



## Assistance Dogs Northwest Assistance Dog Trainer – Job Description

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**JOB TITLE:** Assistance Dog Trainer  
**JOB LOCATION:** Bainbridge Island, Washington (live on or off campus)  
**REPORTS TO:** Program Manager

### Join Our Team

Assistance Dogs Northwest is seeking an experienced, compassionate Assistance Dog Trainer to join our team on beautiful Bainbridge Island, Washington.

This is a hands-on training position for someone who is passionate about training exceptional Assistance Dogs; including Mobility Service Dogs, Hospital Facility Dogs, and Courthouse Facility Dogs. This position works closely with our Program Manager, Training Director, puppy raisers, interns, volunteers, and clients throughout the training and placement process.

Our dogs are trained using force-free, science-based, positive training methods, with an emphasis on each dog's physical and emotional well-being.

### What You'll Do

#### Train and Care for Assistance Dogs

- Train dogs in obedience, public-access, task work, and other skills required for successful placement.
- Evaluate canine temperament, behavior, health, and training progress.
- Develop and implement individualized training plans in collaboration with the Training Director.
- Provide daily care and enrichment for dogs on campus.
- Maintain accurate training, behavioral, and health records.
- Help ensure veterinary appointments, vaccinations, health screenings, and preventatives are completed on schedule.
- Participate in evaluations to determine dogs' readiness to advance through the program or be considered for an alternate career.

#### Support Puppies and Puppy Raisers

- Help evaluate incoming puppies, including Puppy Temperament Testing.
- Coach and support volunteer puppy raisers throughout the puppy-raising process.
- Review puppy progress reports and provide individualized feedback.
- Teach puppy classes and lead community field trips and training outings.
- Help recruit, educate, and retain puppy raisers.
- Assist with puppy care, socialization, and early development as needed.

#### Work With Clients and Graduate Teams

- Assist with Team Training and provide hands-on instruction to clients learning to work with their new dogs.
- Teach clients effective handling, training, care, and management techniques.
- Provide follow-up support to graduate teams in person and virtually.
- Assist graduate teams as their dogs transition toward retirement.



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### Mentor Interns and Volunteers

- Provide hands-on training and guidance to interns and volunteers working with dogs.
- Model appropriate handling and positive training techniques.
- Help interns develop their dog-training, observation, and documentation skills.

### Support the Program

- Maintain accurate dog, training, and client records in Salesforce and Dropbox.
- Maintain training equipment and supplies.
- Participate in demonstrations, tours, educational programs, and occasional special events.
- Assist with Community Outreach Program as needed.
- Participate in continuing education and organizational risk-management practices.
- Support the organization's Assistance Dogs International (ADI) accreditation standards and requirements.

### **Qualifications**

We are looking for someone who has:

- At least 2 years of Assistance Dog training experience with an ADI accredited program.
- A bachelor's degree in Animal Behavior, Psychology, Biology, Education, or a related field.
- Strong knowledge of canine behavior, learning theory, and force-free, positive training methods.
- Experience training Assistance Dogs for people with limited mobility.
- Knowledge of canine health, husbandry, and basic veterinary care.
- Experience teaching and coaching clients, volunteers, or puppy raisers.
- Excellent observation and problem-solving skills.
- Strong interpersonal, verbal, and written communication skills.
- Excellent organizational and time-management skills.
- Ability to work both independently and collaboratively as part of a team.
- Comfort using technology for training records and communication; experience with Salesforce, Dropbox, and Microsoft Office is helpful.
- A positive, flexible, team-oriented approach.

### **Physical & Scheduling Requirements**

This is an active, hands-on position. The Dog Trainer must be able to:

- Work indoors and outdoors in varying weather conditions.
- Safely handle dogs of varying sizes and activity levels.
- Lift and carry up to 40 pounds.
- Drive for training outings, veterinary appointments, and program activities.
- Work occasional evenings or weekends for Team Training, special events, or other program needs.
- Maintain a valid driver's license.

### **Compensation & Benefits**

We offer a competitive compensation and benefits package, including:

- Comprehensive medical and dental insurance



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- Employer-supported 403(b) retirement plan with company match
- Generous paid vacation and holidays
- Continuing education opportunities
- A friendly, collaborative, mission-driven work environment
- A beautiful, park-like campus on Bainbridge Island

Salary is commensurate with experience.

### Our Bainbridge Island Campus

Bainbridge Island is located in Puget Sound, approximately a 35-minute ferry ride from downtown Seattle. The island offers a welcoming community, numerous parks, beaches, trails, restaurants, and easy access to both Seattle and the Olympic Peninsula.

Our wheelchair-accessible campus includes a residence, client housing, exercise fields, offices, classroom, gardens, and indoor and outdoor training spaces.

### About Assistance Dogs Northwest

Assistance Dogs Northwest (ADNW) is a fully accredited member of Assistance Dogs International. ADNW is dedicated to enhancing the lives of children and adults in the Pacific Northwest with physical disabilities and other special needs by partnering them with professionally trained Assistance Dogs.

Assistance Dogs Northwest currently operates as an LLC of ADH, a 501(c)(3) non-profit organization. Assistance Dogs and lifetime follow-up support are provided to our clients **free of charge**.

### How to Apply

Please send a resume and cover letter to:

Maureen Maurer

[mo@assistancedogsnorthwest.org](mailto:mo@assistancedogsnorthwest.org)

### Equal Opportunity

Assistance Dogs Northwest is committed to providing an inclusive workplace and equal employment opportunities. We do not discriminate on the basis of race, color, national origin, religion, age, sex, marital status, disability, sexual orientation, gender identity or expression, or any other status protected by applicable federal, state, or local law. We encourage qualified applicants from all backgrounds to apply.

This job description describes the general nature and level of work performed in this position and is not intended to be a comprehensive list of every duty or responsibility.