


HR	<b>Success Profile</b>	 <p><b>Guide Dogs</b> NSW/ACT <b>Sight lost, freedom found.</b></p>
----	------------------------	--

Role	Guide Dog Trainer
Reports to	Training and Dog Supply Manager
Department	Guide Dogs Centre
Manages / Supervises	N/A
Date revised	27 November 2018

### **PURPOSE OF THE JOB:**

The purpose of this position is to train high quality dogs to meet Outcome Standards as determined by Guide Dogs NSW/ACT.

This role is key in ensuring a consistent supply of high quality Guide Dogs is produced annually to meet the requirements of Guide Dogs NSW/ACT.

The successful candidate has the ability to work well with others in a team environment, demonstrates prioritisation of tasks and has proven skills in dog training excellence.

### **KEY ACCOUNTABILITIES:**

Key Result Area	
<b>ADMINISTRATON</b>	<b>JOB HOLDER IS SUCCESSFUL WHEN:</b>
Timely and accurate administration of dog details and journey through training	<ul style="list-style-type: none"> <li>Dog assessment, training notes and location details are recorded accurately and with appropriate prioritisation</li> <li>The necessary processes and guidelines are followed for each individual dog's training and care</li> </ul>
Key Result Area	
<b>DOG TRAINING</b>	<b>JOB HOLDER IS SUCCESSFUL WHEN:</b>
	<ul style="list-style-type: none"> <li>Accurate observations and interpretations of canine behaviour inform training practices</li> <li>Accurate recommendation of reclassification or qualification from Guide Dog Training stream occurs</li> <li>Guide Dog Production KPIs are met whilst training high quality Guide Dogs to Outcome Standard</li> </ul>

	<ul style="list-style-type: none"> <li>• Behaviour modification practices are informed by an evidence-based approach applied within an ethical “least intrusive and effective behaviour intervention” framework (e.g. LIMA/Humane Hierarchy)</li> <li>• End user goals (person with vision impairment) is used to inform and drive all practises and outcomes</li> <li>• Demonstrates ability to train dog to perform tasks in accordance with IGDF and GDA outcome standards, and the ability to transfer skills and knowledge to train behaviours for other roles that the organisation may require</li> <li>• Maintain quality standards, integrity and ethics</li> <li>• Demonstrates a high level of initiative while working well under direction</li> </ul>
<b>Key Result Area</b>	
<b>COMMUNICATION</b>	<b>JOB HOLDER IS SUCCESSFUL WHEN:</b>
Timely information sharing and collaboration	<ul style="list-style-type: none"> <li>• Works positively and collaboratively with all members of the immediate team and cross-departmental teams</li> <li>• Effective and timely communication with stakeholders at all levels, both internally and externally</li> <li>• Shares knowledge and participates in cross-departmental training</li> </ul>

## KNOWLEDGE AND EXPERIENCE REQUIRED TO BE SUCCESSFUL IN THE ROLE:

<b>Essential</b>	<b>Desirable</b>
<ul style="list-style-type: none"> <li>• Qualification of Guide Dog Trainer from an IGDF accredited school</li> <li>• Demonstration of continuing education in dog handling/training skills</li> <li>• Skills in the identification, communication and solving of problems</li> <li>• Strong interpersonal skills to communicate sensitively and respectfully with a variety of internal and external stakeholders</li> <li>• Good organisation skills including task prioritisation</li> <li>• Able to manage the physical demands of the job which may include upwards of 10-15km of daily walking</li> <li>• Hold a drivers licence as recognised in the state of NSW in order to transport dogs (exception provided if applicant has a disability that prevents them from obtaining a drivers licence)</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to maintain long-term enthusiasm and persistence including attention to detail, in a role with repetitive physically and mentally challenging work</li> <li>• Ability to coach others when fluent in a skill and also to be coached when learning or refining skills</li> <li>• Ability to balance the implementation of continuous improvement while simultaneously adhering to current team guidelines</li> </ul>

[Name]

[Sign]

[Date]

---