



Operations - Professional Development

Job Title:	Senior Training and Behaviour Advisor (STBA)
Reporting to:	Senior TBA Manager
Dogs Trust Grade:	D
Location:	Home-based with frequent travel across the region

Job Purpose

The Senior Training and Behaviour Advisor (STBA) supports and mentors the Training and Behaviour Teams at their allocated centres. Reporting to the STBA Manager, they will liaise with Centre Managers, Heads of Region and other Operations staff as needed to discuss the behavioural needs of individual dogs, and to contribute to 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.

The STBA Team contributes to the ongoing assessment and rehabilitation of dogs in our care, focussing on those with the highest level of behavioural needs and ensuring the Training and Behaviour Team at each centre has the requisite skills and abilities to work on the rehabilitation of dogs in their care.

Key areas of accountability

Visit allocated Rehoming Centres (RCs) as well as SRUs associated with those RCs on a regular (usually monthly) basis to assist in the review of dogs and to support and train the Training and Behaviour Teams at those centres. This includes supporting and assisting the TBAs in arranging and running regular Periodic Welfare Reviews and supporting and monitoring the recording and reporting of information regarding interventions with dogs.

Work closely with the Behaviour Officers, particularly the BO with regional responsibility, in order to identify and meet RC staff training needs in behaviour knowledge and skills. In addition, assist with the provision of staff development and training in rehoming centres which will include, but is not limited to:

- Provision of bespoke training to staff at rehoming centres, as requested by RC Managers and TBAs.
- Provide advice and training to staff in defensive techniques in case of dog attack.
- Assist the RC manager in developing and mentoring new TBAs and by attending probation reviews and ensuring implementation of the TBA induction.

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.
Provide independent assessments, as required, of dogs whose behaviour gives cause for concern about their quality of life. Ensure that any new information relating to specific cases is read and interpreted in a critical manner to ensure that therapies and practices applied in centres are evidence based and have a positive impact on dog welfare. And ensure up to date knowledge of developments in dog behaviour, and be able to critically evaluate new approaches, therapies, or treatments in the area.
Provide specific reports as and when required. Including a weekly report to the STBA Manager regarding their input in their allocated centres and reports on individual dogs to support euthanasia requests.
Promote the work of Dogs Trust as required through the media, the public, local vets etc, in support of our key messages, brand and positive public image.
Be thoroughly familiar with Standard Operational Procedures (SOPs) and the policies of Dogs Trust and adhere to them.
Ensure that all Health and Safety procedures, as deemed necessary after assessment of risk are implemented and followed.
Any other reasonable duties.

Person Specification
<i>Essential skills, qualifications, experience, and attributes</i>
Have a strong track record of mentoring and motivating individuals including giving constructive feedback on performance.
Have a thorough, in depth knowledge of dog behaviour, training and welfare.
Be passionate about enhancing the welfare of dogs in rehoming centres through the use of appropriate management, behaviour modification and rehabilitation programmes.
Have experience of working within a kennel environment and re-homing dogs.
Have practical experience in assessing dogs and in devising and carrying out behaviour modification and rehabilitation programmes for dogs with a range of behavioural issues.
Be experienced at handling dogs which are challenging and be able to respond appropriately in cases of aggression to safeguard both people and other dogs.
Have excellent written skills, with the ability to write, interpret and analyse comprehensive behavioural reports and record basic (descriptive) statistics where required.
Have good verbal communication skills and be able to discuss and advise on the management of dogs within centres confidently with a range of stakeholders, including centre managers, TBAs and veterinary staff.
Have some experience in devising and delivering training courses for staff.
Be able to work independently, organised, and able to develop and prioritise their own workload.
Be willing to travel within the UK as a regular part of the job along with overnight stays.
Be aware of the limitations of their expertise and ensure cases that require additional specialist advice are highlighted to the relevant colleagues.
Be empathetic about the impacts on other members of staff when working with centre teams. Be a good listener, empathic and able to assist with mentoring and developing TBAs and CCs within centres.
Be experienced at dealing with the general public, prepared to run workshops, demonstrate rehabilitation techniques and be comfortable delivering presentations to large audiences.
Be computer literate with knowledge of Microsoft Word, Excel and SharePoint.
Must possess a full, clean, manual UK driving licence.
<i>Desirable skills, qualifications, experience, and attributes</i>
An animal behaviour or welfare qualification, similar relevant academic study, or evidence of working at an equivalent level.

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.

