



Job Title:	Certified Professional Trainer	Department:	Behavior
Reports to:	Director Behavior & Pathway Planning	Status:	Part time, non-exempt
Location:	Arlington, VIRGINIA	Salary Range:	\$17.11 - \$22.60 per hour

Benefits: We offer premium medical benefits, dental and vision insurance (available for purchase for part time employees at a 50% discount rate); separate vacation and sick time accruals, paid holidays; additional annual floating holidays; and flexible working hours. After 2 years of employment, employees qualify for a retirement contribution of 7%. This position also qualifies for the Public Service Loan Forgiveness Program and the League pays a salary bonus for language ability in: Arabic, Mandarin, Sign Language, Spanish or Vietnamese. Plus, free pet adoptions, pet vaccines and more!

Summary: The Certified Professional Trainer (part time) will contribute to all aspects of the training and behavior program for the League. The area of focus for this position is: cat behavior and enrichment; training class development and group training classes (in-person and/or hybrid) for the general public and community. To learn more about the Animal Welfare League of Arlington and how to apply, please visit us at <https://www.awla.org/about/careers/>

Responsibilities include the following however other duties may be assigned:

- Resolve issues and provide support concerning training, enrichment and behavior needs for AWLA pets, AWLA alumni and community members via virtual consultation, email, phone and in person; manage operational protocols for tracking follow-ups
- Create and organize educational training and behavior information, articles and online content for external and internal use
- Monitor and complete behavior assessments and concern requests within 48 hours Identify and work with animals in need of training/behavior modification using least invasive minimally intrusive means
- Model Fear Free shelter recommendations, working closely with all departments including the Animal Care manager to ensure that animal's behavioral needs are met
- Enter information into shelter software to help facilitate successful outcomes and track data; update and review as needed; document and update results, stages, memos and/or holds based on results
- Maintain a clean and safe environment for the animals and public
- Oversee and participate in playgroups
- Create protocols approved by supervisor enabling staff and volunteers to work with animals as appropriate and in accordance with League policies and procedures
- Develop new animal enrichment for shelter staff, volunteers and fosters to implement daily; ensure enrichment items are provided to animals of all species in our care in coordination with animal care technicians
- Participate in ongoing education opportunities for staff, volunteers and the community, including kid's camp, community care clinics and other events
- Participate in euthanasia decisions for behaviorally compromised animals as needed
- Assist and cross-train in other departments as requested
- Continue learning and remaining up to date on best practices via webinars, books, and other training materials; earn approved training certification if not already certified within 6 months of employment

Supervisory Responsibilities: The position will assist the Director of Behavior & Pathway Planning with creating and updating current volunteer roles as needed. Interact with, train, and engage volunteers; provide training focusing on objective reporting, retention and safety.

**Qualifications:**

- Approved certification - CPDT, CBC, IAABC, KAPA, etc. or ability to earn approved training certification within 6 months of employment
- Hands on experience with animals in either a shelter, clinic or other comparable environment
- Bilingual English/Spanish preferred but not required
- Ability and willingness to learn recommended animal care and adoptions procedures to include all species
- Ability to work comfortably with and around animals following League procedures and protocols
- Demonstrated ability to engage, inspire and instruct people
- Ability to work both independently and as part of a team in a hands-on work environment with excellent people service skills
- Ability to maintain calm, composed and positive in stressful, sensitive or emergency situations
- Flexible schedule with the ability to work evenings, weekends, non-standard hours and overtime, if needed
- Detail-oriented with proven organizational and follow-through skills, capacity to work well under pressure
- Understanding of humane euthanasia and willingness to take place in euthanasia discussions
- Adaptable to shifting needs, evolving priorities and urgent situations that arise
- Excellent organizational skills and attention to detail
- Proficiency with Microsoft Office and Google Suite
- Ability to maintain discretion with confidential information
- Have a passion for the mission and a deep commitment to the goals of the organization

Typical physical & mental demands: Requires frequent bending, reaching, stooping, kneeling, walking/standing, eye-hand coordination and manual dexterity sufficient to operate a keyboard, telephone, photocopier, calculator and other equipment or machinery. Will have exposure to injured and deceased animals, disinfectant solutions, and variable indoor and outdoor temperatures. May assist in animal restraint and deal with distressed or dangerous animals, and could be subject to bites and scratches. Requires manual dexterity to keep a strong animal on leash or operating a door while holding a strong animal on leash simultaneously. May be required to lift heavy items or animals (upwards of 50 lbs) and be otherwise physically active. Requires normal range of hearing and eyesight to communicate with the public, volunteers, staff, and animals. Also requires flexibility and adaptability to work with frequent interruptions. Must be comfortable around dogs, cats, small companion animals, reptiles, amphibians and wildlife.

Vaccination requirement: Upon hire, employees will be required to receive rabies prophylaxis and tetanus vaccinations. We also require employees to be vaccinated against COVID-19.

*We welcome applications from people of color, indigenous people, LGBTQ individuals, and other communities that have been marginalized and disproportionately impacted by violence and abuse. We aim to maintain a diverse and dynamic workforce and are committed to providing equal employment opportunities (EEO) to all employees and applicants for employment and promotions without regard to race, color, religion, gender, sexual orientation, gender identity, marital status, veteran status, age, national origin, disability, or any other basis protected by federal, state or local law. Applications will be considered on a rolling basis and positions remain posted until filled. **No phone inquiries, please.** The Animal Welfare League of Arlington is a 501(c)3 non-profit organization.*