



STERLING | MARTIN
a s s o c i a t e s



LIBERTY
DOGS™

CHIEF CANINE OFFICER

The Opportunity

Liberty Dogs seeks a dedicated and detail-oriented Chief Canine Officer (CCO) to oversee the excellence, effectiveness, and ethical standards of all canine programs, including coordination of medical services delivered by licensed veterinarians. This position ensures optimal health, welfare, and training efficacy of service dogs from procurement through placement and retirement, supporting the organization's mission to serve veterans.

This role is an opportunity to shape a program that will set a national standard in veteran wellness and service dog partnerships, changing lives, one veteran and one dog at a time.

This position is based in Reno, NV.

About Liberty Dogs

Liberty Dogs™ is a premier Service Dog training program whose goal is to empower Veterans with disabilities to lead more independent and fulfilling lives - enhancing their well-being through the unconditional support that Liberty Service Dogs provide. Located on a 27-acre campus, it includes a training facility, dog housing, an administrative and multipurpose building, and accommodations for Veterans staying on campus to train with their Liberty Service Dogs.

The Chief Canine Officer Role

Essential Duties and Responsibilities

Strategy & Leadership

- Serve as a key member of the Executive Leadership Team, contributing to strategic vision and long-term planning.
- Develop and manage the annual operating budget for all canine programs.
- Ensure compliance with Assistance Dogs International (ADI) standards.
- Provide leadership and mentorship to veterinary and canine program teams.

Canine Procurement & Assessment

- Develop and manage the pipelines for canine acquisition, including:
 - Purpose-Bred: Partner with ethical breeders; oversee early puppy assessment.

- Shelter/Rescue: Build partnerships; implement intake and behavioral protocols.
- Design and enforce multi-stage assessment protocols for all incoming dogs.
- Oversee inventory control through a centralized database tracking each dog's lifecycle.

Veterinary & Medical Oversight

- Collaborate with the organization's licensed veterinarian, who retains medical authority, to support the development and implementation of veterinary protocols.
- Oversee facility operations, biosecurity, and sanitation standards.
- Ensure that all surgical, diagnostic, and treatment activities are performed by licensed veterinarians in compliance with Nevada law.
- Support ethical decision-making processes related to end-of-life care in consultation with the licensed veterinarian.
- All medical decisions are made by and under the authority of a licensed Nevada veterinarian.

Management/Administration Training Quality Assurance

- Collaborate with training leadership to ensure curriculum effectiveness and positive-reinforcement methods.
- Review performance metrics and conduct quality control checks.
- Define criteria for Career Change dogs and oversee adoption processes.

Veteran Graduate Services

- Implement post-placement health monitoring protocols.
- Integrate veterinary support into graduate services.
- Develop educational materials for Veteran graduates.
- Oversee retirement planning and transition of service dogs.

Required Skills, Experience, and Desired Qualifications

- Experience working with military Veterans and/or trauma-affected populations.
- 10+ years in senior leadership roles within veterinary medicine, animal welfare, or service dog programs, ideally in complex, multi-site environments.
- Demonstrated ability to integrate veterinary and canine program operations with organizational vision and scale systems for growth and excellence.
- Proven success in leading multidisciplinary teams, including veterinarians, trainers, and program managers, while fostering a culture of accountability and collaboration.
- Deep empathy for Veterans and unwavering commitment to Liberty Dogs™ values, animal welfare, and service dog standards.
- Canine behavior, ADI standards, positive-reinforcement training.
- Program development, budgeting, and strategic planning.

Physical Demands & Work Environment

- Able to operate standard office equipment.
- Professional office environment, with dogs, dog dander and animal hair
- Daily physical activity requires standing, walking, sitting, bending, extensive use of hands, talking and listening for extended periods, and occasionally driving facility vehicles.
- This is a full-time, onsite, position that requires flexibility. A typical work week will be 40 hours and may include weekends and evenings. Required attendance at events and/or emergencies may require longer hours or evening work.

Compensation

A competitive compensation package will be offered to attract an outstanding candidate.

To Apply

To apply, please send a cover letter and current resume (Microsoft Word® format preferred) [here](#). The cover letter should outline how your experience fits the requirements of the position as this will be an important factor in considering your candidacy.

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Additional Information

For more information, contact:

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