



# Certified Dog Trainers

*for Hearing Dogs and Service Dogs*

An invitation to a career





# Dogs for the Deaf

Dogs for the Deaf seeks Certified Dog Trainers (those certified to train Hearing Dogs and/or Service Dogs) to fill at least two open positions. Our ideal candidate is a self-starter, able to work with limited supervision, is committed to their goals and desires to be doing something that matters to them personally while making a difference in the world. This is an excellent opportunity for the right candidate who is looking to work for a solidly funded organization dedicated to a strong mission and vision to both our dogs and those we place them with. We provide the opportunities for you to train Hearing Dogs and other assistance dogs (including assistance dogs to assist those on the Autism spectrum) and offer attractive pay, an excellent benefits package, sign-on bonus (\$7,500 - 15,000), and a performance incentive program.

*This is a career opportunity you can't miss!*



## Our Community works together in partnership for the benefit of all.



Jackson County is one of the most desirable places to work, live, and play. We have beautiful valleys, scenic mountain peaks, historic sites, charming architecture, world class wineries, theatrical companies, hiking, golfing, resorts, horseback riding, rafting, fishing, and every imaginable outdoor activity that the great weather of a Southern Oregon climate affords. We have the benefits, appeal, and superior quality of life found in a small town community, while enjoying active, social, and cultural lifestyles found in larger metropolitan locales.

Dogs for the Deaf is located in the City of Central Point, Oregon, approximately a 20 minute drive north from the Northern California border. Our community is known for its festivals, art exhibits, craft fairs, and exceptional climate. Our organization is conveniently located near many cultural attractions such as the world famous Oregon Shakespeare Festival and the Britt Music Festival, and is in close proximity to Rogue Community College, and Southern Oregon University. Central Point is home to the Jackson County Expo Center, which offers a wide range of activities including the County and Harvest Fairs, Hot Air Balloon Festival, Christmas fairs, rodeos, musical events and activities year round. Other neighboring attractions include Mount Ashland Ski Resort, Crater Lake National Park and the Oregon Caves National Monument.

*Work here. Live here. Play here.*

# The Organization

# The Job

*Dogs for the Deaf's mission is to rescue and professionally train dogs to help people and enhance lives, maintaining a lifelong commitment to all dogs we rescue and all people we serve.* We are financially sound and a longstanding 501(c)(3) non-profit founded in 1977 and located on a 40 acre site situated at the base of the lower Table Rock which provides many hiking trails and spectacular views.

Dogs for the Deaf strives to be known throughout North America for rescuing and training dogs to assist people with hearing loss, Autism, and other challenges. The standard of excellence in training and placing these dogs exceeds Assistance Dogs International (ADI) standards.

Our Certified Dog Trainers acquire, train and place Hearing Dogs, Autism Assistance Dogs and Program Assistance Dogs with people who are deaf, hard of hearing, or have other disabilities supported by the mission of Dogs for the Deaf. The full scope of the position includes searching, evaluating and rescuing appropriate dogs for our programs, training and placing assistance dogs with clients, transitioning the dog to the client and supporting the client with the dog for the life of the placement. This position manages the training of several dogs at one time (nine ideally) that may be at different levels of training and placement, and candidates will have the ability to prioritize and manage the complexity of these tasks well. This position reports to the Training Department Manager, and may train and oversee apprentice trainers and technicians from time to time.

## The Ideal Candidate

### ***Successful candidates should have:***

- \* **Certification as a trainer through an organization accredited by Assistance Dogs International (ADI) with a history of successful placements with clients.**
- \* **ADI Instructor Certification a plus.**
- \* **Bachelor's degree or equivalent work experience preferred.**
- \* **25 years of age, good driving record and excellent written and oral communication skills.**

Our ideal candidate is a self-starter, able to work with limited supervision, is committed to their goals and desires to do something that matters to them personally while making a difference in the world. As an experienced assistance dog trainer you are masterful at training and placing dogs with clients and managing the full lifecycle of services to our dogs and clients. You use adept communication skills to speak publicly and work well with staff at all levels in the organization and community. You will have the physical agility and capacity needed to work effectively, able to lift dogs up to 50 pounds, and have the ability to hear a wide variety of sounds, etc. In addition, you will be able to travel regularly, including extended trips to place dogs with our clients (approximately 5 – 10 day trips), which will involve flying and driving.

## ***We are looking for candidates who can demonstrate competency in the following areas:***

### ***Dog Training and Maintenance***

- \* Search for dogs and evaluate temperament and physical criteria for successful assistance dogs.
- \* Ensure each dog that comes to Dogs for the Deaf meets basic characteristics needed for helping people with a variety of needs.
- \* Follows established procedures to ensure proper medication, inoculation, grooming and maintenance of canines' general health.
- \* Work in the development and maintenance of the canine training facility and quarantine kennels.
- \* Train and place assistance dogs with clients with a variety of disabilities and challenges.

### ***Client Placement and Relations***

- \* Conduct in-home interviews with applicants, and evaluate and screen each applicant to determine the person's needs, abilities, personality, lifestyle, and ability to care for the dog.
- \* Match each dog to the best possible applicant for that particular dog and take the dog to the client's home and train the client to maintain the dog's skills.
- \* Be responsive to the changing needs and challenges of both the clients and their dogs and commit to on-going support for the life of every dog/person partnership formed.
- \* Provide follow-up communications with clients after placement.

### ***Communications, Relationship Development, and Staff Support***

- \* Assist with apprentice employee training program.
- \* Participate in the choosing, evaluation and classification of assistance dog trainees.
- \* Instruct Kennel Technicians in the proper methods of basic dog care and obedience.
- \* Work cooperatively with other trainers and the training of their string of dogs.
- \* Treat colleagues with mutual respect and trust.
- \* Build rapport and establish effective working relationships with co-workers, clients, volunteers, board members and the community.
- \* Periodically represent Dogs for the Deaf at community events, participate in public relations presentations to promote our mission, and perform demonstrations throughout our community.
- \* Build rapport and maintain positive relationships with various community and government organizations, volunteers, kennels, shelters, etc.
- \* Cultivate relationships and alliances with agencies and individuals that support and contribute to the safety and welfare of dogs and the independent living challenges of people.
- \* Try experiments, take risks, and openly assess the results.

### ***Standards and Ethics***

Follow and exceed ADI's minimum standards and ethics.

#### ***Demonstrate effective:***

- \* Knowledge of best practices in many areas including: learning theory, canine behavior, canine care and safety, and a variety of training techniques, equipment and methods.
- \* Communication skills, instruction of groups and individuals, assessment and problem solving skills, self-assessment and improvement of performance.
- \* Understanding of the matching process of client with dog.
- \* Knowledge of the environment a team will encounter, specifically concerning family, community, school and workplace and the impact these may have on each working team.
- \* Knowledge of and ability to determine when a training process, placement, or certification needs to be discontinued.
- \* Knowledge of pertinent canine laws (i.e., leash laws and public access laws).
- \* Use of appropriate behavior in public when working with each dog and or client, (i.e., train one dog at a time, be polite, show respect and consideration to people and property, and maintain good personal and canine hygiene).

*Dogs for the Deaf provides an excellent benefits package that includes:*

**Medical:** Employer pays 100% for employee.

**Dental:** Employer pays 100% for employee.

**Supplemental Insurance (AFLAC):** Participation optional.

**Retirement Plan (403b Plan):** 2% gross wage contribution by employer and employer funds 50% of employee's elective contribution up to 12% of employee's gross wage.

**Short and Long-Term Disability.**

**Life Insurance:** \$20,000

**Vacation/Time off & Flex Time:** Sick time is called "Flex Time" and can be used for illness or paid time off.

**\$16.00 – \$21.00:** Starting hourly pay depends upon experience and qualifications. This is a full-time position.

**Sign-on Bonus \$7,500 – \$15,000:** Minimum commitment of two years to be eligible for signing bonus and requires certification as a Service Dog and/or Hearing Dog Trainer and minimum number of placements.

*\*Benefits subject to change with each new plan year.*



## Application Process

This is a continuous open recruitment, however for first consideration apply ASAP to:

email: [wendi@wbrowncreative.com](mailto:wendi@wbrowncreative.com)

fax: **866-224-1423**

For questions, please contact your recruiter at:

direct: **541-858-0376**

toll free: **866-929-WBCP**

