



Director of Canine/Dog Training & Behavior

Department: Training & Behavior

Job Status: Full-time

Reports to: Executive Director

Work Schedule: 8:00am-5:00pm, Days Vary

Positions Supervised: Trainers/Handlers

Job Summary:

The Director of Training & Behavior works with the training team to provide training and enrichment commensurate with the philosophy of SASF's Training and Behavior Program (TBD), which is aligned with Dogs Playing for Life (DPLF) and the overall mission of maximum lifesaving. This position provides effective and appropriate canine training and evaluations for animals in need of behavior modification and maintains animals' behavioral health while in a kennel/shelter environment. Responsibilities include planning, organizing, coordinating, and supervising the operations of the Training Department.

Responsibilities & Duties:

- Responsible for the strategic direction, implementation, and overall management of the training department as appropriate for SASF and the needs of the community.
- Participate in industry conferences, networking, and professional development to ensure SASF remains current with industry standards and best practices.
- Keep informed of current behavior modification/training techniques and developments in the animal training and sheltering industry.
- Responsible for the annual goals, standard procedures, performance assessments of the training and behavior modification department, including providing input on short- and long-term planning.
- Inform the Executive Director and Board of Directors on current trends, issues, challenges, and activities, in order to facilitate policy making and marketing decisions.
- Manage budget & purchasing to improve profits and identify sources of revenue to include public group classes, one-on-one training, playgroups, etc.
- Ensure compliance with all relevant regulations and laws and provide recommendations for other policy/procedural changes and improvements relative to areas of expertise.
- Manage scheduling and assist with payroll for Training Staff.
- Supervise, evaluate, and counsel for professional development, research training opportunities; create and evaluate staff goals and objectives; ensure staff is aware of all current, new, and revised policies and procedures.
- Establish protocol and training for all staff and volunteers and schedule training classes.
- Oversee obedience, kennel manners and behavior modification training with individual dogs, both on and off the adoption floor.
- Manage playgroups and enrichment programs with staff and volunteers.
- Handle and assess dogs of questionable behavior to ensure safety of shelter staff.



Responsibilities & Duties (Contd.):

- Work in tandem with Director of Animal Care and other departments, to verify all communication is up to date to ensure safe handling and training for animals - including Walking Boards, Kennel Cards, Medical Cards, ShelterLuv software, etc.
- Ensure intake process is followed to ready animals for adoption including e'vals, write ups and photos for website.
- Assure proper documentation in ShelterLuv software (e.g., behavioral assessment) is being entered and maintained by training staff to assist adoption coordinators.
- Provide counseling for potential adopters to help make successful placements. Coordinate scheduling of Meet & Greets and Interactions with Adoption Dept.
- Provide adoption follow-up support for adopters by providing training on-site or in the home.
- Liaise with Volunteer & Foster Managers to establish programs, and identify animals for volunteer handling, foster care & events.
- Serve as advisor for Transfer Intakes and Behavioral Consults.
- Keep the Shelter Directors aware of all training developments that may affect the care of animals or shelter operations.
- Coordinate behavior reports, including tracking number of animals received, adopted, transferred, returned, etc., and analyze trends.
- Provide ongoing training for long term and behavior cases with recommendations for care to include rescue, sanctuary, other programs and euthanasia.

Experience & Requirements:

- Minimum of 5 years' experience in dog training, including training basic obedience, working with dogs that have aggression (dog-dog, dog-human) and performing assessments of behavior including level of sociability with dogs/humans.
- Thorough knowledge of animal behavior modification and evaluation techniques.
- CPDT certification or equivalent (CPDT-KA, IAABC, Nose Work Certification, etc.) a plus
- Prior experience with humane organization administration and operations preferred.
- Minimum of 3 years of managerial experience, preferably direct supervision of dog handlers and dog trainers in a shelter/rescue organization.
- Proven knowledge of guidelines and practices in an animal welfare/shelter environment.
- Knowledge of local animal control and state humane laws & their application to general public.
- Strong public speaking and presentational skills.
- Ability to use a PC using MS Word and Excel; ability to learn new software as necessary.
- Ability to meet deadlines and accomplish work in order of priority; professionally maintain composure and effectiveness under pressure and changing conditions.
- Work a flexible schedule with weekend and evening activities, plus holidays.
- Travel to local adopter/sponsor/donor locations, event venues or community meetings.
- Hold a valid driver's license and have an insurable driving record.



Experience & Requirements (Contd):

- Work in all weather conditions when at Shelter or at outdoor events
- Must be able to work around dogs, cats and other small domesticated pets.
- Able to lift up to 50 lbs.

Salary: Commensurate with Experience

Please send Cover Letter, Resume to: Beatrix Parash at bparash@sasf.org

Full Benefits, including medical, dental, vision, PTO and holidays after 60 days of employment. SASF is an equal opportunity employer. All are encouraged to apply. Visit our website at sasf.org.