



Key Details:

Job Title: On-Call Fitness & Wellness Instructor

Type: On-Call

Location: 3701 Danforth Avenue, Scarborough, ON M1N 2G2. This is a fully on-site position. The successful candidate is required to work from the Variety office during regular business hours.

Rate: \$35.00 - \$50.00 per hour, based on experience

Deadline: Submission of cover letter and resume are due no later than June 7, 2026.

Reports to: Coordinator, Personal Training and Fitness Classes

Vacancy: This is a position to be filled.

AI Disclosure: Variety does not use artificial intelligence or automated tools to screen, assess, or make hiring decisions. All applications are reviewed by our hiring team.

Variety is committed to building an inclusive workplace that embraces diversity, values differences, and supports the full participation of all employees. We welcome applications from those who are passionate about contributing to a workplace culture where everyone feels valued and included. We welcome applications from racialized persons/persons of colour, Indigenous persons, persons with disabilities, 2S & LGBTQIA+ persons, and anyone who can add to the diversity of our team. We offer accommodations to applicants with disabilities throughout our hiring process, upon request. More information about Variety is available at www.varietyonario.ca

We thank all candidates for their submission. Only shortlisted candidates will be contacted with further details regarding the next stage(s) in the interview process, which will include in-person interviews and a practical component.

About Us:

VARIETY GROUP OF COMPANIES OVERVIEW

There are three companies that make up the Variety Group of Companies (Variety):

- Variety - the Children's Charity (Ontario)
- Variety Village
- Variety Club of Ontario – Tent 28

Variety - the Children's Charity (Ontario) supports programming for children with a disability at Variety Village and throughout the province. Variety programming is inclusive and powered by

sport, transforming the lives of individuals and families, while creating more inclusive communities across Ontario.

Variety -the Children's Charity (Ontario) is funded through individual donors, corporate sponsorship, fundraising activities, federal and provincial governments, and foundations.

Variety - the Children's Charity (Ontario) is part of an international charity that has been in operation since 1928. The charity began in Pittsburgh and spread throughout the United States. The chapter in Ontario was the first chapter outside the United States and is now one of the 5 Variety Chapters in Canada. It was founded in 1945, and the original mission of the charity was to build a school for boys with a disability who could not receive an education in the mainstream school system. The school was called Variety Village.

Variety Village operated as a school until it became a centre of para-sport excellence.

Since the 1970s, Variety athletes and coaches have represented Canada at every summer Paralympic games. Currently, Variety Village is a 170,000 square foot facility and operates as a fitness centre for the general community as well as offering programs, training and camps for children of all ages and abilities.

Vision Statement:

“A Welcoming Community and World-Renowned Facility that Empowers All.”

Mission Statement:

“As a Charity, we embrace a people first philosophy, prioritizing inclusivity and support for all. Our Mission is to empower individuals to connect, thrive, and achieve their personal bests.”

Values:

Inclusivity: We host events, deliver programs, and create programs for all.

Respect: We foster a culture of mutual and equal respect.

Trust: We create a safe and trustworthy environment for active participation and are a trusted source of expertise.

Empowerment: We facilitate personal growth and development.

The Opportunity:

We are seeking qualified Fitness & Wellness Instructors to deliver engaging, inclusive fitness programming. Instructors will work with participants of all abilities, including those with disabilities, and must be comfortable adapting exercises to meet individual needs. We're looking for dependable, energetic professionals who are passionate about health, inclusion, and making a positive impact through fitness.

Key Areas of Responsibility

- Plan and lead fitness classes and ensuring exercises are safe, effective, and engaging.
- Modify workouts to accommodate different fitness levels and abilities.
- Create an inclusive, motivating, and supportive atmosphere that promotes physical and emotional well-being.
- Provide clear instructions and guidance.
- Set up and clean up equipment before and after sessions.
- Perform other duties as assigned.

Key Competencies

- CanFit Pro or equivalent certification is
- Current CPR certification required
- Education and/or experience in the fitness and wellness field
- Candidate with experience in group fitness or movement instruction, in the area: Yoga, Pilates and Barre would be considered an asset
- Strong ability to adapt activities to suit participant needs
- Flexible, dependable, and well-organized
- Patient, motivating, and maintains a positive attitude
- Strong interpersonal skills and ability to build rapport with participants
- Availability to work, days or evenings, and/or weekends.

How to Apply:

Expressions of Interest should include a resume and cover letter addressed to Human Resources at humanresources@varietyontario.ca