



Mane Chance Sanctuary

Deputy Equine Lead

Role Description

April 2024

Role:	Deputy Equine Lead
Location:	Mane Chance Sanctuary, Monkshatch Garden Farm, Down Lane, Compton, Surrey, GU3 1DL.
Salary:	£26,000 per annum
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 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 own 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' 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 with our Equine Lead in being responsible for ensuring the best possible physical and emotional care of our horses - administering medication, treating minor injuries, performing daily health checks and liaising with our professionals - facilitating veterinary, dentist and trimming visits. You will be expected to contribute to the ongoing rehabilitation and enrichment of our horses, input into equine discussions and will lead more junior members of the team as well as volunteers.

As a deputy to the Equine Lead, you will be expected to take on a leadership role in the Equine Lead's absence, organising the smooth running of the day and ensuring that all necessary tasks are completed effectively.

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 the team. 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 leading group walking of horses around the Sanctuary and surrounding bridle paths.

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 and building behavioural plans and training goals for our horses.

This is an unusual opportunity to be an influential player in the care of rescued horses whilst contributing to their ongoing rehabilitation. You will also develop and utilise management and leadership skills to become a pivotal role in a thriving equine welfare charity.

About you

You are committed to the welfare of animals. You have confidence working with horses, experience with nervous or challenging equine behaviours 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 are able to work under instruction but also respectfully lead others and you enjoy contributing to team discussions. You are an organised person who can 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 care for rescued 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. Experience with clicker training, behavioural mapping and planning is desired but not essential.

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 Deputy Equine Lead 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.
- 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 Deputy Equine Lead, together with the Equine Lead, will lead the care and welfare of the horses at the Sanctuary according to the Mane Chance ethos, working closely with the Equine Lead on matters relating to programming and resourcing.

- 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 Equine Lead with any concerns.
- Organise any out of hours horse care or maintenance that may be required in conjunction with the Equine Lead.
- Ensure the completion of daily mucking out of fields and stables, feeding, watering, grooming, foot care and medication of the horses.
- Contribute to 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 Deputy Equine Lead, together with the Equine Lead, will be responsible for designing and 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.
- Developing training and behavioural plans for each of the horses with the grooms and implementing the work required to meet them.
- Reporting back to the General Manager on the progress of each development plan on a monthly basis.
- Preparing horses for working with each of the community programmes and liaising with the Community supervisor, Community Team and Chance2Be practitioners as to their requirements.

2.3. The Deputy Equine Lead 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, General Manager, Land Supervisor and Site Maintenance Operative.

This includes:

- Working with the Equine Lead, Land Supervisor, General Manager and Site Maintenance Operative in the decisions surrounding field work and field maintenance eg. spraying, harrowing etc. and attending meetings where required.
- Contributing to 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 Deputy Equine Lead, together with the Equine Lead, will be responsible for the operational organisation of the Equine team.

This includes:

- Leading the equine team on days that the Equine Lead is not on site, ensuring all routine tasks and planned additional tasks are completed
- Monitoring timekeeping and ensuring timely breaks
- Reporting any HR issues relating to the grooms or other staff to the Equine Lead
- Assisting with the recruitment of new staff to the Sanctuary

2.5. The Deputy Equine Lead will oversee the work with 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 Equine Lead 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. Responsibility for reporting information that require entry 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 on the days that the Deputy Equine Lead is leading the team.

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.

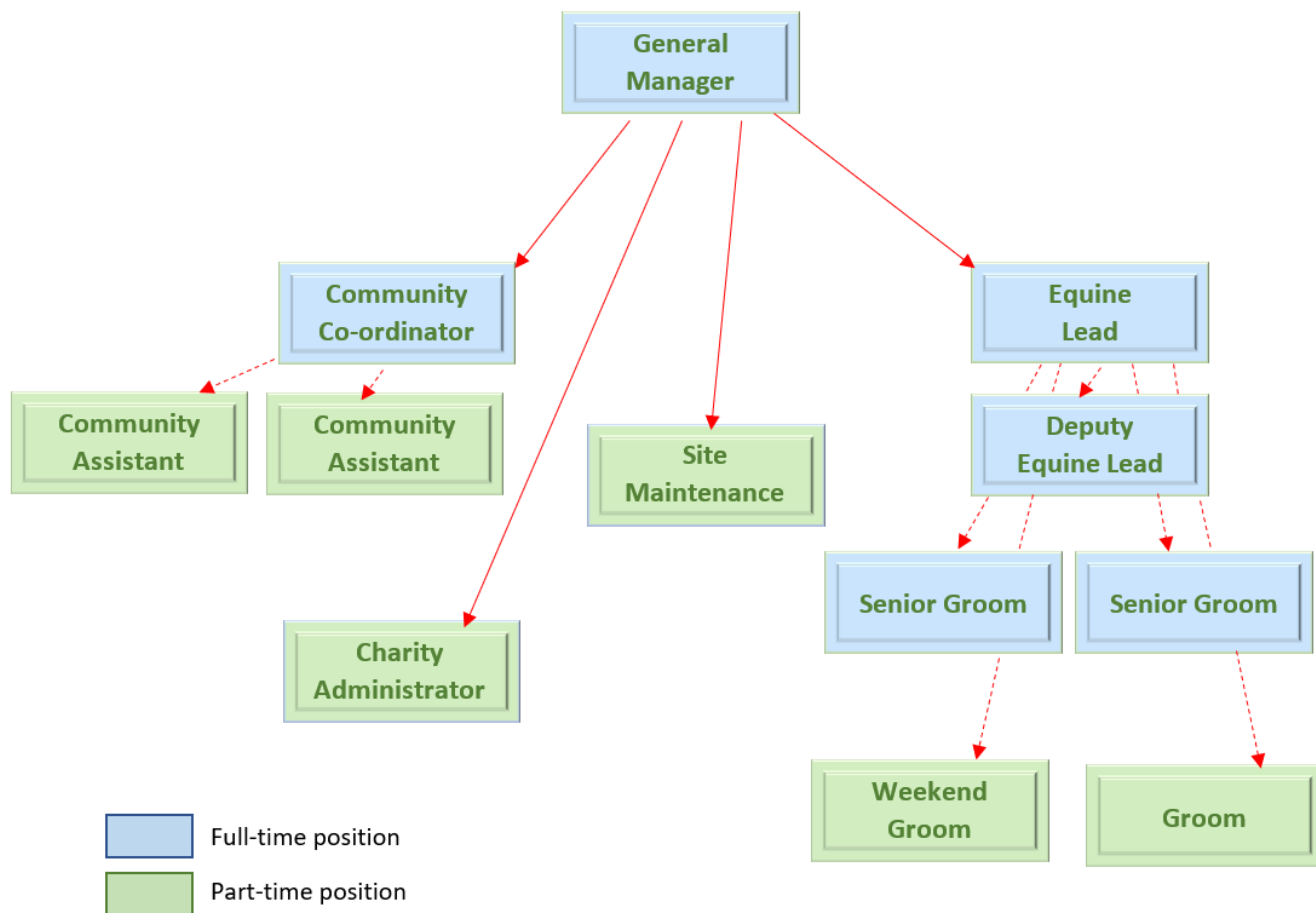
2.11. Assist with the on-site equine training of the grooms, Chance2Be practitioners and lead volunteers according to the Mane Chance ethos.

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. 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.