

BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

CHIEF BLACKBIRD CENTER

P.O. BOX 39

ODANAH, WI 54861

Job Title: Fitness Instructor/Personal Trainer

Department: Fitness Center

Hourly Rate: \$25/hour

Full Time: 40 Hours/Week

Exempt: No/Hourly

Supervisor: Wellness Director

Posting Date: Public

Opens: September 23, 2025

Closes: October 08, 2025 at 4:30PM



Summary: The Fitness Instructor/Personal Trainer position is responsible for providing exercise prescription and helping clients reach their goals. Other duties include fitness assessments, tracking client progress, and keeping organized client data. Must be able to provide safe and effective sessions to participants off all ages and fitness levels.

Essential Duties and Responsibilities include the following. Other duties may be assigned by the Program Manager or the supervisor.

- Conduct one-on-one, group, or small group personal training sessions
- Be knowledgeable in aerobic and anaerobic training for all ages, fitness levels, and health conditions
- Possess strong interpersonal skills to inform clients of classes, scheduled times, exercises and/or other necessities.
- Helping clients develop short- and long-term goals
- Giving advice on nutrition, health and lifestyle changes
- Helping clients with their workouts and advising them about important safety concerns
- Lifting and arranging gym equipment
- Creating workouts that are safe for the client to replicate
- Introducing new clients and patrons to gym equipment and ensuring safe and proper lifting techniques
- Possess strong organization and documentation skills
- Remain current in necessary certifications
- Working evenings and weekends
- Other duties as assigned

Qualification Requirements: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are representative of the knowledge, skills, and/or ability required. Knowledge of the uniqueness of the Bad River Community. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

Education and/or Experience:

Required:

- High school Diploma or GED
- Must be at least 18 years of age
- Current industry recognized personal training certification in any of the following: ACE-American Council of Exercise, AFAA- Aerobics and Fitness Association of America, ACSM-American College of Sports Medicine, NETA-National Exercise Trainers Association, or other specialty certification

- Current CPR/AED and First Aid certification

Other Skills and Abilities:

Preferred:

- Minimum 1 year related or equivalent experience
- Good at managing time and having the flexibility to work with client's schedules
- Proficient in fitness assessment and exercise prescription
- Ability to work with people of all fitness levels
- Ability to motivate and inspire others
- Ability to stay up to date with the latest fitness techniques and health trends

Background Check:

This position is contingent on the required ability to pass a Bad River caregiver background check when working with children and/or the elderly.

Language Skills:

- Strong oral and written communication skills
- Knowledge of computers and software, computer applications, and good typing skills
- Ability to work in diverse settings and communicate effectively with a broad range of related systems.
- Maintain strict compliance with Privacy Act requirements and Confidentiality Policy.
- Ability to clearly describe and enforce rules to ensure a safe environment for patrons.

Reasoning Ability:

- Familiar with tribal and county court systems and legal processes.
- Experience in crisis intervention.
- Ability to recognize potentially dangerous activities to prevent injury of patrons

Physical Demands:

- Ability to bend, stretch, twist, reach, and coordinate movement of multiple body parts
- Being able to lift and move up to 25 pounds, and sometimes more than 75 pounds
- Being able to demonstrate exercise techniques accurately over long periods of time
- Being able to be physically active for long periods of time without getting tired or out of breath
- Must possess auditory, verbal, and visual capabilities to adequately communicate to staff and guests.

Cultural Sensitivity:

This position requires awareness and deep appreciation of tribal traditions, customs, and socioeconomic needs. It requires the ability at all times to meet and deal effectively in contact with Native American people and organizations. This requires tact, courtesy, confidentiality, discretion, and sound judgment in handling sensitive issues.

Work Environment: The work environment characteristics described here are representative of those employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. This position is subject to inside and outside work. The noise level may be moderate to loud.

Drug-Free Workplace in accordance with the Drug-Free Workplace Act of 1988, P.L. 100-690, and the Bad River Tribe's Employee Policy & Procedures Handbook. Indian Preference will be given in accordance with P.L. 93-638 and the Tribe's Preference Policy.

Send Application and Resume To:

**Bad River Tribe
Attn: Human Resources
P.O. Box 39
Odanah, WI 54861**

<http://www.badriver-nsn.gov/>

Application material may also be emailed to:

Darcie.powless@badriverhwc.com

HRmanager@badriver-nsn.gov

HRassistant@Badriver-nsn.gov