



Chief Executive Officer

Retraining of Racehorses (RoR)

Location: Hybrid, with offices based in Lambourn, RG17 7HD. Extensive travel will be required.

Contract: Full-Time, Permanent

Salary: Competitive

About Retraining of Racehorses

Retraining of Racehorses (RoR) is British racing's official charity for the welfare of former racehorses. We work to ensure that every horse bred to race is visible, valued and supported throughout their life beyond racing. Through education, owner support, participation opportunities and our welfare safety net, we help former racehorses and the people responsible for them - while working with the racing and equestrian industries to prevent welfare issues and promote responsible aftercare.

Role Purpose

RoR's trustees, drawn from across the racing industry alongside independent trustees, are looking to recruit a Chief Executive Officer (CEO) who will report to the board of trustees. The CEO will be a compelling advocate for the organisation's vision and mission externally, as well as an effective manager and builder of teams internally. The role will involve working closely with the Horse Welfare Board, the British Horseracing Authority and other key racing industry stakeholders, with relationship management being a vital part of the position.

The role will be responsible for developing strategic plans and objectives, as agreed by the board, and leading the successful delivery of the RoR strategy. It will have overall responsibility for the operational and financial stability of the organisation, including negotiating and securing funding and developing and expanding RoR's funding relationships.

The CEO will act as a spokesperson for RoR, ensuring that the organisation's mission and vision are communicated effectively, both internally and to external partners and networks. The role will also lead on developing a high-performing and engaged culture within RoR, where employees feel motivated and supported.

We are looking for a proven leader with exceptional operational management skills across people, systems, processes, quality and finances. You will have a track record of strategically structuring and monitoring operations to deliver high-impact and sustainable results. The GB racing industry is complex, and the ability to manage ambiguity will be important.

You will have knowledge of the equestrian environment, particularly thoroughbreds, and an understanding of the welfare issues affecting former racehorses in need of charitable support.

To be successful in this role, you will be a strategic, self-motivated, methodical and rigorous professional with excellent communication and interpersonal skills. You will have proven experience of managing complex partnerships and networks in a multi-country, cross-cultural environment. You will also have a track record of successful fundraising and experience in financial and budget management.

Equal opportunities

We acknowledge that having a diverse and inclusive workforce is fundamental to our success and we actively encourage and welcome applications from candidates of diverse cultures, perspectives, and experiences. People with disabilities or from ethnically diverse communities are currently underrepresented in the organisation and therefore we welcome these candidates to apply.

For further information on the role, please see the job description [here](#).

If you would like to join us and feel you have the relevant skills and experience, please apply by submitting your CV and a covering letter outlining your relevant skills and experience to recruitment@britishhorseracing.com.

Closing date: Sunday 1 November 2027. Should you require any reasonable adjustments, please contact recruitment@britishhorseracing.com to provide further details.