



Providing Freedom, Mobility, and Independence for Blind Texans

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 team 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.

One of the unique opportunities of this role is the ability to grow with the organization, and to help shape who we become in the future. We listen to and work with our GDMIs to grow and evolve our programs. If you have ideas on how to improve a program, or how to modernize client and dog training, this is a great place to be.

Position Summary

The Guide Dog Mobility Instructor (GDMI) shares in the growth of Guide Dogs of Texas by delivering end-to-end dog and client training to International Guide Dog Federation (IGDF) standards. The ideal candidate is an experienced GDMI from an IGDF-accredited school who is looking for an opportunity for advancement. You will work alongside highly qualified and experienced GDMIs while enjoying a great deal of independence in your day-to-day activities.

The role combines advanced dog training, client assessment and instruction, mentorship of apprentice instructors, and representing the organization in the community.

Key Responsibilities

Dog Programs



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- Assess and provide end-to-end training to dogs, to IGDF standards
- Consistently evaluate dogs throughout training for suitability to meet the high standards required of Guide Dogs of Texas
- Provide direct support and mentorship to apprentice GDMIs

Client Programs

- Interview and assess applicant clients
- Participate in matching qualified dogs to applicants
- Lead all aspects of training with the client and their new guide dog, tailoring instruction to the individual needs of our clients
- Provide aftercare to graduated teams

Organizational Duties

- Represent, and speak on behalf of, Guide Dogs of Texas at information sessions, outreach events, and fundraisers
- Assist with training of staff and volunteers
- Actively participate in the evolution of the 2, 5, and 10 year plans, helping to shape the future and direction of the organization
- Within the scope of position duties, ensure operations are effective and efficient, assets are safeguarded, and applicable laws, regulations, policies and procedures are complied with, treating confidential information and sensitive situations appropriately

Qualifications

Essential

- Qualified as a GDMI from an IGDF-accredited school, with current IGDF GDMI certification
- Understanding of positive reinforcement techniques as they apply to training guide dogs; further on-the-job training can be provided
- A self-starter and motivated, independent worker, comfortable spending large amounts of time working alone
- Excellent communication skills
- Desire to give input and help be a part of the team that grows an organization into the next phases of business, with a mission to be the employer of choice in the dog guide industry
- Recognition of the need for continuous self-improvement, always working to find ways to do the job better, and a desire for continued professional development
- A "work hard, play hard" attitude — you want work to be fun



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- High level of physical fitness. This is a physically demanding role requiring lifting, bending, squatting, reaching, walking up to 10-12 miles per day, being on your feet throughout the work shift, and handling young, physical dogs up to 80 pounds, in all Texas weather conditions, indoors and out
- 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
- Basic computer skills
- Flexibility to work some weekends and evenings, and to travel overnight throughout Texas

Highly Regarded

- 5+ years of post-qualification experience as a GDMI
- Experience with Microsoft Office products

Hours, Rates and Benefits

- This position pays \$28-32 per hour depending on experience and is classified as hourly non-exempt
- Full-time; hours are generally 7:00am to 4:00pm, Monday to Friday, and may shift in warm weather to accommodate outdoor training
- A professional image is expected, in line with the role and company dress code; uniform shirts will be provided
- Comprehensive benefits package included
- Ongoing professional development

To Apply

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