

## Who are Retraining of Racehorses (RoR)

The charity promotes the versatility and adaptability of racehorses for other equestrian activities following their retirement from racing. It also protects horse welfare through a nationwide 'safety net' that is available to assist any former racehorse in need of charitable support. In such cases, the charity provides funding for the provision of expert care prior to suitable rehoming.

More about Retraining of Racehorses (RoR) can be found at [Retraining of Racehorses](#)

RoR is a hugely successful charity that promotes the versatility and adaptability of racehorses for other equestrian activities following their retirement from racing. It also protects horse welfare through a nationwide 'safety net', that is available to assist any former racehorses in need of charitable support, by providing funding to bring them back to health and re-home them.

The Horse Welfare Board (HWB) has now asked the RoR to expand their role to include the management of data to keep track of former racehorses and coordinate a relationship between the charity and 'rehoming centres' where former racehorses can be assessed prior to rehoming. It is also expected that the charity will help produce a model so that horses leaving training can be assessed to identify their suitability for a future career.

### **The Role:**

The Managing Director of Retraining of Racehorses will be both a compelling advocate for the organisation's vision and mission externally and an effective manager and builder of teams internally, working closely with the Horse Welfare Board and British Horseracing as key service providers.

The Managing Director will:

### **Ensure the successful execution of the ROR strategy, as agreed with the Trustees:**

- 📄 Develop a strategic plan and objectives, and have oversight and accountability for successful execution of this plan, with overall responsibility for the operational and financial stability of the organisation;
- 📄 Maintain oversight and accountability for developing and driving RoR's vision, values, strategies, policies and operating procedures in consultation with the Board;
- 📄 Ensure compliance with ethical standards and legal requirements;
- 📄 Build, develop and lead the team;
- 📄 Develop a high performance, strong and engaged culture in which employees are motivated and feel supported; recruit, supervise and retain highly qualified and motivated individuals throughout the organisation;
- 📄 Develop and expand RoR's funding relationships, including with donors from the public and the private sector, and ensure RoR plays a key role in the sector's development and demonstration of best practice in fundraising.

- ☞ Ensure provision of prompt, thorough and accurate information to all key stakeholders to keep them appropriately informed of RoR's progress against objectives and its financial position and enable effective governance and decision making.

**Engage and communicate the RoR mission and vision internally and with external partners and networks:**

- ☞ Contribute fully to the relationship with the Horse Welfare Board and across British Horseracing;
- ☞ Act as a spokesperson for RoR, ensuring that the organisation's mission and vision are communicated both internally and externally. This includes communicating RoR's mission to the general public, thought leaders, and potential donors and partners in individual meetings, at conferences and other public fora, and in the media;
- ☞ Secure funding from bi-lateral aid agencies, development ministries or departments, national governments and private sector sources, and effectively negotiate these funding agreements;
- ☞ Lead the development and maintenance of key relationships across public and private sectors, with potential investors, creating partnerships and networks;
- ☞ Ensure that relationships held by senior staff are appropriately managed and developed;
- ☞ Seek feedback from key constituencies, including both funders and non-funders.

The Managing Director will be a hybrid role with offices based in Lambourn (RG17 7HD), though may be required to travel extensively, and will report RoR's Board of Trustees.

## **Type of Person Required:**

In terms of the performance and personal competencies required for the position, we would highlight the following:

### **Skills and Experience:**

The Managing Director will have experience of:

- 📄 Knowledge of the equestrian environment particularly thoroughbreds;
- 📄 An understanding of the likely welfare issues for former racehorses in need of charitable support;
- 📄 Setting and successfully achieving goals;
- 📄 Leading at senior executive level;
- 📄 Managing complex partnership relationships and networks;
- 📄 Hiring a talented and successful team;
- 📄 Experience of operating in a cross-cultural environment;
- 📄 Controlling budgets and being financially accountable;
- 📄 Proven track record in overseeing successful fundraising;

### **Behavioural Capabilities:**

#### **Strategic Capability**

- 📄 A strategic, methodical, and highly rigorous professional approach;
- 📄 A strong analytical mind with the ability to shape RoR's strategy in collaboration with the Board;
- 📄 A clear focus on organisational goals amid multiple competing risks and demands, and a capacity to prioritise effectively in order to deliver results;

#### **Operational Management Skills**

- 📄 Exceptional management skills of people, systems, and finances;
- 📄 Team-building ability with the capacity to create, cultivate, and sustain an organisational culture in line with the vision and mission of RoR;
- 📄 A facilitative approach that enables effective delivery with and through partners, notably the Horse Welfare Board and British Horseracing Authority;
- 📄 Track record of strategically structuring and/or monitoring the operations within an entity to deliver high impact;
- 📄 A focus on sustainable results and impact that goes beyond the immediate resources spent by RoR;

#### **Advocacy and Representation Skills**

- 📄 Exceptional oral, presentation and written communication skills;

- 📄 Presence and gravitas in dealings with partners from a variety of backgrounds;
- 📄 Excellent diplomatic, networking, and influencing skills, including the skills needed to secure funding for RoR.

### **Personal Attributes**

- 📄 Demonstrable commitment to the vision of RoR;
- 📄 Independence of mind, combined with a willingness to be consultative;
- 📄 Strong inter-personal skills;
- 📄 The highest levels of integrity;
- 📄 Robustness of intellect;
- 📄 Demonstrated commitment to working on issues of development and with partners in developing countries;
- 📄 Highly energetic, self-motivated, and energised by innovation.