



Operations - Professional Development

Job Title:	Behaviour Officer (Rehoming Centre Support)
Reporting to:	Behaviour Development Manager
Dogs Trust Grade:	E
Location:	Home based with frequent travel across the region

Job Purpose:

The Behaviour Officer (Rehoming Centre Support) is a specialist role in canine behaviour and training. Responsible for developing and delivering programmes of training for rehoming centre staff in the subject of dog behaviour, training and rehabilitation and welfare. This role will support and mentor those roles that are responsible for the training and behaviour work at our rehoming centres. They will liaise with centre managers, Heads of Operations for their region and other operations staff as required. The Behaviour Officer (Rehoming Centre Support) role will play a key part in the analysis of learning needs associated with behavioural knowledge and skills for rehoming centre staff and to contribute to their ongoing development.

Overview of the Department/Team

Canine behaviour knowledge and practice is central to rehabilitating dogs within our rehoming centres and for the provision of Dog School training and education classes. Science-led behaviour knowledge also informs a range of other areas of Dogs Trust activity, including campaigns, international projects, and the work of the education teams. The Professional Development team ensures that Dogs Trust staff have access to the best possible education in the field of dog behaviour, training, and welfare.

This role will identify skills or knowledge gaps and develop and deliver appropriate staff training programmes for staff across Dogs Trust as well as external rescue and rehoming organisations, as needed. Staff development will include that required for the achievement of recognised accreditations and academic qualifications.

The successful candidate will have a thorough knowledge of canine behaviour, ideally practical experience in clinical behaviour and/or the application of training in rehabilitation in a rehoming centre setting and excellent communication and coaching skills.

Key areas of accountability:

Visit allocated Rehoming Centres on a regular (usually monthly) basis to assist in the review of staff development needs and to support and train the staff and volunteers. Review and deliver teaching materials at all levels for staff education requirements, including (but not limited to) face to face & online delivery, lectures, seminars, case reviews and practical sessions. Work closely with the STBA working in the same allocated centres as well as the Behaviour Development Manager, STBA Manager and the Heads of Operations in order to ensure a cohesive approach to staff development programmes.

Work closely with centre managers and Heads of Operations to identify key skills and knowledge gaps in dog behaviour and training within the rehoming centre teams. Devise programmes to address these needs as part of the overall strategy within the Professional Development department and under the guidance of the Behaviour Development Manager.
Keep up to date with the latest research and clinical practice in canine behaviour and welfare in order to develop and deliver effective training programmes. Be thoroughly familiar with Standard Operational Procedures (SOPs) and the policies of Dogs Trust and adhere to them whilst ensuring our staff training is developed with these SOP's as a base for associated staff training sessions.
Provide case support within the rehoming centres if required by the Head of Professional Development, for example when the STBA within a region is unavailable. Support and advise Centre Managers and centre Training and Behaviour staff, as required, on matters relating to dog behaviour and training and welfare of individual dogs.
Deliver induction training for rehoming centre staff, and London Office staff as needed and agreed by the Learning and Development Team.
Provide mentoring, training or assistance for staff working as part of their induction and towards professional standards of accreditation, such as APDT or CCAB.
Contribute specific canine behaviour knowledge in project development or review as required. Work with the research team as required in developing and reviewing research related to clinical behaviour and / or training.
Liaise with the Learning and Development Manager and Operations Directorate in ensuring staff development provision in canine behaviour fits within an overall staff development plan and that record keeping regarding staff development is appropriately maintained. Liaise with other teams across Veterinary and Operations Directorates to ensure a consistent approach between policy and practice in the training and rehabilitation of dogs and with respect to staff development needs. Liaise with Veterinary and Operations teams as required by the Head of Professional Development in Canine Behaviour; to provide behavioural input into internal consultations, pilots of new practices or policy discussions.
Work with the regional Senior TBA to develop agendas and CPD activities for regional and national TBA meetings, and with the wider team for annual team meetings and conferences.
Any other reasonable duties

Person Specification:
<i>Essential skills, experience, and attributes</i>
Have a thorough, in depth knowledge of dog behaviour, training and welfare. An animal behaviour or welfare qualification, similar relevant academic study, or evidence of working at an equivalent level is desirable.
Have a strong track record of mentoring and motivating individuals including giving constructive feedback on performance.
Ideally have practical experience working within the clinical behaviour and/or training sectors with a strong emphasis on rehoming centre environments.
Ideally understand accreditation frameworks and how they operate.
Have an excellent understanding of the principles of canine behaviour and training, including the principles of learning, ethology, and welfare assessment.
Have good communication skills, both verbal and written, and good organisational and interpersonal skills.
Be a self-motivator with huge amounts of energy, commitment, and enthusiasm.
Be numerate with experience of analysing performance data, reviewing spreadsheets and preparing summary information for reports.
Have intermediate (or above) proficiency with IT, including in the use of Word, Excel and PowerPoint, and use of the internet.
Ideally have experience of the use of online learning platforms.
Have sympathy with the aims and objectives of Dogs Trust.
Be prepared and willing to travel to various locations across the UK and internationally where necessary in the course of the duties of the role, including overnight stays.
Have a basic knowledge of research methods, data collection techniques and reporting of research results.

Be confident in presenting to peer group and lay audiences.

Have excellent written communication skills and be able to put together accessible lay summaries or reviews.

Be able to inspire others about the importance and value of canine behaviour and training methods and data collection.

Be empathetic and able to understand the perspective of other staff.

Be able to work independently, be organised and able to develop and prioritise his or her own workload.

Must possess a full manual UK driving licence.

Additional information:

This role will require extensive travel largely on a regional basis, but some national and international travel as well as overnight stays will be required.

