



Staff Trainer Job Opening

Title: Staff Trainer

Job Description: To fulfill the needs of the clients we serve by successfully training Assistance Dogs to meet the specific needs of each individual client, while being able to keep quality and production goals at the levels set forth by the Board of Directors.

Salary: Commensurate with experience

Position Type: Full- Time hourly position with a standard work week of Mon –Fri 7:30-4:00 p.m. This position will require hours above and beyond the standard 40- hour week on occasion, with occasional weekends as identified by Management. Overtime would be calculated at one and a half times the regular rate of pay for hours worked over 40 hours.

Qualifications:

1. Has successfully completed PAWS three (3) year Apprentice Program and/or have a minimum of six (6) years' experience of teaching people & dogs and/or animals (or related equivalent).
2. Having completed all phases of training as well as the Staff Trainer check list, demonstrated an ability to meet or exceed the requirements for that position, while producing quality Assistance Dogs at an above average level per PAWS evaluation standards.
3. Having a thorough knowledge and understanding of various types of disabilities, understanding the needs of people with disabilities and to be able to effectively train an Assistance Dog to meet the needs of the disabled, plus being able to share your knowledge with Apprentice Trainers and other Staff Trainers.
4. Having the ability to match and place dogs with clients without supervision.
5. Having the ability to effectively communicate with persons with disabilities and to work with them on how to communicate with their dogs effectively.
6. Having the flexibility to change from one training technique to another when different training techniques are necessary.
7. Having the flexibility of working in various disciplines of training, as in from one dog to another, and being able to deal with various temperaments.
8. Possessing a valid driver's license and the moving violation points do not exceed the PAWS insurance carrier's guidelines.
9. Being skilled in reading dogs for temperament analysis, problem solving and matching with clients.
10. Having the ability to teach Apprentice Trainers and other Staff Trainers on PAWS training methodology and problem solving.
11. Having the knowledge and ability to field instruct as per the established guidelines set forth in the Field Instructing Manual.
12. Field instructs Hearing Dog and/or Service Dog Team independently on an annual basis when available.

13. Must obtain a chauffeur's license within 30 days.
14. Being non-allergic to animal hair and/or dander.
15. Having the flexibility to work equally well with any breed and/or mixed breed and different sized dogs.

Benefits: Full health insurance coverage is offered through Priority Health HMO HRA or Priority Health HMO HSA pursuant to your preference

Priority Health HMO-80/20% HRA

<u>Coverage</u>	<u>Per Week</u>
Single	\$ 20.34
Double	\$ 84.63
Family	\$ 123.40

---OR---

**Priority Health HMO-H.S.A. –Health Savings Account
(High Deductible Health Plan)**

<u>Coverage</u>	<u>Per Week</u>
Single	\$ 5.65
Double	\$ 72.08
Family	\$ 102.56

We offer vision insurance through VSP, with a minimal dollar amount deducted through payroll weekly based on coverage selected.

Voluntary Vision-Vision Service Plan (VSP)

<u>Coverage</u>	<u>Per Week</u>
Single	\$ 2.01
Double	\$ 2.98
Family	\$ 5.31

Full dental insurance coverage is paid for in full for the employee **only** by the employer through Lincoln Financial Group. Additional deductions are listed below for eligible dependents.

Dental-Lincoln Financial Group

<u>Coverage</u>	<u>Per Week</u>
Single	\$--.—
Family	\$ 15.32

We offer \$20,000 of life insurance which is inclusive of an accidental death and dismemberment plan through Lincoln Financial Group. We have available Short Term Disability insurance also through Lincoln Financial Group. This coverage is 60% of weekly gross up to \$750 per week maximum. We also offer a Tax Sheltered Annuity (403b) which is similar to a 401k plan; we are currently not participating in a match. We also offer many types of supplemental insurances that you may choose to partake in for a minimal deduction through payroll. These types of supplemental insurances include: cancer, accidental, hospitalization, extended short term disability, long term care, long term disability, etc. We also offer paid holidays and paid time off for bereavement. We offer 3 personal/sick days paid per year and our vacation schedule can be viewed below. All of the above benefits, unless otherwise noted, are available to you after you have successfully completed a 30 day orientation period. Vacation days and personal/sick days are based upon a calendar year.

HOURLY

After 6 months of employment	=	5 days
After 1 year of employment	=	5 days
Years 2 - 5	=	10 days
Years 6 - 10	=	15 days
Years 11-15	=	20 days
Years 16 and up	=	25 days

To view a complete job description please visit our website at www.pawswithacause.org

Contact Information: Human Resources
 Attention: Karen A. Sapp
 Human Resource Director
 4646 South Division
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 (616) 877-0248 Fax
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*** Please submit your current cover letter and resume for this position to the contact information listed above.**