

## Job Profile

Job Title: Guide Dog Trainer (GDT)

### Overall Role Purpose

The Guide Dog Trainer helps people with sight loss to live the life they choose by providing technical support and expertise in order to maximise the organisation's productive capacity by providing a wide range of technical and practical support to ensure a full and efficient service to clients. This includes the training of guide dogs in community and regional teams to class standard and elements of volunteer and customer training and support.

### Key Responsibilities

#### Dog training

- Prepare training dogs to the required quality and standard, within the agreed time frames, ahead of delivery to customer and the creating new partnerships process. Contribute regular reviews on the dogs progress and suitability for canine assisted services.
- Assess and continually review the dogs' temperament and behaviour to determine their suitability for canine service roles. Develop detailed knowledge of each dogs' abilities in order to deliver a training programme, either pre-determined or appropriately adapted, where training will include specific development required to meet customer needs as directed.
- Provide support to other technical staff in the team regarding guide dog skills acquisition and experience. This may include blindfold walks, obstacle work, and distraction work.
- Maintain accurate and timely records on any dog inputs using the appropriate business system and completing reports as required.
- Practice and remain current in applying our Standardised Training for Excellent Partnerships training methodologies, ensuring all dogs are supported to the achieved level required for their service direction.

#### Partnership Training and/or Support

- Provide timely and relevant inputs for weekly Case Review meetings on progress of training dogs and partnership reviews as necessary, at the direction of team leaders or colleagues.
- Contribute to partnership matching processes identifying indicators for success or risk for failure in the match.
- Under the direction and supervision of a Guide Dog Mobility Specialist, support with the training of partnerships, this may include: delivering

theoretical and practical training inputs during creating new partnership process (class), and/or supporting qualified partnerships with inputs and training to maintain success.

- Maintain accurate and timely records on any client inputs using the appropriate business system and completing reports as required.

### Dog Wellbeing

- Manage the training dogs' free-running needs, ensuring these are met throughout training period.
- Work together with the Dog Wellbeing team locally and regionally to monitor and maintain the psychological, physical and emotional wellbeing of training dogs within the team, escalating any issues to the Dog Wellbeing team.
- This may include but is not limited to: dog spending; routine physical checks; ad-hoc grooming needs; environmental enrichment activities; and supporting the correct issue of dietary/water needs.

### Collaborative working in Operations Team

### Mentoring, tutoring, supervision & CPD

- As requested, provide technical tutoring and teaching, which may include supervision functions to Trainees in canine services, and/or provide mentoring and coaching to newly qualified staff on dog training inputs.
- Commitment to complete and achieve all relevant areas of continuous personal development made available to ensure technical training knowledge remains current and applicable to Guide Dog operating standards.

### Compliance, Health and Safety

- Report and document all accidents and incidents relating to dogs in your charge, volunteers, third parties and vehicles in line with current Health and Safety policies.
- Maintain all training needs to ensure compliance with standard and processes
- Maintain and keep appropriate records in line with GDPR compliance.

## Person Specification

### Education/Qualifications

#### Essential

- Qualified in the role of Guide Dog Trainer.

#### Desirable

- Current valid UK/EU Driving licence, or able to demonstrate how to complete the role without.

- Accredited learning in the areas of animal welfare or behaviour.
- Accredited learning in the area of teaching or mentoring.
- 3 GCSE/O' levels or the equivalent - including Math's /English (QCF level 1-2 / SQCF levels 4-5)

## Job-Related Experience

### Essential

- Adaptability and flexibility to the changing needs of the role.
- Able to demonstrate aptitude for dog handling.
- Able to practically apply theoretical knowledge.
- Able to undertake physical demands of the role, including walking long distances daily (in excess of 8-10 miles), in all weather conditions, unaided, and able to handle and walk with a range of dog breeds, ages, sizes and temperaments.
- Willing and able to drive large transit dog-carrying vehicles, or suitable alternative to transporting multiple dogs.

### Desirable

- Previous experience in the areas of animal welfare, training or behaviour.
- Previous experience in a teaching or mentoring role.
- Previous experience of working as a mentor or supervising others.

## Knowledge

### Essential

- Current knowledge of dog handling and training techniques and approaches. A working understanding of dog care.
- Basic IT skills
- Working knowledge of dog ethology, behaviour, learning theory and positive reinforcement training techniques.

## Skills and Competencies

### Essential

- Able to work independently or as part of a team.
- Able to use initiative to organise and prioritise multiple tasks for successful completion.
- Able to apply a professional approach and comply with policies and procedures.
- Able and willing to supervise/coach/mentor staff and volunteers
- Communicate effectively using a good standard of written and verbal English.