



Tony La Russa's
**Animal
Rescue
Foundation**

Job Title: Public Dog Trainer
Reports to: Behavior Manager
Department: Intake & Behavior
FLSA Classification: Non-Exempt
Updated: July 2018

Core Values

- Open
- Driven
- Educator's Spirit

Strategic Anchors

- Save Lives
- Inspire Learning
- Connect Hearts

Position Summary:

ARF's rescue efforts are directed toward encouraging and facilitating adoptions. The Public Dog Trainer assists in reaching the Behavior Department's goals by supporting adopters in dog training classes, with a focus on enhancing the human/animal bond to keep families together. ARF's Public Dog Trainers also assist in attaining department goals by providing pre and post adoption training support to adopters.

Principal Duties:

- Provide dog training advice and materials for ARF adopters, in class settings and in private consultations.
- Respond to and follow up on questions generated in the class environment and ensure student's needs are addressed or referred, both in a class setting and via behavior telephone line return calls and email responses.
- Coordinate, provide and assist with behavior evaluations of current shelter guests as needed, including helping to evaluate dogs for service animal potential.
- Assist ARF adoption team with canine or feline matches regarding animal behavior or specific animal needs.
- Assist in the development of behavior modification plans to be sent home with adopters of certain dogs or cats.
- Help advise ARF's foster programs team with placement, training and follow up.
- Provide effective training of duties and mentoring to volunteers who assist with training classes.
- Help to administer Canine Good Citizen tests with CGC Class Instructor.

- Lend support to the intake process to minimize intake of difficult to place animals in order to maximize the total number of animals that are accepted into ARF's adoption program.
- Always promote a humane and caring attitude toward all animals.
- Always treat people and animals with respect, contribute to effective teamwork, promote staff cooperation, and foster public relations beneficial to ARF.
- Maintain the confidentiality of all information.
- Comply with all Federal, State and local safety regulations and laws, as well as ARF policies and guidelines. Follow established procedures governing safe work practices; and perform duties in a manner that assures the safety of oneself and others.
- Perform duties in a manner which encourages attainment of goals, contributions and business for ARF and its programs.
- Promote teamwork, communication, and cooperation with all other departments.
- Drive ARF vehicles as assigned by supervisor.
- Follow safe driving practices, obeying all traffic laws at all times when driving for ARF business purposes.
- Perform other duties as assigned.

Physical/Environmental Requirements:

- Work environment includes constant exposure to animals and animal allergens.
- Push/pull moderately heavy objects up to 25 pounds.
- Lift and move objects and animals weighing up to 30/40/50 pounds for short distances and to humanely restrain animals when necessary.
- Walk dogs weighing up to 150 pounds in a variety of weather conditions.
- Kneel, bend, stoop, squat, reach above and below shoulder level, grasp and turn objects, stand and/or walk frequently and repetitively throughout each shift.
- Flex the neck upward and downward; twist the neck and the waist.
- Dexterity to handle animals and small objects.
- Assess medical and behavior changes in animals using a variety of techniques including, but not limited to, visually and audibly.
- Sit for long and short periods of time using a computer.
- Tetanus and rabies inoculations are required or must be waived.
- Drive a large vehicle for an extended time.

Education Requirements:

- High School Diploma required. BA or AA degree not required, but preferred. Degrees in Animal Sciences, Psychology or Sociology are encouraged to apply.
- Dog Behavior and Training course of study (e.g., Marin Humane Society Canine Behavior Academy, Academy for Dog Trainers, Karen Pryor Academy, Bergin University) in process or

completed or comparable training/experience at another animal shelter preferred. CPDT-KA or CBCC-KA preferred.

Experience, Abilities and Qualities Required:

- Experience evaluating, handling, and/or adopting shelter animals using positive reinforcement as primary method of animal behavior modification and solid understanding of learning theory.
- Experience in a dog training classroom setting. Comfort in leading groups and one-on-one sessions. Previous experience working with a variety of clients, both human and dog, required.
- Experience working directly with a wide range of dogs, particularly both small and large dogs.
- Effective written and verbal communication skills. A self-starter, facilitator, and organizer.
- Experience working independently, as well as contributing effectively as part of a team.
- Demonstrated ability to meet goals and objectives.
- Good analytical skills and ability to identify and assess issues/opportunities.
- Affection for animals, concern for their welfare and a willingness to accommodate animals in the workplace.
- Ability to communicate with the public, volunteers and co-workers in a pleasant, courteous and tactful manner at all times.
- Demonstrate maturity, good judgment and professional manner and personal appearance.
- Comfortable and skilled in working with diverse staff, volunteers and community.
- Ability to work with, evaluate, coach and supervise staff and volunteers in an effective and respectful manner while holding individuals accountable for their results.
- Knowledge of various dog and cat breeds, behavior, and current general care and training practices.
- Must have a valid California Driver's License and must not have more than two at-fault incidents in a three-year period and no major at-fault violations in the last ten years, and must be insured.
- Must be able to pass a background check.

Hours:

Position is full time: 32 hours per week. Daily reporting hours and days of the week may vary according to the needs of the department. Weekend and evening work may be required.

Salary: \$16 - \$18 per hour, depending on experience.

To Apply:

An employment application is available for download on ARF's Career Homepage. To apply for this job, please send your cover letter, resume, and employment application to aconlon@arflife.org, fax to (925) 977-9079 or mail to "ARF Jobs, 2890 Mitchell Drive, Walnut Creek, CA 94598".