

Recreation Centre Lead

Kaupapa | Purpose

Provide leadership and day-to-day operational management of the Recreation Centre, ensuring a safe, high-quality, and engaging environment for all users. The role leads staff on shift, operates with sole charge when required, supports member wellbeing through fitness guidance, and contributes to the overall success and sustainability of the facility.

Reports to: Project Manager

Team: Recreation Centre

Date: June 2026

Ārahi | Lead

Lead the Recreation Centre team to deliver safe, inclusive, and high-quality recreation services and programmes that meet community needs and organisational objectives.

Provide values-based leadership and management to the Recreation Centre team.

Ensure the wellbeing, productivity, performance, growth, and development of the Recreation Centre team.

Implement relevant strategic initiatives within the Recreation Centre team, ensuring team-level buy-in and contribution to innovation and continuous quality improvement.

Apply sustainable practice, prudent spending, and actively identify opportunities to improve financial efficiency and effectiveness.

Maintain visible and active leadership presence across recreation centre operations and team activities.

Collaborate with other Toi Ohomai managers and leads to ensure delivery is connected, responsive, and aligned across the organisation.

Ngā mahi | Do

Lead and deliver recreation centre operations to ensure high-quality safe and inclusive services that meet community needs and enhance customer experience.

Develop and support team capability and performance by fostering a positive culture, providing leadership, and ensuring staff can deliver consistent and effective services.

Ensure health, safety, and compliance standards are upheld through proactive risk management and adherence to organisational and regulatory requirements.

Manage operational planning and continuous improvement to optimise programmes, resource use, and service delivery outcomes aligned with organisational objectives.

Build and maintain effective relationships with internal teams, stakeholders, and the community to support collaboration, participation, and positive service outcomes.

Oversee financial and resource management to ensure services are delivered efficiently, sustainably, and within budget.

Demonstrate commitment to:

Ākonga at the center through ensuring positive outcomes for ākonga in all aspects of their learning journey.

Te Tiriti o Waitangi and Māori Success by positively championing and contributing to the success of partnerships with Iwi, Hapū and Mana Whenua, honoring Te Tiriti o Waitangi to uplift Māori success.

Equity by identifying and removing barriers to participation and achievement, and fostering inclusive, culturally responsive environments where all ākonga and kaimahi can thrive.

Vocational Education Excellence through building responsive provision and services to meet the needs of ākonga, and stakeholders and to enable future sustainability.

Pūkenga | Have

Proven experience leading or supervising within a gym, fitness centre, or recreation environment

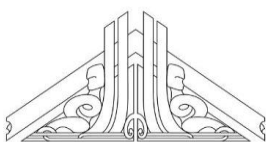
Demonstrated ability to operate confidently in sole-charge situations

Current First Aid Certificate (or ability to obtain and maintain)

Qualification in fitness, exercise science, or personal training (Level 4 or above preferred)

Experience designing and delivering fitness programmes or providing personal training support

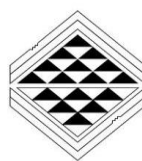
Strong understanding of health and safety practices in a recreation or gym environment



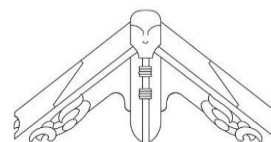
WHANAUNGATANGA



TOITUTANGA



MANAAKITANGA



KOTAHITANGA

Excellent interpersonal and customer service skills

Ability to motivate and lead a team in a dynamic, people-focused setting

Strong problem-solving skills and ability to manage incidents calmly and effectively

Good administrative and organisational skills, including basic reporting

Flexible and reliable, with the ability to work varied shifts including evenings and weekends

Waiaro | Be

At Toi Ohomai, Toiohomaitanga describes our way of doing and being. It reflects how we care for each other, work together, and uphold our shared purpose. These behaviours apply to all kaimahi, with expectations scaled to the nature and level of each role. They guide how we show up in our mahi, contribute to our collective success, and reflect our commitment to Ā mātou uara | Our values in everyday practice.

Ako: Demonstrates curiosity and a commitment to continuous learning. Applies new knowledge to improve practice and outcomes and actively contributes to a culture of shared growth. This supports toitūtanga by sustaining excellence and adaptability over time.

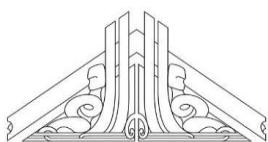
Authentic and Inclusive: Fosters inclusive environments where people feel safe, respected, and able to be themselves. Actively includes diverse perspectives, addresses inequities, and supports others to thrive. These behaviours reflect manaakitanga through care, generosity, and upholding the dignity of all.

Connected: Builds and maintains strong, trusting relationships across teams and communities. Fosters cross-functional collaboration by sharing knowledge, aligning efforts, and supporting others to achieve shared goals. Communicates with empathy and respect, contributing to a shared sense of purpose. This strengthens whanaungatanga by nurturing meaningful connections and collective wellbeing.

Innovative and impactful: Identifies opportunities to improve and applies evidence, creativity, and courage to drive meaningful change. Uses data and insights to inform decisions, challenge the status quo, and focus on outcomes that matter for ākonga, kaimahi, and communities. These behaviours reflect kotahitanga, recognising that lasting improvement is strengthened through collaboration and shared purpose.

Engaged: Actively participates in Toi Ohomai initiatives that advance our vision. Shares knowledge, supports others, and contributes to a positive, forward-focused culture. This is how we can live kotahitanga, working together with unity and purpose.

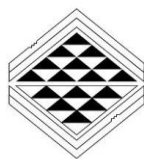
Self-aware: Demonstrates humility, reflection, and openness to feedback. Understands the impact of their actions and takes responsibility for creating conditions where others can thrive. This reflects toitūtanga through thoughtful and courageous practice that supports respectful relationships and sustainable ways of working.



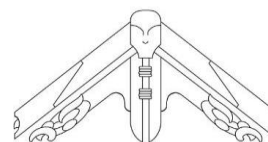
WHANAUNGATANGA



TOITUTANGA



MANAAKITANGA



KOTAHITANGA

Ngā Hononga Mahi | Working relationships

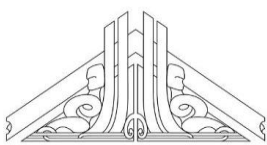
Internal: Recreation Centre Team, Facilities Kaimahi, Health & Safety Representatives, All other Kaimahi

External: Centre users, Contractors, Community Groups, Fitness Providers and Ākonga

Resource delegations and responsibilities:

Financial: As per the delegated authorities

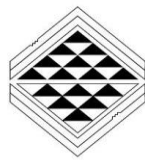
People: 3 direct reports



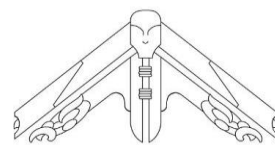
WHANAUNGATANGA



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