



Aquatic and Fitness Instructor (Contract)

Job Title: Aquatic and Fitness Instructor (Contract)

Organization: The Southdown Institute

Location: Holland Landing, Ontario

Position Type: Contract (Minimum 3 sessions per week, 2–3 hours per session)

Posting Dates: January 20 – February 10, 2026

Vacancy Status: This posting is for an existing vacancy

About The Southdown Institute:

The Southdown Institute (Southdown) is a recognized industry leader in the provision of integrated mental health services. We are dedicated to clinical and organizational excellence in providing preventative and restorative care, using the best of psychological science and practice integrated with the wisdom of the Catholic spiritual tradition. Our highly experienced multidisciplinary team is dedicated to helping our clients find healing and well-being.

Southdown is located in Holland Landing (York Region), ON, and is accessible from the GTA or Simcoe County. Our award-winning, fully accessible facility is located in a setting of natural beauty on 37 private acres. Southdown provides a welcoming and supportive environment conducive to healing and well-being of body, mind, and spirit.

Position Summary:

We are seeking a certified Aquatic and Fitness Instructor (Contract) to deliver individualized and group-based fitness programming for residents. This role emphasizes a highly personalized, supportive approach, including gym orientations, one-on-one coaching, aquatic fitness, and adapted programming for individuals with limited mobility or physical disabilities.

The successful contractor will play a key role in helping residents build confidence, develop sustainable routines, and improve overall physical well-being as part of Southdown's holistic care model. This role may also involve supporting residents with mobility challenges, fall risks, or wheelchair use, on an as-needed basis.

This position is well suited for individual contractors or agencies able to provide reliable coverage, including substitute instructors when required.

Schedule:

- Monday: approximately 2:30 PM – 5:30 PM
- Thursday: approximately 10:00 AM – 12:30 PM
- Friday: approximately 8:00 AM – 10:00 AM
- Additional hours as appropriate.

Compensation:

CAD 27.00–CAD 32.00 per hour, commensurate with experience and certifications.

Responsibilities:

1. Lead safe, engaging, and effective land-based and aquatic fitness sessions tailored to residents' individual abilities and goals.
2. Provide gym orientations and ongoing guidance to residents who are new to exercise, helping build confidence.
3. Conduct monthly one-on-one meetings with residents to support goal setting, personalized workout planning, and progression.
4. Assist residents with individualized training in the gym, including proper equipment use and exercise technique.



5. Accompany residents to the pool and deliver individualized or small-group aquatic fitness sessions as required.
6. Adapt fitness programming to accommodate residents with mobility limitations, fall risks, disabilities, or wheelchair use, in collaboration with internal staff.
7. Monitor resident safety and well-being during all fitness activities and escalate concerns as appropriate.
8. Maintain clear communication with designated staff regarding resident participation, progress, and any safety or wellness concerns.
9. Utilize Southdown's Electronic Health Record system (training provided) to document resident participation, physical goals, observations, and progress notes related to physical health and fitness.
10. Maintain current certifications, including fitness/aquatic credentials and First Aid/CPR.
11. Safeguard resident privacy and confidentiality at all times.
12. Promote a culture of health and safety throughout the organization.
13. Perform other related duties as assigned.

Qualifications:

- Certification in fitness instruction (e.g., Personal Training, Group Fitness) and aquatic fitness instruction (e.g., CALA, YMCA, WaterART).
- Current First Aid and CPR certification.
- Experience working with adults, therapeutic populations, or clients new to fitness.
- Demonstrated ability to provide individualized, supportive, and adaptive fitness programming.
- Experience or comfort working with individuals with mobility challenges or physical limitations is an asset.
- Strong interpersonal, communication, and motivational skills.
- Ability to work independently while collaborating with a multidisciplinary team.
- Comfortable using or learning electronic systems (Electronic Health Record) for documentation.
- Professional, respectful, and client-centered approach.
- Recent Criminal Record Check required (Vulnerable Sector Check, if applicable).

Application Process:

Please submit your resume and supporting documentation to:

Email: hrahimi@southdown.on.ca

Mail: Housai Rahimi
Human Resources
The Southdown Institute
18798 Old Yonge Street
Holland Landing, ON L9N 0L1

We thank all applicants for their interest; however, only those applicants selected for interviews will be contacted.

We are committed to equity, value diversity, and welcome applicants from diverse backgrounds and faiths.