



Mane Chance Sanctuary

Groom

Role Description

September 2026

Role:	Groom
Location:	Mane Chance Sanctuary, Monkshatch Garden Farm, Down Lane, Compton, Surrey, GU3 1DL.
Salary:	£26,500 per annum for a full-time position or pro rata part-time according to hours
Contract:	Full-Time (40 hours per week) or Part-Time as advertised

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 care (taking into consideration the specific needs of every individual equine) 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 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 an integral part of our animals' daily care 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 work under the direction of our Equine Lead and will be part of ensuring the best possible physical and emotional care of our horses – administering medication, treating minor ailments and performing daily health checks. You will be expected to contribute to the ongoing rehabilitation and enrichment of our horses and input into equine discussions.

On occasion, you will be required to assist our community team with the sessions that they offer – this might be bringing horses for gentle meet and greet opportunities to those who are not well enough to go into our fields and tracks or you may assist with group walking of horses around the Sanctuary and surrounding bridle paths.

You will work with our volunteers on a daily basis and lead activities with them, including the daily poo pick, grooming and rehabilitation exercises. You will also be required to contribute to the ongoing maintenance of the site including routine safety checks, fence repairs and small maintenance tasks, assist in preparing the site for events and open days and to assist with the development of more junior members of equine staff.

About you

You are committed to the welfare of animals. You have experience and confidence working with horses and ideally some experience with nervous or challenging equine behaviours. You are willing to learn the different needs of rescued animals and the approach required to deal with them successfully.

You have great team-working skills and can motivate yourself and others in a working environment. You are able to work under instruction but also enjoy contributing ideas to team discussions.

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 and adopt 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.

You will also be required to drive on-site vehicles and so will have a current driving licence.

1. Position Overview

- The Groom reports to the General Manager but works under the Equine Lead or Senior Groom on a daily basis.
- 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.
- 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. Joint responsibility for care of the horses and their environment at Mane Chance Sanctuary, working under the advice of the Equine Supervisor.

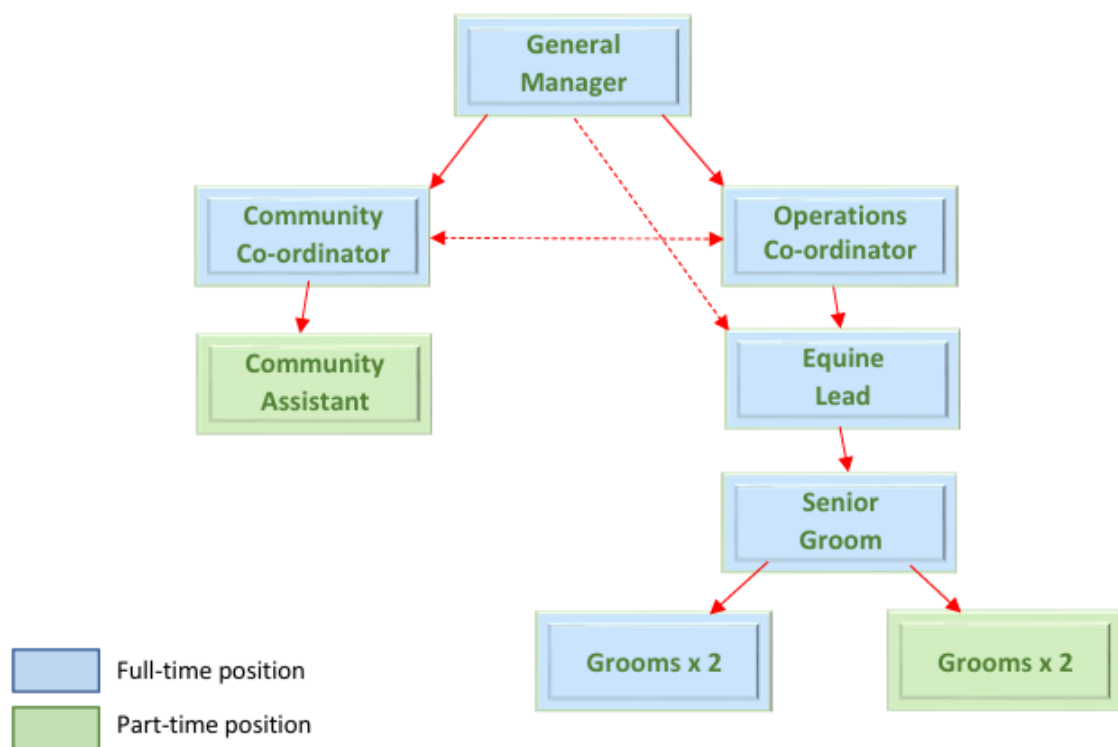
- Feeding, watering, grooming and foot care of horses including the administering of medication as directed by the senior equine team.
- Daily observation of horses to ensure that high levels of horse care and welfare are met, completing the daily diary with any notes and reporting back to the Equine Lead with any concerns.
- Implementation of exercise, rehabilitation and behavioural programmes of the horses.
- Ensuring that high levels of safety are met around the horses and site.
- Daily mucking out of fields and stables.
- Daily checking of tracks and fields to ensure safety ie. clearing of any rubbish and filling of holes, checking of electric fences, field shelters and water troughs, tree safety.
- Assisting with the well-being of the herd out of working hours according to circumstance eg. breaking ice on water troughs on cold mornings or if a particular horse requires overnight welfare checking or medication.
- Operation of charity-owned vehicles.
- Daily checks of all mechanical equipment, including daily fuel and oil levels in vehicles.
- Weekly tidying of the spinney piles/collection and dumping areas.
- Assistance with hay at feed times and responsibility for the safe storage of hay in the barn area.
- Cleaning of the yard area, tack room and sheds including removal of rubbish to the bin locations.
- Joint responsibility for the tidiness of the yard and tools, storage and security.
- Assisting with cleaning areas around the toilets and volunteer kitchen.
- Assisting with security of the site, ensuring all areas are locked at the end of each day including ensuring that the padlock on the top gate is secure every night.

2.2. Supervision and leading of volunteers and/or visitors to the charity.

- 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 to the site.
- Being a positive role model and good representation of the charity, dealing with 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.
- Assisting with community visits as requested, particularly with regards to horse interaction.
- Assisting with the induction of new volunteers to the site, namely the health and safety induction when working around the horses.

- 2.3. Assist with the preparation of the Sanctuary for events that may be taking place on site.
- 2.4. Assist with corporate and community volunteering days taking place on site.
- 2.5. Assist with any horse care professional visit to site ie. farrier, dentist and veterinary surgeon, keeping detailed records of treatment administered.
- 3. **Fulfil such additional duties as may be agreed with the Equine Lead and 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.