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| **Position Title:** | **Assistant Behavioural Trainer** |
| **Position Number:** | A073 |
| **Department:** | Animal Care |
| **Section(s):** | Kennels |
| **Award:** | Animal Care and Veterinary Services Award 2020 |
| **Award Level/Salary Range:** | Level 5 |
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| **Approval** |  |
| **Signature of CEO:** | *Signed copy on file* |
| **Approval Date:** | 20 December 2024 |
| **Date of Effect:** | 20 December 2024 |

# POSITION OBJECTIVES

* To manage quality of life of animals within the shelter and enhance their chances of successful rehoming.
* To assist with the behavioural assessment and training of animals in our care.
* To be committed to improve, uphold and achieve best practice animal welfare.

# DUTIES AND RESPONSIBILITIES

* Observe, accurately interpret and document behaviour of animals in the care of RSPCA ACT.
* Assist with conducting and review of animal behaviour assessments, providing recommendations for intervention, further review or behaviour modification plans.
* Assist with the development and implementation of behaviour modification plans for animals in care.
* Provide training and mentorship to staff, volunteers and foster-carers in enrichment, animal handling & low stress techniques in the management of animals in care.
* Ability to conduct temperament assessments on Shelter dogs in accordance with Shelter procedures
* Assist with animal intake
* Assist with the adoption process
* Assist with the foster care program
* Assist with daily husbandry activities as required
* Any other tasks, within own skillset, as directed by the A0495 Kennels Team Lead or N012 Animal Care Manager (the “ACM”)
* Be able to provide overall core animal welfare & canine behavioural education as input to organisation’s spokespeople or as requested by A0495 Kennels Team Lead or N012 Animal Care Manager (the “ACM”)

# ORGANISATIONAL RELATIONSHIP

* The occupants of the positions report directly to the Kennels Team Lead.
* The occupant of the position will, in the absence of the Kennels Team Lead, report to the Animal Care Manager (ACM) and /or the Assistant Animal Care Manager (AACM)

# FINANCIAL DELEGATIONS AND AUTHORITIES

* Nil

# QUALIFICATIONS & PERSONAL ATTRIBUTES

## Qualifications & Experience

* Extensive experience in training dogs using positive motivation training techniques, with a high level of knowledge of dog behaviour and dog learning theory.
* An accreditation from a dog training accrediting agency, such as the Delta Society or the NDTF, or have equivalent demonstrable experience.
* Ability to develop and implement behaviour modification and training programs for various behaviour issues for shelter dogs, of all breeds.
* Demonstrated knowledge of positive reinforcement training methods and knowledge of current trends
* Excellent presentation skills with the ability to conduct training sessions for staff and volunteers
* Excellent communication skills including the ability to provide clear instruction and advice to the general public
* Familiarity with RSPCA behaviour assessment processes and a sound understanding of animal welfare standards.
* Demonstrated knowledge of OHS/WHS principles and practices

## Personal Attributes

* Good interpersonal skills, including the ability to interact with a diversity of individuals from both within and outside RSPCA ACT.
* High degree of motivation and demonstrated ability to work well as part of a team, but also to work independently, with minimum supervision when required.
* Organisational skills; ability to work under pressure, prioritise work and to meet set deadlines.
* Attention to detail and a high level of accuracy.
* Ability to establish and maintain confidentiality in dealing with issues of a sensitive nature.
* Honest and reliable and willing to take direction.
* Good physical fitness and mental resilience

# CONDITIONS OF EMPLOYMENT

* Detailed conditions of employment are set out in the occupant’s letter of engagement, the award and any other document referred to in relevant industrial relations laws.
* Meet the requirements of a pre-employment medical assessment
* Approval for overtime must be given by N001 Chief Executive Officer or the N002 Executive Manager Business & Support Services prior to being worked.
* Travel within Australia may be required from time to time.

# WORKING ENVIRONMENT AND RSPCA EXPECTATIONS

* There is a possibility of exposure to
  + infectious organisms
  + animal waste
  + allergens
  + chemical materials requiring Work Health Safety Data Sheets
  + hostile persons
  + vicious animals.
* You need to be willing to work weekends and public holidays.
* You will be expected to maintain a neat and well groomed personal appearance.
* You will be required to attend staff training sessions and staff meetings.
* You must demonstrate a commitment to maintaining a safe and healthy site environment for staff, clients and visitors.
* You will be expected to implement and promote the policies and positions of RSPCA.
* You need to demonstrate cooperative work practices and make a contribution to a positive culture.
* You will need to be physically able to clean and lift up to 20 kgs.

# SELECTION CRITERIA

# Describe your experience in training dogs using positive motivation techniques. Can you provide specific examples of training programs you have developed and implemented?

# What is your understanding of dog behaviour and learning theory? How have you applied this knowledge in your previous roles?

* Provide an example of a training session you have conducted for staff or volunteers. How did you ensure the session was effective and engaging?
* Describe a challenging behaviour issue you have encountered with a shelter dog and how you addressed it.

# DOCUMENT CONTROL

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| **Version Number:** | 3.0 |
| **Future Review Date:** | December 2025 |

# History

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| --- | --- | --- |
| **Date** | **Title** | **Notes** |
| 15 January 2015 | Behavioural Trainer | New position. |
| 31 March 2022 | Assistant Behavioural Trainer | New casual position |
| 20 December 2024 | Assistant Behavioural trainer | Update of objectives, duties, reporting line. |