



Mission: Providing a progressive environment for animals through rehabilitation, adoption, education, and community outreach and filling the gap between shelter and permanent rescue.

Job Title: Canine Behavior Manager

Location: [Aska's Animals Foundation](#) (AAF) in Victor, ID. We partner with [Animal Adoption Center](#) (AAC) in Jackson, WY where work will also be performed.

Reports to: AAF Board President

Start Date: January 15, 2023

Hours: Full-time, Exempt, 40 hours per week. Some weekend and evening hours are required.

Pay Rate: \$70-\$75K per year DOE. This is inclusive of a housing allowance. Housing has been secured for this position in a 3BR, 2BA house with a fenced yard that allows dogs. Additional benefits include two-weeks paid vacation, cell phone allowance, and travel reimbursement.

Scope of Position: The Canine Behavior Manager is responsible for the development, oversight, implementation, and regular review of AAF and partners' canine behavior programs. This includes evaluation, rehabilitation, training, and enrichment. This person also works closely with our partners, including the AAC, and the public to provide behavior support.

The ideal candidate is well-versed in a variety of common behavior issues and has experience helping people and pets using positive reinforcement training. We are looking for a team player with a good sense of humor who can pivot to different topics and projects seamlessly. We work collaboratively within our team and with partners so the ability to think outside the box and communicate effectively is a must. If you are a dog behavior nerd with a desire to work in a progressive rescue environment where you can focus your knowledge of helping dogs and the people who care for them, please send us your information as we would love to talk with you.

Training, Enrichment and Behavior Modification 60%

- Oversee, manage, and provide dog training group classes for the public as well as one-on-one consultations
- Provide enrichment opportunities for dogs
- Develop and implement programs for dogs in need of behavior modification
- Provide weekly training plans for puppies in the Puppy Palaces
- Consult on the intake of dogs entering the programs
- Develop training plans for adoptable dogs
- Provide pre-adoption counseling



Administrative, Evaluations, and Community Engagement 40%

- Develop and provide training opportunities for the volunteers and staff to increase adoptability and ensure safe handling in the rescue environment
- Monitor the progress of adoptable dogs in AAF and partner programs
- Further develop puppy training programs for neonatal through 12 weeks
- Provide support for surrender counseling
- Help evaluate and implement plans for dogs in our program and partnering programs
 - This includes placement, fosters, transfers, and euthanasia recommendations
- Construct personality profiles for adoptable dogs including suggested parameters for their ideal home
- Support families in a successful transition after adopting a dog through consultations and classes

Qualifications and Requirements

- A minimum of three years of canine behavior/training experience within animal welfare, sheltering or rescue
- CCPDT or equivalent certified with an interest in staying up to date on up-and-coming research and philosophies regarding canine behavior
 - Continuing education encouraged and supported financially
- Follow LIMA
- Must have well-developed written and verbal communications skills
- A high level of professionalism, clear and compassionate communication style with clients, and the ability to be a team player are mandatory
- Must have strong time management organizational skills, ability to set priorities, and use good judgment
- Must be comfortable training other staff and volunteers
- Familiarity with current animal welfare issues
- Must have a current and valid driver's license

Working Conditions

- Ability to be physically active for six hours at a time working with dogs and people in outside weather conditions
- Ability to lift 50 pounds
- On and off-site weekend and evening work may be required
- Administrative work can be done from home



- Approximately two days/week will include travel to partner organizations and client homes
- Work is performed at animal rescue facilities and in the community. Potential for exposure to environmental factors such as temperature variations, high noise levels, zoonotic diseases, animal waste, and/or dangerous and fractious animals

EEO Policy

AAF is an Equal Employment Opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, sex, national origin, ancestry, gender, gender identity or expression, age, marital or domestic partner status, citizenship status, sexual orientation, disability, genetic information, military or veteran status, or any other characteristic protected by applicable federal, state or local laws, regulations or ordinances. Applicants with disabilities may be entitled to a reasonable accommodation under the terms of the Americans with Disabilities Act and certain state or local laws. A reasonable accommodation is a modification (or modifications) to a position and/or to the hiring process which will allow the individual to perform all of the essential functions of that position and/or complete the application process without imposing undue hardship on AAF. Please inform the AAF's recruitment team if you need an accommodation in order to complete any forms or to otherwise participate in the application process.

How to Apply

Please submit a resume, cover letter to info@askasanimals.org. In addition, please provide a 2-5 minute example training video via Google Drive or YouTube. Please no phone calls.