

## Career Opportunity (FT, Permanent): Early Training Unit Supervisor



***Are you passionate about your work and looking for a way to apply your skills and talents in a meaningful way?***

***Do you have the leadership skills to jump into an organization in the midst of exciting and transformational change?***

At Lions Foundation Canada Dog Guides (LFCDG), we help people with medical or physical disabilities lead independent lives by providing them with a dog guide at no cost to support them in their daily lives. The school is unique in offering seven programs serving 150-200 new clients annually and supporting over 1100 active clients. The school operates out of our central location in Oakville, ON and a breeding and training facility in Breslau, ON, with plans to move to our new leading-edge facility in late 2024.

### **Our Values:**

**Integrity**

**Diversity & Inclusion**

**Excellence**

**Empathy**

**Respect**

### **The Opportunity:**

Reporting to the Director of Canine Development, the Early Training Unit (ETU) Supervisor is responsible for the efficient supervision of the ETU team while managing one's string of assigned dogs. The team is responsible for assessing dogs recalled from foster families before being assigned to a specific training program and training dogs that may need some additional or remedial training to be successful.

### **Key Roles and Responsibilities:**

- Develop and implement training while ensuring alignment with the organization's overall goals and the annual budgets and program goals.
- Coordinates assessment and decision-making of dogs entering training for breeding, suitability as a Dog Guide, and "best fit" for program training
- Participates in choosing, evaluating and classifying Assistance Dog trainees.
- Assesses, trains, supervises and monitors a full string of assigned dogs and works cooperatively and collaboratively with the Early Training team.
- Ensures established procedures are followed for medication, inoculation, grooming and maintenance of dog's general health, health exams are done and perform basic dog handling skills.
- Ensures the timely, accurate and complete collection of data, communication and records are maintained in the appropriate databases on all assigned dogs.
- Identifies opportunities to increase the effectiveness, efficiency and quality of Training Program(s) and focuses on continuous improvement.
- Participates, in conjunction with other members of the Management team, the preparation and monitoring of the annual plan & budget and strategic plans.
- Plans and executes dog assignments to staff.
- Promotes a positive and constructive working environment while assisting staff in finding solutions/dealing with conflict and guiding Early Trainers and Apprenticeship Instructors in dealing with difficult situations.

- Supervises all Early Trainers, including performance and development goals, assigning accountabilities, setting objectives, establishing priorities and recommending salary adjustments
- Works as part of the team to support other LFCDG staff in coordinating resources needed for key organization events and demonstrations.
- Ensures the effective coordination of assigned Training Programs ensuring that staff are encouraged to act as ambassadors of LFCDG when dealing with foster families and other members of the public
- Contributes to work and projects at the Management team level

**You will bring to the opportunity:**

- A minimum of five years of experience working in canine training and proven success as an Instructor
- A minimum of two years of experience mentoring or managing people
- A degree in a training or animal-related program is desirable (e.g., adult education, behavioural science, animal behaviour, biology, psychology, etc.)
- Graduate of a recognized canine animal Instructor Certification (e.g., ADI or IGDF) and/or proven knowledge and basic experience in humane and modern canine training principles and theories, including canine psychology, behaviour, training, and behaviour assessments and general dog care, healthcare, and safety
- Ability and understanding to shape assessment and training to support the end goal of graduating well-suited dog guides
- Physically capable of lifting dogs up to 65 pounds, the agility to move quickly, get up and down easily, climb stairs, walk long distances, etc.
- Strong verbal and written communication skills and proven ability to display a positive teaching style with dogs and clients and interact with team and members of the general public
- Developed presentation skills to deliver instruction and demonstrations during events
- Developed interpersonal skills to provide exceptional client experience and communicate effectively with owners and potential clients
- Values continuous learning and seeks ongoing training and development
- Demonstrated capacity to work in a busy and at times, noisy work environment
- Proficient in the use of PCs; the Internet; and MS Word, Excel, and Outlook. Ability to learn new software
- Valid Driver's License and use of personal vehicle will be required for travel to training locations
- Willingness to be available to staff on nights/weekends
- Willingness to work predominantly at our training facility in Breslau

If you are looking for a challenging opportunity to demonstrate your people leadership skills, canine training capabilities and your related and progressive dog training experience, please send your resume and a cover letter stating why you are interested in becoming a dog trainer with LFCDG' by October 20, 2022, to [hr@dogguides.com](mailto:hr@dogguides.com). Quote the job title in the subject line of your email.

**Job Location:** Primarily Breslau; occasionally Oakville

**Salary:** \$44,972 to \$52,908.24

*Lions Foundation of Canada Dog Guides is committed to employing people from diverse backgrounds, and we actively demonstrate inclusiveness through fair, equitable and accessible hiring practices. We recognize the strength of different experiences, backgrounds and perspectives and welcome candidates who identify as visible minorities, Indigenous people, persons with disabilities, and persons within the LGBTQ+ community. We feel it is important as an organization that all people have access and opportunity to be employed, to be valued and to be respected. Accommodations for job applicants with disabilities will be provided upon request during the recruitment, assessment, selection and placement process. Alternative format available on Request.*

*We also require all candidates to be double vaccinated for COVID-19 coronavirus. Employees are required to administer self-assessments and rapid antigen tests every other day. Tests and masks are provided by the employer.*