



## Job Description: Head of Homing and Welfare

**Location:** Horley, Surrey, RH6 9SX

**Contract Type:** Full-time (37.5 hours per week)

**Reporting to:** Chief Executive

**Direct Reports:** Centre Managers and the Branch and Welfare Manager

**Salary:** £42,000 - £48,000 per annum

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### About Greyhound Trust

Greyhound Trust strives for the day when every retired racing greyhound finds a loving home and is treated with compassion and kindness. As a nationally recognised charity, we support the transition of greyhounds into pet life through a network of Homing Centres and Branches, supported by staff and volunteers, who are committed to greyhound welfare and homing.

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### Role Summary

This is a pivotal **senior leadership role** within the Greyhound Trust. As **Head of Homing and Welfare**, you will report directly to the Chief Executive and be a key member of the Senior Management Team, responsible for shaping and delivering our national Homing and Welfare Strategy.

You will lead the **strategic transformation of our branch network** and the evolution of greyhound care and homing services. You will also play a central role in developing innovative new programmes such as *Greyhound Guardian* (a compassionate return pathway if an owner passes away) and a national outreach initiative that reflects the therapeutic potential of greyhounds in community settings.

This role offers the opportunity to influence the future of greyhound welfare in the UK and lead impactful change at both operational and strategic levels.

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### Key Responsibilities

#### Strategic and Organisational Leadership

- Lead the development and delivery of the **Greyhound Trust's Homing and Welfare Strategy**, aligned with the charity's long-term vision and objectives.
- Drive transformation of the **branch network**, underpinned by a modern, consistent, and data-informed approach to homing and care.
- Promote a culture of **innovation and continuous improvement** across all areas of homing, care, and volunteer engagement.

- Develop and implement new initiatives, including *Greyhound Guardian* and outreach programmes that explore the role of greyhounds in therapeutic and educational settings.
- Represent the Greyhound Trust at national and international forums, including All-Party Parliamentary Groups and welfare alliances (e.g., ADCH, JCOG).
- Collaborate with other senior leaders to ensure homing and welfare are integrated into all areas of the organisation's work.

### Operational Oversight

- Take full responsibility for the quality, compliance, and consistency of homing and welfare operations across the Trust.
- Design and manage a **robust logistical framework** for greyhound movement across the network, enabling timely transitions and improved homing outcomes.
- Lead the management of nationally owned centres, including the National Greyhound Centre, ensuring they act as flagship models of best practice.
- Oversee implementation of post-homing support, behavioural rehabilitation, and welfare planning across all locations.
- Ensure all policies, standards, and procedures are implemented and aligned with current legislation, safeguarding, and data protection requirements.

### Branch Network Transformation & Support

- Lead the operational and cultural transformation of the Trust's volunteer-led **branch network**.
- Support branch infrastructure projects to improve kennelling, care facilities, and volunteer development.
- Provide practical guidance, training, and policy support to empower staff and volunteers across the country.
- Ensure the branch network delivers consistent welfare outcomes and aligns with the charity's strategy.

### Greyhound Welfare & Behaviour

- Oversee best-practice care, transition and rehabilitation of greyhounds in Trust care.
- Work closely with the **Veterinary and Welfare Committee**, supporting strategic and complex case decisions and representing their work at Board level.
- Confidently manage challenging veterinary and behavioural decisions, balancing individual welfare, prognosis, and resources.
- Lead on external welfare messaging and ensure it is consistently communicated throughout the organisation.

### People Leadership & Development

- Lead and support a high-performing Homing and Welfare team.
- Set clear objectives, manage performance, and provide coaching and development.
- Oversee volunteer training and education programmes, including inductions and health & safety procedures.
- Build a positive, inclusive and high-accountability team culture.

### Governance & Finance

- Lead policy development and governance for all operational and welfare activity.
- Act as **Secretariat Lead** for the Veterinary and Welfare Subcommittee of the Board.

- Take full **budgetary responsibility** for the department, including expenditure monitoring, forecasting, and reporting.
- Identify and develop ethical income opportunities aligned with the Trust's objectives.

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## Experience and Skills Required

Essential	Desirable
Proven success in senior animal welfare, homing or care roles	Qualification in animal behaviour or a related animal welfare discipline
Strategic leadership in a multi-site or volunteer-led environment	Experience developing new programmes or initiatives within the welfare sector
Strong operational oversight and budget management experience	Prior involvement with national policy, advocacy, or sector collaboration
Effective team leadership and line management capabilities	Understanding of sector-related regulatory frameworks and emerging trends
Board-level reporting and governance engagement	
Comfortable working with CRM systems, data, and compliance frameworks	
Confident media representative and public speaker	

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## You Will Be

- A visionary leader with a passion for animal welfare and service transformation.
  - An operational thinker who can balance detail with big-picture direction.
  - An excellent communicator who builds trust with volunteers, colleagues, and external stakeholders.
  - Proactive and innovative, with the confidence to drive change and take ownership of complex issues.
  - Comfortable working in a dynamic head office environment with greyhounds onsite.
  - Flexible, resilient, and values-led in your approach to leadership and problem-solving.
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## Final Note

This role will continue to evolve with the needs of the charity and should not be seen as an exhaustive list of responsibilities. Flexibility, curiosity and a drive for continuous improvement will be essential.

**If you are ready to lead national improvement in greyhound welfare, inspire innovation across the branch network, and shape the future of homing, we'd love to hear from you.**