



Assistance Dog Trainer I

Our Culture

"At Freedom Service Dogs, we are passionate about creating a world where veterans and others have the freedom to live their lives to the fullest with a custom-trained service dog by their side." Michele Ostrander, President & CEO

We believe in harnessing the power of diversity to create a culture of belonging where all individuals are celebrated and valued for their unique ideas, perspectives, and strengths as a means to achieving personal excellence and organizational success.

Our Values

Lead the Pack: Commit to excellence in all we do

Be the Person Your Dog Thinks You Are: Demonstrate integrity to build trust

Work Together, Wag Together: Achieve shared goals while having fun

Keep our Dogs in a Row: Steward all resources efficiently and effectively

Unleash the Power of Diversity: Foster a diverse, equitable, and inclusive organizational culture

The Purpose of Your Role

Under the direction and guidance of the Assistance Dog Training Manager, this position will provide advanced obedience and custom task training to meet the needs of FSD clients using primarily positive reinforcement and clicker training techniques; train service dogs including outings & evaluations for each dog assigned in accordance with FSD and ADI standards; provide instruction to clients receiving service dogs; and assist in the training and mentoring of FSD volunteers assisting in dog socialization, walking and training.

The Skills You Bring

- Passion for helping individuals
- Unwavering dedication to volunteers
- Desire to learn
- Adaptability
- Attention to detail
- Problem-solving skills
- Flexibility
- Ability to multi-task
- Effective communicator
- Team player
- Proficiency in Microsoft Word, Excel, and Outlook.
- Knowledge of customer relationship management software (CRM)
- Willingness to learn dog training techniques in accordance to FSD and Assistance Dogs International standards
- Love of dogs

Our Investment in You

- Competitive Salary: \$20.50 - \$24.50/hour
- Medical, dental, and vision insurance covered in part by FSD
- 401k plan with company match
- 13 Holidays & Generous Paid Time Off
- Professional Learning Opportunities
- Wagging tails, dog kisses, and puppy breath

The Work You Will Do

Assistance Dog Training

- Evaluate and train In-For-Training dogs in preparation for client placement.
- Participate in one-on-one and group training for assigned dogs in program including on advanced skills and custom tasks specific to clients' needs.
- Adhere to FSD training plans and timelines.
- Transport dogs to and from routes or events for public access work.
- Daily documentation of training activities by input of data into company database.
- Participate in assessments for each dog in training in accordance to FSD and ADI standards.
- Participate in playgroups for dogs in training.
- Have open communication with all peer trainers.
- Liaise with the Assistance Dog Training Manager on the progression of each dog's training ability and suitability for client placement.

Clients

- Provide input to assist in matching clients with service dogs in training.
- Educate clients during Placement Classes.

Volunteers

- Help train, mentor, and organize volunteers that are assisting in dog socialization, walking and training.
- Provide support to weekend fosters when training or behavior issues arise for dogs in training and direct all other concerns to appropriate FSD staff.

Other

- Assist with other FSD programs as needed.
- Mentor new training team hires during the first 90 days of employment as needed.
- Participate in continuing education related to your position.
- Assist with kennel care and cleaning as needed.
- Drive company vehicle to transport dogs or other needs of the Organization.
- Other duties that may be assigned.

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Essential and marginal job duties, responsibilities and activities may change at any time with or without notice.

Work Environment & Physical Demands

This job operates in both a professional office environment and in dog kennels and surrounding areas. The noise level in the office work environment is usually moderate. The noise level in dog kennels environment can be loud. The location is a non-smoking environment.

While performing the duties of this job the employee is regularly required to be very physically active which includes handling dogs up to 70 lbs. The employee is frequently required to stand, bend, stoop, kneel, crouch, crawl and perform a variety of physical motions with his or her hands, arms, shoulders, and legs to care for and train dogs. The employee is often on her or his feet and is often required to walk; escort visitors or volunteers in or around the kennel areas; and climb or balance. The employee is to communicate regularly with others. Employee must be able to manipulate and use all equipment and tools necessary to care for dogs, including leashes, medicines, locking mechanisms, and dog toys. The employee must have the ability to rapidly use computer equipment, printers, copy machine, and other general office machines.

Occasional driving in organization vehicle is expected. Valid drivers license is required.

Position Type and Expected Hours of Work

This is a full-time, non-exempt position consisting of approximately 40 hours of work per week. Regular days and hours of work are Monday- Friday from 8:00am - 4:30pm, but these hours may be adjusted depending on the needs of the Organization. This position will occasionally require working weekends and being open to working additional shifts on an as needed basis.

Travel

Local travel, such as travel to dog and client outings is expected. Out of state or in-state travel is required to assist clients with training and placement of the dog/client team.

Required Education and Experience

- Minimum two (2) years' experience training service, assistance, or guide dogs with FSD or an affiliate ADI organization.
- Experience placing dogs with 10 or more recipient clients.
- Must have a working understanding of Assistance Dogs International (ADI) accreditation standards and ethics.
- Must be able to produce effective working teams that meet or exceed FSD and ADI Standards (i.e., Public Access Test, demonstration of tasks).
- Experience in working with individuals with disabilities.
- Advanced understanding of canine behavior and learning theory.

Preferred Education, Experience and Competencies

- Degree in animal behavior, psychology, zoology, biology or related professional experience.
- Certificate or degree from accredited service dog training program.
- Assistance Dog International (ADI) dog trainer certification.
- Nonprofit work/volunteer experience.

Equal Opportunity Employment

Freedom Service Dogs is dedicated to the principles of equal employment opportunity in any term, condition, or privilege of employment. We do not discriminate against applicants, clients, graduates or employees on the basis of race, color, creed, national origin, sex, age, religion, marital status, sexual orientation, gender identity or expression, veteran status, physical or mental disability, or any other status protected by state or local law.

To Apply

Send cover letter and resume to info@freedom servicedogs.org with the subject line "Assistance Dog Trainer Position".