

HORSE TRAINING TECHNICIAN

DEFINITION

Under general supervision, coordinates, oversees, and participates in the training and conditioning of the animals owned by the College's horse unit; provides instructional and administrative support services for the horse unit; assists students and faculty in the appropriate use of animals in laboratory activities; works with Horse Barn Technician in establishing appropriate guidelines for care, feeding, and handling of horses that comply with U.S. Department of Agriculture (USDA) requirements.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from the assigned managerial personnel. May provide supervision, technical, and functional oversight and training to student workers and staff.

CLASS CHARACTERISTICS

This is a journey-level classification responsible for participating in the daily operations, services, and maintenance activities of the College's horse unit. Typical duties include training, handling, monitoring herd health, assisting students and faculty, coordination of animal conditioning and feeding programs, and providing instructional support services for the horse unit. Incumbents at this level are required to be fully trained in all procedures related to the assigned area(s) of responsibility, working with a high degree of independent judgment, tact, and initiative. Positions at this level receive only occasional instruction or assistance as new or unusual situations arise and are fully aware of the operating procedures and policies of the work unit. This class is distinguished from the Manager, Farm in that the latter is responsible for organizing, assigning, supervising, and reviewing all work and staff involved in the horse unit.

EXAMPLES OF ESSENTIAL FUNCTIONS (Illustrative Only)

1. Coordinates, oversees, and participates in the training operations, scheduling student labor as required to both train and reinforce behaviors that promote predictable, and consistent performance in various laboratory activities conducted at the horse unit; ensures activities comply with established standards, policies, and procedures of goals and objectives for the horse unit.
2. Designs and implements training plans for each horse; trains horses for riding, work, and show; utilizes a variety of training methods and techniques to obtain desired results; monitors and records training progress and adapts training plans as needed.
3. Advises and coordinates as needed in areas of assigning the appropriate uses of College owned animals for various laboratory activities, breeding, sales, ability to be ridden (by skill level), and comfortable workload for each animal; participates in the development and implementation of methods and procedures for the care and training of horses.
4. In conjunction with Horse Barn Technician, checks and monitors the health and condition of horses; provides general and preventative maintenance care; coordinates emergency and veterinary care as needed.
5. Fits horses for tacks, harnesses, and other equipment; drives a vehicle to transport horses as needed.
6. Trains and provides work direction and guidance to student workers assigned as training assistants; assigns duties and reviews work for accuracy, completeness, and compliance with established standards and procedures; ensures student and staff understanding of safety practices and procedures.

7. Provides instructional support services pertaining to the horses; assists students with developing riding skills; explains related principles, practices, procedures, methods, materials, terminology, tools, and equipment; participates in demonstrations of activities.
8. Monitors inventory levels of supplies and equipment peculiar to the training element of unit operations; maintains adequate inventory levels of supplies and equipment to support consistent training operations.
9. Communicates with College staff, students, and various outside agencies to exchange information and resolve issues or concerns.
10. Prepares and maintains various records and reports related to students, horses, materials, inventory, and assigned activities.
11. Participates on committees, task forces, and special assignments, including, but not limited to Screening and Selection Committees and affiliated trainings. Prepares and delivers oral presentations related to assigned areas if needed.
12. Performs other related or lower classification duties as assigned.

QUALIFICATIONS

Knowledge of:

1. Terminology, techniques, equipment, materials, principles, theories, practices, and procedures related to the horse unit.
2. Practices, procedures, and techniques involved in training, breeding, feeding, healthcare, and safety practices of horses.
3. Set-up, operation, demonstration, and maintenance of various tools and equipment used in horse ranch operations.
4. Basic sales and customer service practices and procedures; make accurate business arithmetic computations; accurately process cash transactions.
5. Methods, practices, and techniques of student learning and instruction.
6. Modern office practices, methods, and computer equipment and applications related to the work.
7. Record keeping principles and procedures.
8. Techniques for effectively representing the College in contacts with governmental agencies, community groups, and various business, professional, educational, regulatory, and legislative organizations.

Skills & Abilities to:

1. Coordinate, oversee, and participate the operations, services, and maintenance activities of the horse unit.
2. Plan, schedule, assign, and oversee activities of assigned student staff.
3. Inspect the work of others and maintain established quality control standards; train others in proper and safe work procedures.
4. Coordinate, oversee, and participate in training, breeding, feeding, healthcare, and safety practices of the horses.
5. Explain principles, practices, procedures, methods, materials, tools, terminology, and equipment related to the animal sciences program.
6. Interpret, apply, explain, and ensure compliance with applicable federal, state, local and District College policies, procedures, and regulations.
7. Establish and maintain a filing, record keeping, and tracking systems.
8. Organize own work, set priorities, and meet critical time deadlines.
9. Use English effectively to communicate in person, over the telephone, and in writing.

10. Learns and applies emerging technologies and, as necessary, to perform duties in an efficient, organized, and timely manner.
11. Review situations accurately and determine appropriate course of action using judgment according to established policies and procedures.
12. Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

Education and Experience:

Equivalent to the completion of the twelfth (12th) grade and five (5) full time equivalent years of experience working with or training horses.

Licenses and Certifications:

Possession of, or ability to obtain, a valid California Driver's License by time of appointment.

PHYSICAL DEMANDS

Must possess mobility to work in the field; strength, stamina, and mobility to perform medium to heavy physical work, to operate varied horse farming tools and equipment, and to operate a motor vehicle and visit various College sites; vision to read printed materials and a computer screen and hearing and speech to communicate in person and over the telephone. The job involves fieldwork requiring frequent walking in operational areas to identify problems or hazards. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate above-mentioned tools and equipment. Positions in this classification bend, stoop, kneel, reach, and climb to perform work and inspect horses and work sites. Incumbents must possess the ability to lift, carry, push, and pull materials and objects, typically weighing 50 pounds, and occasionally heavier weights with the use of proper equipment.

ENVIRONMENTAL ELEMENTS

Incumbents work in the field and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, dust, fumes, and allergens, hazardous physical substances and fumes and mechanical and/or electrical equipment and machinery. Incumbents may interact with staff, students, and/or the public in interpreting and enforcing departmental policies and procedures. In addition to the above, as this position is located in the College's farm/agricultural area, there are additional environmental elements and potential hazards that are typical of this environment. These include: bio-hazards, dealing with livestock, farm equipment, and walking on slopes, wet surfaces, uneven ground, and navigating open fields which include: bumps, holes, etc.

Amended: 4.2020