AUBURN
Human Resources

Canine Instructor III

Job Description

JOB INFORMATION

Job Code	HA11
Job Description Title	Canine Instructor III
Pay Grade	VT08
Range Minimum	$47,970
33rd %	$57,560
Range Midpoint	$62,360
67th %	$67,150
Range Maximum	$76,750
Exemption Status	Exempt
Approved Date:	1/1/1900 12:00:00 AM
Legacy Date Last Edited	9/28/2022

JOB FAMILY AND FUNCTION

Job Family:	Veterinary & Animal Care
Job Function:	Animal Training

JOB SUMMARY

Under limited supervision, the Canine Instructor III performs canine development, training and handling in operations to support research and development activities in the Canine Performance Sciences Program. Provides care and welfare of canines, maintains equipment and facilities, plans outreach activities, and other duties as assigned to support the program's mission. Plans and designs training protocols and participates in planning and design of research protocols. Leads and supervises development, training and research activities. Leads external training and outreach missions.

RESPONSIBILITIES

- Performs canine development, training and handling to support detection dog production and research, development, and outreach activities. Plans canine training scenarios.
- Plans, designs, and supervises canine training, research, development, and outreach activities for efficient and effective operations. Presents and discusses project plans and progress with customers. Plans and designs training protocols and participates in planning and design of research protocols.
- Observes, records, and assists in evaluating canine behavior and performance for production, research, and development activities. Evaluates canines and canine handler teams.
- Identifies and corrects deficiencies in canine development and training.
- Maintains equipment and facilities.
- Leads, guides, and instructs trainees, students, or volunteers to support the operations of the Canine Performance Sciences Program.

The responsibilities listed above show the typical duties for jobs in this classification. Actual tasks may differ depending on the department's needs. Other similar duties may be assigned with discretion of the supervisor. Not every duty will apply to every position, and the amount of time spent on each task can change based on department needs.

SUPERVISORY RESPONSIBILITIES

Supervisory Responsibility	May supervise employees but supervision is not the main focus of the job.

MINIMUM QUALIFICATIONS

To be eligible, an individual must meet all minimum requirements which are representative of the knowledge, skills, and abilities typically expected to be successful in the role. For education and experience, minimum

requirements are listed on the top row below. If substitutions are available, they will be listed on subsequent rows and may only to be utilized when the candidate does not meet the minimum requirements.

MINIMUM EDUCATION & EXPERIENCE

Education Level	Focus of Education		Years of Experience	Focus of Experience	
High School Diploma or GED	Bachelor's or Master's degree in Behavioral, Animal, Zoology, and Biological Sciences, or related degree is desired.	and	4 years of	experience in developing, handling, and training detection canines in a professional environment. Must have 1 year of training, mentoring, or supervising employees in performing detection canine training or operations regardless of "Substitution allowed for Experience".	

Substitutions Allowed for Experience	Yes
Substitution allowed for Experience: When a candidate has the required education, but lacks the required experience, they may normally apply additional appropriate education toward the experience requirement, at a rate of one (1) year relevant education per year of required experience.	

MINIMUM KNOWLEDGE, SKILLS, & ABILITIES

Expert knowledge of behavioral principals of animal learning and conditioning as applied to training detection canines.	
Advanced understanding of detection canine development, training, and handling practices.	
Knowledge of handling in different modes of operational employment of detection canines.	
Knowledge of training dog with no prior foundation ("green") to perform detection work.	
Understanding of how to assess potential of dog for detection tasks.	
Knowledge of personnel and project management.	
Ability to effectively communicate about detection canine development, training and employment.	
Ability to train dogs with no prior foundational training ("green") to perform detection task.	
Ability to plan, organize and execute complex operations.	
Effective leadership skills.	
Ability to communicate and coordinate with other University units, external resources and program customers.	

MINIMUM LICENSES & CERTIFICATIONS

Licenses/Certifications	Licenses/Certification Details	Time Frame	Required/ Desired	
DL NUMBER - Driver License, Valid and in State	in any state	Upon Hire	Required	

PHYSICAL DEMANDS & WORKING CONDITIONS

Physical Demands Category:	Other

PHYSICAL DEMANDS

Physical Demand	Never	Rarely	Occasionally	Frequently	Constantly	Weight
Standing					X	
Walking					X	
Sitting			X			

PHYSICAL DEMANDS

Physical Demand	Never	Rarely	Occasionally	Frequently	Constantly	Weight
Lifting				X		Up to 100 lbs
Climbing				X		
Stooping/ Kneeling/ Crouching				X		
Reaching					X	
Talking					X	
Hearing					X	
Repetitive Motions					X	
Eye/Hand/Foot Coordination					X	

WORKING ENVIRONMENT

Working Condition	Never	Rarely	Occasionally	Frequently	Constantly
Extreme cold				X	
Extreme heat				X	
Humidity				X	
Wet				X	
Noise				X	
Hazards				X	
Temperature Change				X	
Atmospheric Conditions				X	
Vibration				X	

Vision Requirements:

Ability to see information in print and/or electronically, should have depth perception and the ability to distinguish colors.