



Job Title: Behavior Training Specialist
Division: Operations
Reports to: Director of Behavior & Training
FLSA Status: Non-Union, Non-Exempt, Part Time (3-4 hours per week)
Salary: Starting pay at \$31.25 per hour (DOE)

Summary: To work with the public, leading dog training classes, playgroups and/or one-on-one consults. Assist clients with common behavior issues such as but not limited to housetraining, separation anxiety, dog-dog reactivity, and fear.

Essential Duties and Responsibilities include the following (other duties may be assigned):

- Work with puppies and adult dogs on basic and advanced obedience in a class and playgroup environment
- Lead classes consisting of up to 10 clients and/or puppy playgroups consisting of up to 15 puppies.
- Leads consultations on a variety of behavior issues.
- Conduct all classes and consults using positive reinforcement training techniques.
- Demonstrate flexibility according to the specific requirements for individual classes and/or clients. Conduct all classes and consults in a professional manner.
- Enthusiastically lead a dog training class or puppy playgroup to keep clients motivated and engaged.
- Demonstrate knowledge of appropriate puppy play styles. Observe and tactfully explain to owners about appropriate play demonstrate good judgement about when to intervene during off-leash puppy play.
- Communicate with Department staff and/or Lead Trainer on issues related to scheduling, client concerns, curricula, etc. in a timely manner. Solicit feedback from clients as appropriate.
- Attend and participate in mandatory trainings and Department meetings as needed
- Ensure work environment is maintained in a neat, clean and safe manner before and after each class.
- Perform other duties as assigned

Qualifications:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or



ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Upon hire, must successfully pass a background check.

Upon hire, must be fully vaccinated against Covid-19 and able to show COVID Vaccination Card as proof of vaccination.

Previous customer service, animal handling and behavior experience, with a minimum of 2 years dog training experience. Experience handling animal behavior consultations highly preferred.

Ability to work well with and communicate effectively both orally and in writing with the public, staff and volunteers. Must possess excellent written and verbal communication skills, possess outstanding customer service skills, and be reliable with a strong work ethic.

Must be available to facilitate at least 2 classes and consultations per week, over the course of 2 days (Sunday availability is a must).

Must be highly motivated toward the welfare and humane treatment of all animals.

Education and/or Experience:

Bachelor's degree (B.A.) from four-year college or university; or two years related experience and/or training; or equivalent combination of education and experience.

Training and Certifications:

Trainer/Consultant certification (APDT, CPDT, IAABC, etc.) and/or knowledge of or experience teaching Dog Agility preferred

Language Skills:

Ability to clearly communicate information to public clients and staff via phone and e-mail, as well as compassionately and patiently assist them with dog behavior issues.

Ability to read and comprehend simple instructions, short correspondence, and memos. Ability to write simple correspondence. Ability to effectively present information in one-on-one and small group situations to customers, volunteers, and other employees of the organization.

Mathematical Skills:



Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret bar graphs.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job at a nonprofit agency. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this Job, the employee is regularly required to stand; walk; run; use hands to grab, handle, or feel; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl; and talk or hear. The employee is occasionally required to sit. The employee must frequently lift and/or move up to 50-75 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is occasionally exposed to wet and/or humid conditions; moving mechanical parts; toxic or caustic chemicals; parasites and infectious diseases. The noise level in the work environment is usually moderate to loud.

We are an Equal Opportunity Employer and welcome a diverse pool of applicants.

EOE/M/F/D/V/SO