ONE REN

POST TITLE:	Fitness Consultant	POST ID:	
DEPARTMENT:	Operations & Estates	GRADE:	G02
SECTION:	Indoor Leisure	LOCATION:	Renfrewshire
REPORTING TO:	Facility Duty Manager		
LINE MANAGEMENT OF:	N/A		

JOB PURPOSE

To assist the Facility Duty Manager in the efficient day-to-day running of a designated gym facility within OneRen. To ensure users have the best health and fitness experience possible. To deliver excellent customer service and use every opportunity to interact with members, offering them advice, coaching and encouragement as much as possible.

KEY DUTIES & RESPONSIBILITIES

1. Maintaining high standards and ensuring smooth and safe daily operations within one of our gyms.

2. Ensure that a high standard of service is present within the gym that involves interacting with users, offering advice, coaching and encouragement as much as possible.

3. Assist the Duty Manager in identifying, planning and delivering all aspects of health and fitness within the gym. This includes delivering inductions, personal training (when required), group exercises (when required), highlighting operational / development issues at Team Meetings.

4. Responsible for ensuring all relevant paperwork is completed correctly within approved time scale and, where required, presented for authorisation. Example documentation includes Inductions, ParQ's, Training Records, Members Per Hour, Equipment Inspection, Cleaning Records, Stock, Timesheets and Holiday Requests.

5. Provide exercise prescription and correct exercise technique to gym users.

6. Actively participate in training and development programmes, and take every opportunity to increase your level of expertise.

7. Advise the Duty Management team of operational issues and problems and recommend appropriate actions and solutions on such issues and problems.

8. Maintain a 7 day flexible working pattern to meet the needs of the service or requested by line management.

9. Any other duties appropriate to the post and in line with the needs of the service

PERSON SPECIFICATION

Factors	Essential	Desirable	Method of Assessment
EDUCATION	• Valid and recognised fitness industry instructor (SVQ Level 2) or equivocal qualification • First Aid qualification or willingness to work towards • Working knowledge of health and safety	• Personal Trainer Qualification • Expertise in one area of health and fitness (i.e. Personal training/Group training/Pilates etc.) • Exercise to music / studio exercise qualification • Pool Lifeguard qualification or equivalent • Experience of using Microsoft Office	Qualification
RELEVANT EXPERIENCE	• Experience of working in a health and fitness environment • Experience of providing exercise prescription and correct exercise technique		• Application, Interview
SPECIAL KNOWLEDGE & SKILLS	• Able to run and maintain effective systems and working processes		

PERSONAL FEATURES/ QUALITIES	• Able to communicate in a way that generates enthusiasm, excitement and commitment • Ability to work unsupervised and as part of a team • Motivated to achieve key individual and team performance targets	• Able to work with people with different demands and requirements	
MANAGEMENT COMPETENCES			
OTHER	• Able to maintain a flexible, 5 days in 7 shift working pattern to suit the needs of the business • Willing to travel to and work within all facilities operated by OneRen • Professional presentation and pride in own appearance	• Clean Driving Licence	

Devised by:	Reviewed by Hamish Paterson	Date:	27/03/2026
Approved by:	Alan Cunningham	Date:	27/03/2026
Evaluation Reference:	A3349	Date:	Reviewed 15/04/2026