

Fitness Program Director - Vanguard Performance

Job ID
41429

HR

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LOCATION	DATE POSTED	EXPIRY DATE	
420 West Hastings Street, Suite 200, Vancouver, BC British Columbia	23-10-2026	21-04-2027	
TYPE OF JOB	SALARY	MIN. EXPERIENCE	MIN. EDUCATION
Full Time	CAD 40 per hour	3 years to less than 5 years	Bachelor's degree

Job Details

Vanguard Performance is seeking an experienced Fitness Program Director to join the team.

Position: Fitness Program Director

Terms of employment: Permanent, Full-time

Wage: \$40.00 per hour

Hours: 40 hours per week

Number of vacancies: 1

Location: 420 West Hastings Street, Suite 200, Vancouver, BC V6B 1L1

How to apply:

*Please do not call or apply in person.

Please email your resume to: info@vanguardperformance.ca

Or Mail resume to:

Vanguard Performance

420 West Hastings Street, Suite 200, Vancouver, BC V6B 1L1

We thank all applicants for their interest; only those selected for an interview will be contacted.

Job Description

Duties:

Plan, organize, direct, and evaluate all personal training programs and services at the studio

Manage the team of personal trainers, including scheduling, performance evaluation, and day-to-day direction

Conduct client assessments and develop individualized training plans for new and complex clients

Establish and enforce the standards used to assess and coach clients across the training team

Recruit, hire, and train new personal trainers

Set performance targets for the training team and track results against them

Coordinate with clinic staff (registered massage therapists, osteopath, naturopathic doctor) on the care of shared clients

Respond to training-related questions from staff and clients

Prepare reports for the owners on team and program performance

Qualifications:

A university degree in recreology, physical education, sports administration, kinesiology, or a related field, or a college diploma in recreation management or sports administration, is required

A minimum of 3 years of experience in personal training, fitness program management, or sports administration is required

Experience leading, mentoring, or supervising a team of trainers is required

Personal training certification (e.g., NSCA, NASM, CSEP, or equivalent) is an asset

English language ability is required