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| HR | Success Profile |  <p>Guide Dogs NSW/ACT Sight lost, freedom found.</p> |
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| Role | Guide Dog Trainer Trainee |
| 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. This role is a traineeship of 2-3 years in duration prior to qualification as an IGDF accredited Guide Dog Trainer.

The successful candidate has the ability to work well with others in a team environment including embracing being coached by others, demonstrates prioritisation of tasks, and is driven to continuously improve their technical dog training skills.

KEY ACCOUNTABILITIES:

| Key Result Area | |
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| ADMINISTRATON | JOB HOLDER IS SUCCESSFUL WHEN: |
| Timely and accurate administration of dog details and journey through training | <ul style="list-style-type: none"> Dog assessment, training notes and location details are recorded accurately and with appropriate prioritisation The necessary processes and guidelines for programming are followed for each individual dog's training |
| Key Result Area | |
| DOG TRAINING | JOB HOLDER IS SUCCESSFUL WHEN: |
| | <ul style="list-style-type: none"> Accurate observations and interpretations of canine behaviour inform training practices Behaviour modification practices are informed by an evidence-based approach applied within an ethical "least intrusive and |

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| | <p>effective behaviour intervention” framework (e.g. LIMA/Humane Hierarchy)</p> <ul style="list-style-type: none"> • End user goals (person with vision impairment) is used to inform practises and outcomes • 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 • Maintain quality standards, integrity and ethics |
| Key Result Area | |
| COMMUNICATION | JOB HOLDER IS SUCCESSFUL WHEN: |
| Timely information sharing and collaboration | <ul style="list-style-type: none"> • Works positively and collaboratively with all members of the immediate team and cross-departmental teams • Effective and timely communication with stakeholders at all levels, both internally and externally • Shares knowledge and training with cross-departmental teams and projects |
| Key Result Area | |
| TRAINEESHIP | JOB HOLDER IS SUCCESSFUL WHEN: |
| Completion of Guide Dog Trainer Traineeship | <ul style="list-style-type: none"> • Complete theory work to suitable standard as required by Guide Dogs NSW/ACT Guide Dog Trainer Trainee Course • Complete practical skill checks to suitable standard as required by Guide Dogs NSW/ACT Guide Dog Trainer Trainee Course • Complete Guide Dog Trainer Trainee Course within a 2-3 year period • Embrace learning and the position of a trainee with positivity and enthusiasm • Can learn mechanical skills by both verbal instruction and by modelling off a demonstrator |

KNOWLEDGE AND EXPERIENCE REQUIRED TO BE SUCCESSFUL IN THE ROLE:

| Essential | Desirable |
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| <ul style="list-style-type: none"> • Experience and confidence in dog handling • Experience in canine behaviour and training • Skills in the identification, communication and solving of problems • Strong interpersonal skills to communicate sensitively and respectfully with a variety of internal and external stakeholders • Good organisation skills including task prioritisation | <ul style="list-style-type: none"> • Experience in applied behaviour analysis • Demonstration of continual improvement of dog handling/training skills • Ability to maintain long-term enthusiasm and persistence including attention to detail, in a role with repetitive physically and mentally challenging work |

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| <ul style="list-style-type: none">• Able to manage the physical demands of the job which may include upwards of 10-15km of daily walking• 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) | <ul style="list-style-type: none">• Good listening skills and ability to model off a demonstrator• Ability to demonstrate a high level of initiative while still being able to work under direction |
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[Name]

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[Date]
