



Mane Chance Sanctuary

Equine Lead – Welfare and Operations

Role Description

April 2023

Role:	Equine Lead – Welfare and Operations
Location:	Mane Chance Sanctuary, Monkshatch Garden Farm, Down Lane, Compton, Surrey, GU3 1DL.
Salary:	£26,500 pa according to experience
Contract:	Full-Time – 40 hours per week working 5 days per week on a 7-day roster

About Mane Chance

Founded in 2011, Mane Chance Sanctuary is a registered charity based in Compton, nestled in the Surrey Hills between Guildford and Godalming.

We are a horse sanctuary with a difference. Whilst we rescue and rehabilitate abused, abandoned and neglected horses and ponies and offer them a security of tenure for life; we also pride ourselves in the work that we then do with the horses within the community.

Our method of rehabilitation involves calmness and patience with the horses as they have often suffered at the hands of humans and we rebuild the trust with them slowly and at each one's individual pace. This tends to create very strong bonds with the team and the horses become willing, reliable and gentle and importantly, safe to introduce to our visitors. Horses are non-judgemental, empathetic and can offer kindness and support to those who are struggling with the challenges of daily life.

We help a wide range of disadvantaged people – young and old - who need a little extra support with life's ups and downs. They may have serious illness, life-limiting conditions, physical or learning needs, social and/or behavioural issues, be being bullied, have eating disorders or are self-harming. By working alongside our horses, we can offer 1-2-1 or small group visits and educational sessions to support their (ongoing) wellbeing and promote recovery.

Mane Chance's aims and objectives are:

- To relieve the suffering of animals, in particular equines, who are in need of care and attention, by providing permanent or temporary sanctuary, care and treatment.
- To provide relief for children, young people and vulnerable people, suffering from physical and/or mental disability, through the provision of managed work with equines in a therapeutic environment to help meet their needs and to enable them to participate more fully in society; also, to increase the confidence and capacity of children, young people and vulnerable people in need of support through interaction with the horses.
- To advise and educate the public on matters concerning the welfare of horses and ponies and to set the standard in natural horsemanship.

About the role

This role is much more than just looking after horses. You will become a leading part of our animals' recovery and rehabilitation. Working with rescued horses is challenging but incredibly rewarding. Our horses have come from various situations including abuse, neglect and abandonment and they bring with them sensitivities and trauma that you will work to repair thus creating relationships based around kindness, trust and patience. We do not ride

our horses at Mane Chance, instead we work with them as individuals on a ground level with non-dominance, mutual respect and we run a bespoke method of horse-care which you will be expected to learn and adopt at all times. We also do not rehome our herd, offering them a home for life where they can feel safe and loved. This means that you will build lasting relationships with them and look after their long-term wellbeing, working to give them a quality of life that they deserve.

You will make sure of the physical and emotional care of our horses including inputting into decisions on feeding, grazing and rehabilitation, supported by our team of professional vets, barefoot trimmers and dentists, as well as our grooming team. You will also lead the volunteering opportunities at the Sanctuary and designate tasks to the rest of the grooming team, in conjunction with the Equine Lead – Welfare and Rehabilitation postholder.

You will be jointly responsible for liaising with the community team, ensuring that the horses' wellbeing is paramount, that they are not overwhelmed but also that your team have access to them whenever you need them. You will also lead the equine team of grooms, roster their attendance, manage their leave, hold staff meetings, 121s and appraisals.

You will also be invited to contribute to the charity itself, inputting ideas and creating opportunities for our objectives to be met. For example, this may include devising ways of and partaking in promoting our methods of horse care to encourage greater equine welfare outside of the Sanctuary environment.

This is an unusual opportunity to be an influential player in the rescue and rehabilitation of horses, whilst also utilising management and leadership skills to be a pivotal role in a thriving equine welfare charity.

About you

You are committed to the welfare of animals. You have experience of, and confidence working with horses and understand the different needs of rescued animals and the approach required to work with them successfully.

You have great team-working skills and can motivate yourself and others in a working environment. You have leadership skills, can prioritise and delegate tasks, whilst also being flexible to deal with the unexpected that working with animals inevitably brings. You can also lead a team, host meetings, 121 conversations and create rosters. You are an organised person who can diarise and ensure routine appointments, vaccinations and treatments are administered in a timely fashion.

You are a fit and energetic person - our herds live out in fields and tracks over 80 acres and much of your time is spent out with them in all weathers and by its nature, the role is physically demanding!

You have an interest in natural horsemanship techniques as our horse-care methods are more in line with these than most traditional equine practices, and are prepared to learn, lead and teach our bespoke techniques and policies. You have a desire to rehabilitate animals who have suffered at the hands of humans and are prepared to spend time building relationships - you will be calm and patient when working with our horses as they need to understand and trust you.

You also understand that working with horses is much more than spending time with the animals themselves. You are willing to assist with site routine checks, fence repairs and site maintenance tasks to ensure that the charity provides a safe home for our animals, staff and visitors.

1. Position Overview

- The Equine Lead – Welfare and Operations reports to the General Manager.
- Probation period 6 months
- The employee will be appraised annually.

- A proven knowledge and track record of working very effectively with horses is required. Any chosen specialised horse-care methods will be taught for the employee to work under the practice and/or ethos of the Charity.
- A proven knowledge and track record of leading and organising a small team is required.
- As MCS is a small charity, there is scope for the employee to add additional value to the Charity, in addition to the assignment objectives identified below.

2. Principal Assignment Objectives

2.1. The Equine Lead – Welfare and Operations will assist with the care and welfare of the horses at the Sanctuary according to the Mane Chance ethos, working closely with the Equine Lead – Welfare and Rehabilitation, and General Manager on matters relating to programming and resourcing.

Duties will include:

- Ensure and record the daily observation of horses to ensure that high levels of horse care and welfare are met and report back to the General Manager with any concerns.
- Jointly organise any out of hours horse care or maintenance that may be required.
- Ensure the completion of daily mucking out of fields and stables, feeding, watering, grooming, foot care and medication of the horses.
- Leading the process of decision making surrounding the horses; whether it is related to health, well-being or location on site.
- Liaising with and assisting equine professionals, including but not limited to the vet, dentist and barefoot trimmer, ensuring staff assistance where required and ensuring that detailed records of all treatments administered are kept.
- Ensure that high levels of safety are met around the horses and site, remaining true to the ethos of the Charity.
- Operation of charity-owned vehicles.

2.2. The Equine Lead – Welfare and Operations will be jointly responsible for implementing the exercise regime and development programme for each of the horses at Mane Chance.

This includes:

- Classifying each horse at the Sanctuary according to safety and communicating results to staff and volunteers to ensure maximum health and safety levels on site.
- Supporting the Equine Lead – Welfare and Rehabilitation with the plans of rehabilitation for each of the horses and implementing the work required to meet them.
- Assisting with the preparation of horses for working with each of the community programmes.

2.3. The Equine Lead – Welfare and Operations will contribute to the ongoing maintenance of the site, including the grazing and non-grazing areas of the Sanctuary, in conjunction with the Equine Lead – Welfare and Rehabilitation, General Manager, Land Supervisor and Site Maintenance Operative.

This includes:

- Contributing to the decisions surrounding field work and field maintenance eg. spraying, harrowing etc. and attending meetings where required.
- Ensuring the routine checking of electric fencing, water troughs, field shelters, land damage, holes and trees and that the perimeter road and the access to it is strimmed and kept clear of obstructions.
- Overseeing the maintenance of all mechanical equipment, including daily checking of fuel and oil in charity-owned vehicles.

- Ensuring that the site is kept clean and free from hazards and overseeing the daily cleaning of the kitchen, toilets, yard area, tack room and sheds and ensuring that the spinney, collection and dumping areas are kept tidy.
- Ensuring that the feed yard, container and storage areas are secured when not in use.

2.4. The Equine Lead – Welfare and Operations will be responsible for the operational organisation of the Equine team

This includes:

- Rostering the equine team schedules, monitoring timekeeping and ensuring timely breaks
- Approving leave requests of the equine team and keeping associated records of absence and leave
- Conducting 1-2-1 developmental meetings with the equine team
- Holding regular staff meetings of the whole equine team
- Completing the annual appraisal process of the junior equine team
- Reporting any HR issues relating to the grooms or other staff to the General Manager
- Assisting with the recruitment of new staff to the Sanctuary

2.5. The Equine Lead – Welfare and Operations will be responsible for liaising with the Equine Lead – Welfare and Rehabilitation, and Community Team ensuring that there is a beneficial relationship between the visits on site and the work required with the horses, with optimum consideration to the horses' wellbeing.

This includes:

- Ensuring that the ethos of horse care at the Sanctuary is maintained during all community visits and sessions through liaison with the community team.
- Communicating when visiting professionals are on site and the likely impact on community visits taking place.
- Liaising and organising as to when equine staff assistance required may be required for any visit taking place on site, for example, bringing Shetlands down to meet groups of visitors.
- Discussion as to what rehabilitation/site maintenance work could be shared with visiting work experience and community students, for example, grooming, walking, head collar work with the horses as well as fencing repairs, strimming, field shelter painting etc. of the site.

2.6. The Equine Lead – Welfare and Operations will assist with the volunteers of the Charity.

This includes:

- Leading the induction of new volunteers to the site, namely the health and safety induction when working around the horses.
- On a daily basis, leading and delegating the work of volunteers on site, in conjunction with the Head Groom and grooms.
- Ensuring high levels of safety are met around the horses and site by appropriate leading and supervision of volunteers (including work experience students) and visitors, remaining true to the ethos of the Charity.
- Dealing with any volunteers, visitors and members of the public in an appropriate fashion.
- Ensuring that there is appropriate support for volunteers and that suitable tasks are delegated to them.

2.7. Joint responsibility for completing entries in the horse records diary; ensuring actions and reminders are completed accurately and timely.

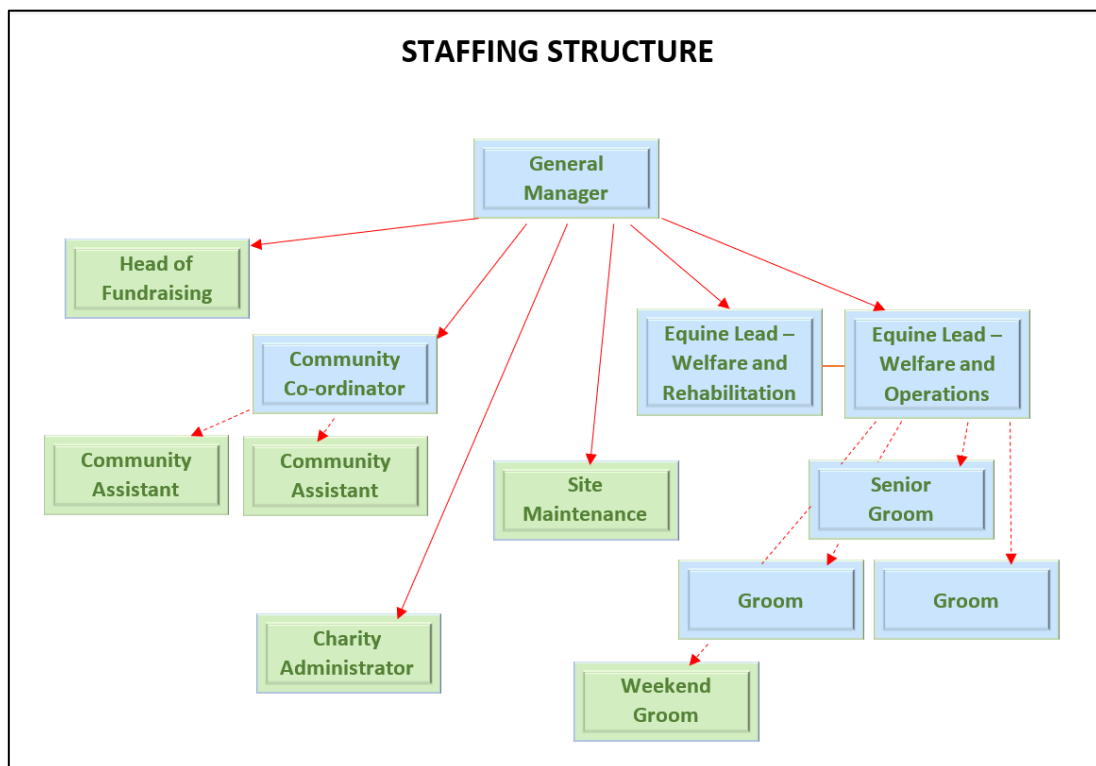
2.8. Ensure that the daily report is completed and circulated according to the roster.

2.9 Organise and process work experience opportunities at the Sanctuary for university and higher education students studying veterinary and equine welfare.

- 2.9. Assist with the preparation of the Sanctuary for events that may be taking place on site.
- 2.10. Assist with corporate and community volunteering days taking place on site.
- 2.12. Perform the role of first aider on site.
- 2.13. Contribute to the achieving of the Charity Aims and Objectives as a whole by attending meetings, contributing ideas and creating opportunities for the promotion of our methods of horse care encouraging better equine welfare practices outside of the Sanctuary environment.

3. Fulfill such additional duties as may be agreed with the General Manager, from time to time.

4. Significant Working Relationships:



In addition to being embedded as a core member of the team, the role is public-facing and you can expect to regularly engage with our beneficiaries, funders, sponsors, volunteers as well as the general public.