- Strong member satisfaction and positive feedback regarding wellness offerings.
- Develop innovative programming in response to evolving needs.
- Strong retention and engagement of fitness and wellness staff and instructors.
- Effective management of departmental budgets and resources.
- Development of meaningful community partnerships.

BENEFITS

- Health, Dental, and Vision Insurance, Life Insurance and Long-term Disability
- 403(b) Retirement Plan with Employer Match
- Paid Time Off (PTO) and Paid Holidays
- Free Gordon JCC Membership, Program Discounts including Early Childhood Learning Center and Summer Camp Programs
- Professional Development Opportunities, Conferences, and Licensing Support

HOURS

Regular weekday hours with occasional weekend event activities or variances as necessitated by staffing requirements.

The Gordon JCC is an Equal Opportunity Employer and is committed to creating an inclusive workplace free from discrimination and harassment.