



Providing Freedom, Mobility, and Independence for Blind Texans

Apprentice Guide Dog Mobility Instructor

Location: San Antonio, TX
Employment Type: Full-Time
Reports To: Training Manager

Organizational Description

Guide Dogs of Texas enhances the lives of individuals who are visually impaired through personalized guide dog training programs. Located in San Antonio, our organization operates on a 4-acre campus, offering transformative services that emphasize freedom, mobility, and independence. Our small operates with high standards while maintaining mutual support and shared responsibility, fostering a workplace that values joy, collaboration, and excellence. Guide Dogs of Texas provides a robust benefits package, a dog-friendly environment, and autonomy in achieving organizational goals.

Position Summary

The Apprentice Guide Dog Mobility Instructor is a structured, paid, mentored training role designed to develop the next generation of qualified Guide Dog Mobility Instructors, according to International Guide Dog Federation standards. You will learn how to train, assess, match, and instruct guide dogs and clients to achieve safe, independent travel outcomes. This apprenticeship typically requires 3 years to achieve qualification, depending on competency progression.

The role combines advanced dog training, instruction of adults with disabilities, mobility assessment, and rehabilitation.

If you are seeking a long-term career and are resilient, highly observant, physically active, and committed to professional standards, this pathway may be for you.

Key Responsibilities

Train Future Guide Dogs



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- Under supervision, train and develop guide dog skills including obstacle avoidance, traffic response, and intelligent disobedience
- Monitor behavior, temperament, and suitability
- Maintain detailed training records
- Participate in supervised blindfold assessments of trainee dogs to evaluate safety and training outcomes

Support Client Training

- Assist with dog-client matching
- Support residential and community-based training programs
- Teach guide dog handling skills under supervision
- Reinforce safe travel practices and independence

Maintain Safety Standards

- Conduct supervised route risk assessments
- Ensure client and dog welfare at all times
- Follow strict organizational and public safety protocols

Develop Professional Competence

- Work toward formal qualification as a Guide Dog Mobility Instructor
- Participate in structured mentoring and assessment
- Engage in continuous professional development

Qualifications

Essential

- Demonstrated experience training or working with dogs or other animals
- Strong interest in rehabilitation, orientation & mobility, or human services
- High level of physical fitness. The role involves walking up to 10 miles a day in various weather conditions, and handling large breed dogs up to 85 pounds
- Excellent observation and problem-solving skills
- Strong interpersonal communication skills
- Emotional maturity and resilience
- Valid driver's license and clean driving record, allowing for coverage under the company's vehicle insurance policy, and ability to drive a large van



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- Must be legally authorized to work in the United States
- Ability to safely perform the essential physical functions of the role, with or without reasonable accommodation
- Comfortable receiving direct performance feedback and working in a structured competency-based training environment
- Desire to continually self-improve
- Ability to work occasional weekends
- Ability to be away from home for up to three weeks at a time

Highly Regarded

- Qualification or study in Orientation & Mobility or related field
- Experience working with people who are blind or have low vision, or other disabilities
- Knowledge of positive reinforcement training principles
- Verbal and written proficiency in Spanish

Hours, Rates and Benefits

- This position starts at \$24.04/hour and is classified as hourly non-exempt under the Fair Labor Standards Act (FLSA) and Texas labor law. The organization will comply with all wage and hour requirements, including minimum wage, overtime, and recordkeeping.
- Full-time, 40 hours per week, with occasional weekends and evenings required
- Comprehensive and generous employer-sponsored benefits package including medical and options for dental, vision, and life insurance
- Other benefits include an employer-sponsored 401k plan, vacation, holidays (including your birthday), and paid sick leave
- Ongoing professional development

To Apply

To apply, send resume and cover letter to Jamie Hunt, Program Manager, at jamie@guidedogsoftexas.org