EXECUTIVE DIRECTOR OF EQUINE WELFARE

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Bransby Horses, Bransby, Lincoln, LN1 2PH | www.bransbyhorses.co.uk | 01427 788464

Thank you for your interest in Bransby Horses and the role of Executive Director of Equine Welfare. Our charity is evolving and we are doing more than ever to help equines in need of rescue, rehabilitation and rehoming. In 2016 alone we rescued 144 equines in desperate need of medical assistance and rehomed 143 to knowledgeable foster homes. Our teams are highly skilled, enthusiastic and resourceful people who have the best interests of the animals at the heart of everything we do.

Bransby Horses is a growing charity with ever increasing demands on our services, as such, we are constantly advancing to ensure we can meet these demands to provide the best care to equines both in the charity's ownership and within the wider community through our Outreach Program.

Our five-year strategy is a strong vision of where we aim to be by the year 2021 and whilst we are proud of our continuing achievements, there is much to do. In order to deliver upon our strategy and strengthen our future, we have undertaken a reshaping of our senior management team and as such we have created key executive roles that will lead this vision, bringing a wealth of knowledge and expertise to our team.

As the Executive Director of Equine Welfare, you will lead our equine community support, rescue, rehabilitation, sanctuary care, rehoming activities and land management alongside being an ambassador for our charity at networking events and conferences, working closely with other welfare organisations. You will be responsible for developing strategies to improve welfare operations, supporting the charity's future by way of effective leadership.

We are seeking a passionate, experienced and strategic director to lead our welfare department in the years to come and beyond. If you have the vehement commitment to equine welfare, feel you meet the requirements of the job description and person specification and believe in our vision for the future, we look forward to receiving your application.
Charity founder, Mr Peter Hunt, rescued his first horse in 1947. Sally was a four-year-old mare who was kept near a bombsite in South London. She was found tearing about with a tyre around her neck after the furniture van she was kept in had overturned in a storm. Peter rescued the young mare and when he moved to Bransby, Lincolnshire, to start the charity in 1968, Sally came too.

The charity has grown significantly over the last five decades and is now one of the largest equine welfare charities in the UK, dedicated to improving equine welfare through rescue, rehabilitation, rehoming, education and providing a safe haven. We are now caring for more than 400 horses, donkeys and mules; the highest ever number in the charity’s history.

In recent years, the demand for rescue has seen a dramatic increase for various reasons, including a lack of knowledge and financial hardship. In 2013 Field Officers rescued 67 equines, while in 2016, they rescued 144*.

*Data collected from 2016 year end.

Thanks to public donations and legacies, a specialist quarantine unit (the Animal Reception Centre) was opened in 2013, at the Lincoln site, to improve biosecurity and to enable the charity to better cope with the influx of equines in desperate need of help.

Though equine welfare will always be our primary purpose, the site has become a well-respected visitor attraction in its own right. Bransby Horses has been awarded the Trip Advisor Certificate of Excellence for three consecutive years and is a Quality Assured Visitor Attraction with a 5* hygiene rated café. With more than 26,000 visitors per year, we are happy to share our knowledge and educate the public on matters of equine welfare in the hope that we can build a brighter, healthier future for equines in the community.
OUR OBJECTIVES

Our main objectives are to prevent and relieve cruelty to horses, to protect them from unnecessary suffering and to promote knowledge of their care.

We are:
• Committed to rescue
• Committed to providing a safe haven
• Committed to providing support and learning opportunities
• Committed to developing our people
• Committed to protecting and developing our resources

The Values of the charity are:
• Inspirational
• Caring
• Progressive
• Knowledgeable

The Objectives of the charity are:
• To prevent and relieve cruelty to horses (which expression shall herein include ponies, mules and donkeys), to protect them from unnecessary suffering and for that purpose to promote knowledge of their proper care and treatment among the public.
• To ameliorate the pain and suffering of horses which are for any reason unfit for work or in need of care by the provision maintenance and management of a home of rest or homes of rest, stabling and grazing, or by the provision of suitable work under the supervision of the Society or by arranging for their painless destruction or by any combination of such means aforesaid.
• To make grants or such other assistance as is suitable in the circumstances for the prevention of suffering to horses.
710 EQUINES SEEN WHO HAVE BEEN IDENTIFIED AS A WELFARE CONCERN WITHIN THE COMMUNITY.

473 EQUINES ARE ENJOYING LIFE IN THEIR KNOWLEDGEABLE FRIEND FOR LIFE FOSTER HOMES.

411 EQUINES LIVE ON SITE.

124 EQUINES REHOMED SO FAR THIS YEAR.

69 EQUINES RESCUED BY THE CHARITY THIS YEAR.
**Rescue**

It is a sad fact that every day in Britain, horses, ponies, donkeys and mules are neglected, mistreated or abandoned. Bransby Horses is dedicated to rescuing those animals most in need, helping them put tragic or painful pasts behind them and providing them with the secure future they deserve. We offer advice and support to owners so that we can help even more horses before rescue becomes necessary. Bransby Horses reaches some of the most neglected and vulnerable horses across the UK. Many new arrivals are suffering from starvation, neglect, injury or disease. Some may also be very frightened of human contact due to previous bad experiences.

**Sanctuary Care**

Bransby Horses is proud to provide so many equines with sanctuary care. Many rescued horses have long-term medical problems that may be difficult or expensive to treat. Other horses may always be nervous of humans and feel much more secure living within a herd environment. Horses that require a lot of dedication, time and money to look after often struggle to find the special home they need and so are sadly more vulnerable to neglect or abandonment. Rescued animals requiring experienced care and handling will always have the security and patience they need here at Bransby Horses.

**Rehabilitation**

Rescuing an animal and bringing it into the security of the Charity is just the beginning of what may be a long road to recovery. Rehabilitation can take weeks, months or even years but by providing good care, veterinary support and kind handling, most horses will develop trust. Others may never accept human contact. The Charity works closely with each animal, ensuring their rehabilitation programmes are tailored to each of their individual needs. Many horses are rehabilitated to a point where they can go on to enjoy life in a carefully selected foster home. Those that are elderly, have ongoing health issues or remain very nervous will stay with us here at the Charity.

**Rehoming**

The Bransby Horses successful Friend for Life rehoming scheme offers some of our equines the chance to enjoy life in a carefully selected loan home, whilst freeing up time and space at the charity for the rescue and rehabilitation of more animals in need of help.

**Welfare Data**

In 2017* alone Bransby Horses has seen 710 equines who have been identified as a welfare concern within the community. 473 equines are enjoying life in their knowledgeable Friend for Life foster homes, with 124 rehomed in 2017. 411 equines live on site with 69 equines rescued this year.

*Data correct as of 31st August 2017.
The charity relies entirely on funding from public donations and legacies; we receive no government funding. Bransby Horses exists because of our wonderful supporters who actively support us in a variety of ways.

Bransby Horses has a trading subsidiary which supports the charity’s welfare work.

FINANCIAL DATA YEAR END 2016

INCOME AND ENDOWMENTS: £4.3M
- Donations & Legacies £2.69M
- Investments £0.99M
- Trading Activities £0.38M
- Charitable Activities £0.23M
- Other £0.05M

EXPENDITURE: £4.3M
- Charitable Activities £3.42M
- Raising Funds £0.84M
- Other £0.00M

ASSETS AND LIABILITIES
- Own use assets £8.2M
- Long term investments £31.4M
- Defined benefit pension scheme asset or liability £0.0K
- Other assets £6.4M
Why Work for Bransby Horses?

Bransby Horses is set in the stunning hamlet of Bransby, just north of the historic cathedral city of Lincoln. The charity is set in approx. 600 acres of countryside providing a stunning rural setting.

Employees of Bransby Horses benefit from:
- Free parking in a secure on site car park
- Generous discounts in the café and gift shop
- Charity tab (deductible from salary)
- Employee Assistance Program including discounted reflexology sessions and a dedicated 24/7 employee support line
- Training & development opportunities
- Regular performance reviews
- Tech Scheme offering discounted technology purchases (subject to eligibility)
- Child Care Voucher scheme (subject to eligibility)
- Cycle Scheme (subject to eligibility)
- The opportunity to make a difference to the lives of countless abused or neglected equines

Executive Directors of Bransby Horses also benefit from:
- Circa £45,000 salary per annum
- 33 days’ holiday per annum (inclusive of public holidays)
- Personalised professional development plans

What makes Lincoln an exciting place to live?

Lincoln is a historic city with a vibrant and contemporary edge. The city’s history can be traced back as far as 300BC and links to the city’s past can still be seen to this day.

Lincoln has a strong aviation heritage and at its peak was one of the largest aircraft production areas in the world. Today the city is home to the Red Arrows aerobatic display team, often seen practicing over Lincoln’s skies.

Lincoln is often referred to as ‘the birthplace of the tank’ and the innovative city has also created ground-breaking feats of engineering.

Source: www.visitlincoln.com
The Executive Director of Equine Welfare will lead on all elements of equine rescue, rehabilitation, sanctuary care, rehoming and will lead the way on veterinary provision at Bransby Horses. The Executive Director of Equine Welfare will oversee management of the facilities and land utilised for welfare purposes. You will lead in creating the charity’s welfare strategy, translating this into operational objectives and ensuring effective operational delivery.
ORGANISATIONAL STRUCTURE: EXECUTIVE DIRECTOR OF EQUINE WELFARE

CEO

EXECUTIVE DIRECTOR OF EQUINE WELFARE

EXECUTIVE DIRECTOR OF FUNDRAISING & ENGAGEMENT

EXECUTIVE DIRECTOR OF FINANCE & RESOURCES

HEAD OF GOVERNANCE

VET SERVICES

HEAD OF EXTERNAL WELFARE

HEAD OF FARM OPERATIONS

EXTERNAL WELFARE

SANCTUARY CARE

REHOMING

ESTATES

ANIMAL RECEPTION CENTRE

Recruitment Timeline
Applications Deadline: 3rd November 2017 - 12pm
Initial Interviews: 15th & 16th November 2017
Final interviews: 23rd November 2017
Notification of decision: 4th December 2017

How to Apply
To apply, please send a covering letter, along with your CV and details of two referees to ceo@bransbyhorses.co.uk or by post to Bransby House, Bransby Horses, Bransby, Lincolnshire, LN1 2PH marked for the attention of H. Hart. All applications must arrive at the Charity by 12pm 3rd November 2017.

Further Information
If you have any questions or wish to discuss this post before submitting an application, please call Holly Hart on 01427 782706 or by email at ceo@bransbyhorses.co.uk.