Group Fitness Audition Information

Clemson University
Table of Contents

Why Campus Rec? .................................................................................................................. 3
Audition Dates and Times ..................................................................................................... 4
Audition Preparation + Expectations ...................................................................................... 5
Interview .................................................................................................................................. 6
Hiring Process + Employee Expectations ............................................................................... 7
FAQ ......................................................................................................................................... 8
Contact Information .............................................................................................................. 9
Why Campus Rec?

Hello! We are so excited that you are taking the next step in your fitness journey looking to join the Fitness and Wellness team at Clemson University. In hopes that you are seeking employment not just for a job but for an opportunity to grow, here are some of the things you can expect from the unique position in Fitness at Clemson Campus Recreation.

INVESTMENT
As a part of Campus Recreation, our role is not to critique and manage but to lead and invest. Group fitness instructors are provided with opportunities to continue their education through workshops, conferences, and team meetings. Our hope is to create a team of well-rounded individuals that are not only excellent instructors, but great people.

ConnectionFactory
The fitness and wellness team is just that: a team. We advocate for group cohesion and connectedness through opportunities to work together and by creating a fun family atmosphere. A major goal of ours is to create a space where your coworkers are not just people you work with, but ones you care for and depend on.

LEADERSHIP
Opportunities for leadership are abundant in Campus Recreation. While group fitness tends to attract natural leaders, we hope to fine tune leadership skills in our team. Whether it is as a Format Lead, a planner of a special event, or an intern we strive to provide opportunities for growth.

DIVERSITY
At Clemson Campus Recreation, we value diversity in our team, in our network, and in our class offerings. We offer classes from aqua barre, to functional training, to dance, cycle, yoga, kickboxing, and anything in between. As a prospective member of our team, we want you to know that we value what makes you unique and hope that you will show us what would make you a stand-out addition. If hired, we expect you to accept differences in others and provide inclusive opportunities for all participants.
Audition Dates and Times

We hold auditions each Fall and Spring semester for students that have gone through our Fitness Leadership* course through Leisure Skills or our paid 6-Week Accelerated Training Program*. For information on these programs, please email the Graduate Assistant (G.A.) for Fitness and Wellness or Group Fitness Intern. Their contact information can be found at the end of this document.

These auditions are one day per semester and are separate from interviews. The day of these interviews changes each semester but is near the end of the semester. Auditions are not exclusive to these students, and one must not go through these programs to audition. **If you would like to audition and have not gone through one of these programs*, you are required to have a current, nationally recognized, accredited fitness certification.**

For those that hold certifications and would like to audition outside of these time-frames, please see the atypical audition information below.

**TYPICAL AUDITION PROCESS OVERVIEW**

Complete training program* → 25-minute audition for format on audition day → complete interview at scheduled date and time

**FALL:** November

**SPRING:** April

**SUMMER:** No official auditions

If you obtain a certification over the summer and would like to audition before fall semester, please follow the instructions for an atypical audition below. Following a successful summer audition, you may be added to the group fitness schedule for the fall semester.

**ATYPICAL AUDITIONS**

Auditions may be scheduled outside of these time-frames on a case-by-case basis.

If you already hold a nationally recognized, accredited fitness certification, we are willing to work with you for a separate audition and interview at any time in the semester. Generally, these atypical auditions are express. **You will be expected to prepare a 30-minute mock class (following the audition expectations on page 5, for 30 minutes instead of 25). An interview (page 6) will occur immediately after the audition. Bring proof of certification, current resume, and cover letter to this audition.**

Please note that we rarely make additions to the group fitness schedule once the semester has begun. Instead, you may be hired on as a part of the team to sub as needed and teach private group fitness classes.

Contact the G.A. directly via email to schedule an atypical audition.
Audition Preparation + Expectations

PREPARATION
Because each person is expected to have gone through either a Fitness and Wellness group fitness prep program or to hold a fitness certification, a level of knowledge and preparedness is expected.

Come with a **25-minute class plan**, a **playlist** for the entirety of the class (clean or radio edits are mandatory), and an **excited attitude**. It is in your best interest to practice this 25-minute class, cues and all.

Prior to audition day you should communicate your desired format with the G.A. or Group Fitness Intern, and they should communicate your audition time to you. Have a resume and cover letter printed to submit day-of.

DAY-OF
Please come dressed in appropriate athletic clothing that follows the facility **dress code**.

Auditions will be in 30-minute time slots and will begin promptly at start time. No late entries will be accepted. The 5 minute buffer is for transitions + equipment changes.

Each audition should be treated as a separate mini-class, with a warm-up and a cool-down + stretching portion. To assist with your planning process, here is a general guideline for how a sample express **25-minute class** may be expected* to run.

<table>
<thead>
<tr>
<th><strong>Welcome + Intro (1-2 minutes)</strong></th>
<th>Welcome participants, introduce yourself and the class format</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Warmup (2-3 minutes)</strong></td>
<td>Increase heart rate, mirror movements to be seen later</td>
</tr>
<tr>
<td><strong>Body (15-19 minutes)</strong></td>
<td>Use this time to show the format and your creativity</td>
</tr>
<tr>
<td><strong>Cool-Down + Stretching (3-5 minutes)</strong></td>
<td>Slowly bring heart rate down, stretch muscles used</td>
</tr>
</tbody>
</table>

*FORMAT SPECIFIC CHANGES TO ABOVE
Cycling: be prepared to walk the group through a bike fitting
Dance: prepare both a warm-up + extended warm-up and a cool-down song and a stretching song, staying within the 25 minute constraint
Yoga: follow one or two vinyasas, omit savasana

CRITERIA + CRITIQUE
While you are expected to be confident and knowledgeable, you are not expected to be perfect.

The **general criteria** on which you will be evaluated is: appropriateness of warm-up and cool-down; verbal + non-verbal cueing; effectiveness and efficiency of cueing; ability to demonstrate and evaluate proper form; inclusivity + positivity of language; knowledge and use of appropriate terminology; use of format-specific movements; and overall attitude and demeanor.

Questions on the above criteria can be directed to the G.A.
Interview

RESUME + COVER LETTER
On the day of the audition, you will turn in your resume and cover letter. Be prepared to discuss items on the resume and speak to what you wrote in your cover letter. Tips for these two items can be found here.

DAY-OF
Due to this being a fitness position, there is no need to “dress-up”. However, we do expect that our instructors adhere to ‘fitness professional’ attire when instructing, so please wear appropriate clothing that represents yourself well and adheres to our facility dress code policy.

QUESTIONS TO EXPECT
We tend to focus on the ‘why’ behind your desire to instruct. You can expect to be asked about any fitness experiences you’ve had and what led you to audition. This is your time to tell us why you are passionate about fitness. About half of the interview will be spent asking about fitness-specific items. Feedback on your audition will also be given.

We are also interested in you as an individual. Talking about yourself and your interests outside of fitness will take up the other half of our time. Fun questions are not off the table!

Finally, there will be time set aside for any questions you have for us. Please come prepared with anything you would like to know!

INTERVIEW TIPS
Interviews can be intimidating, but we encourage you to relax and be yourself. We try to create a fun working environment where you are accepted and encouraged to be yourself. While this is a typical job interview, our style is a bit more casual. We also view this process as an opportunity for you to get the experience with the formalities of interviews in an informal setting. Don’t sweat it too much... just come ready to show us your passions.
Hiring Process + Employee Expectations

At times you may be offered a position on the spot, but more frequently you will hear from us via email within a week of audition. If you are offered a position as a part of our team, congratulations! Once offered the position, there are a few more steps before you are an official employee.

PAPERWORK

Hiring paperwork requires a **current government-issued ID** (driver’s license, state ID, etc.) as well as the **original copy** of your birth certificate or social security card. A **passport** may be used alone instead of this combination. Please be prepared to bring these in at your earliest convenience upon offer. International students will require other paperwork and may discuss at the time of interview.

CERTIFICATIONS

If you do not currently have a fitness certification, you will be required to obtain one **within 30 days of hire**. Proof of certification must be given to the A.D by that day, or you will not be able to instruct until further notice. The same expectations apply for CPR and First Aid.

EMPLOYEE EXPECTATIONS

- **Attitude**
  Employees are expected to maintain a positive and growth-oriented attitude. If anything arises that keeps you from feeling driven and motivated to be a part of our team, know that your supervisors support open communication and hope to accommodate your needs.

- **Attendance**
  Instructors are required to show up for all scheduled shifts 15-30 minutes ahead of time. They are also expected to attend all team meetings and other mandatory meetings as arranged by the G.A. and Assistant Director (A.D.) for Integrated Fitness.

- **Assistance**
  As a part of the team, you will be expected to help fellow employees as needed. This means subbing classes, teaching ClemsonLIFE classes, teaching private fitness classes, and mentoring new instructors (if able).
Frequently Asked Questions

WHO WILL BE AT AUDITIONS?
Auditions are ‘private’ in the sense that they are not open to general participants. Typically, auditions are announced to the fitness student staff. At times, professional staff will attend as well. Others that are auditioning that day are encouraged to attend in order to support their peers.

The G.A., Group Fitness Intern, and/or the Assistant Director for Integrated Fitness will be present for all auditions and will be responsible for filling out evaluations and taking notes. Current instructors and other participants will be participating as if it were a live class.

WHICH CERTIFICATION IS REQUIRED TO BE A GROUP FITNESS INSTRUCTOR?
Any current, nationally accredited group fitness certification is accepted. In our instructor prep programs, we use the American Council on Exercise (ACE) curriculum. We prefer that instructors receiving a general group fitness certification test through ACE but will accept any NCCA approved certification. A full list of NCCA approved general fitness certifications can be found here.

Specialty certifications are also accepted, and at times required, for different formats. These must also be accredited by a nationally recognized organization. If applicable, we will work with you personally to help you choose the best certification for you.

WHAT IF I AM ALREADY CERTIFIED?
Great! If you are coming to this section having not yet auditioned, please read the section for ‘atypical auditions’ found on page 4. If you have already auditioned and been offered the job, you are one step ahead. Submit proof of current certification to the G.A. as soon as possible.

HOW DO I GET CPR AND FIRST AID CERTIFIED?
We offer CPR and First Aid training for Campus Rec employees. Please indicate your interest in this at your interview. If you would like to receive your certification before hire, please find a certification in the area through the American Red Cross. Their certification finder is here.

WHAT HAPPENS IF I WANT TO TEACH MORE THAN ONE FORMAT?
We are more than happy to assist you with learning to teach a new format. Once you feel comfortable, you will re-audition for that format. Upon completion of audition, you will be able to sub that format, and may be placed on the schedule in the future if that is of interest to you. In the rare case that you would like to immediately teach two formats, you must audition for both on audition day.

HOW MANY CLASSES CAN I TEACH?
Every instructor is required to teach at least two classes a week. You may teach as many as you would like (within reason) but are committed to teach those classes each week. Unless it is an emergency situation, changes are not made to the group fitness schedule. If you commit to teaching numerous classes, you will be expected to teach them for the entirety of the semester.

WHEN WILL I BE ADDED TO THE SCHEDULE?
The schedule remains the same all semester. New hires will be given their own classes the following semester.
Contact Information

Please do not hesitate to reach out via email with any questions that are not answered in this document. We would love to help prepare you to join our team.

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Hoping to hear from you soon and excited you are looking to join our team!

Stay Well!

Clemson University, Fitness & Wellness