

**Role Profile:** Deputy Head of Welfare

**Reports to:** Director of Welfare

**Job Purpose:** To work closely with the Director of Welfare and Senior Management Team in order to deliver an effective and efficient welfare service to the horseracing industry.

**Key Responsibilities:**

- To support the Director of Welfare in the strategic leadership, direction and management of Racing Welfare's wellbeing services.
- To coach, guide and supervise the team of Regional Welfare Managers and Welfare Executive to ensure that the charity's beneficiaries receive the highest standard of welfare service provision. To help achieve effective delegation and empowerment within regional teams.
- To assume direct responsibility for a portfolio of key departmental projects and work streams, ensuring these develop and grow in line with strategic aims and objectives.
- To assume departmental responsibility and decision making in the absence of the Director of Welfare across all areas of the day to day management of the welfare department contributing to the development of overall organisational strategy, priorities, objectives and projects.
- To promote and build the charity's national and regional engagement with stakeholders. To manage any relevant external relationships and raise the profile of the charity and promote its work. At all times, to be a champion of the Thoroughbred Horseracing and Breeding Industry.
- To ensure standards of excellence, best practice, safeguarding and efficiency through highly effective teams. To support the Director of Welfare to monitor, evaluate and demonstrate the impact of Racing Welfare's work.
- Work closely with the Director of Welfare to manage departmental business plans, budgets and KPIs.

**General Responsibilities:**

- To operate in a way that ensures you are a recognised role model for the charity's Core Values and Behaviours.
- To comply at all times with Health & Safety regulations and safe working practices in accordance with current legislation and as detailed in the Charity's Health & Safety Policy and Procedures.

**This role profile is a guide to the work you will be initially required to undertake. It may be reviewed from time to time to incorporate changing circumstances, and you may be required to be flexible and perform other duties as required by your manager. It does not form part of your contract of employment.**

**Signed:.....(Job Holder)**

**Signed:.....(Immediate Manager)**

**Date:.....**