



Strength and Learning Through Horses Chief Executive

Candidate pack
April 2026



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 **SLTH**
STRENGTH & LEARNING THROUGH HORSES



CONTENTS

Section one - Introduction

- Welcome from the Chair

Section two - About us

- Strength and Learning Through Horses
- Our impact
- Our services
- SLTH core values

Section three - Job description

- Role details
- Purpose of the role
- Key responsibilities

Section four - Person specification

- Experience
- Skills and competencies
- Personal qualities

Section five - How to apply

- How to apply

1

Welcome



Thank you for your interest in becoming the next Chief Executive of Strength and Learning Through Horses.

This is a pivotal moment for our charity. With our move to a new site complete and strong foundations laid by our co-founders and current co-CEOs, we are ready for a bold, experienced, values driven leader to guide us into our next chapter.

We have a skilled and passionate team of 32, plus 2 trainees on placement, 31 volunteers, a remarkable herd of 14 horses, and a mission to transform the lives of vulnerable young people. We currently support 650 young people, our clients, per year. We are seeking a CEO who can accelerate income generation, lead the next stage of site development, strengthen governance and performance, and champion our work with confidence, credibility and clarity.

If you share our commitment to impact, excellence and compassion, we would be delighted to receive your application.

With best wishes,

Roxane

Roxane Caplan
Chair, Board of Trustees



2

About us



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2

About Us



Strength and Learning Through Horses

Helping young people thrive

Strength and Learning Through Horses (SLTH) is a London-based equine therapy charity helping vulnerable young people build brighter futures through equine-assisted therapy and education services. Founded on the belief that connection with horses can be transformational, we empower young people to build confidence, resilience and life skills through hands-on experience working with horses.

Since 2010, we have supported over 5,000 young people in building new friendships, reengaging with education or employment, processing traumatic experiences, and learning to feel safe.

Most of our programmes are delivered from our yard in High Barnet on the outskirts of North London. For those young people who can't come to us, our outreach programme offers an opportunity to change young lives for the better, in settings such as prisons or inpatient units.

What we do

We bring together professionals who understand child and adolescent mental health and equine specialists experienced in horse psychology to create highly effective equine-assisted therapy and education programs that improve the lives of young people. The combination of our expertise, backed by solid scientific evidence, delivered in a nurturing outdoor environment, results in a proven track record of achieving positive outcomes, even where traditional approaches may fall short.

Our impact in 2024/25

We supported 648 vulnerable young people to make positive changes in their lives. That's a 42% increase in the number of young people helped since 2023/24.

93% of young people said they had more confidence in their abilities.

88% of young people said their communication skills had improved.

76% of young people were less likely to give up when tasks get difficult.

100% of staff saw a positive difference in the young people's peer interactions

[Read our 2024/25 Impact Report here.](#)

2

About Us



Our services

Our **core services** are designed to support young people aged 7 to 25 who are struggling with social, emotional, or learning challenges that have left them excluded from mainstream education or at risk of exclusion.

- Our 1:1 and group **equine-assisted therapy** sessions are an experiential way for young people to reflect on their challenges and learn coping mechanisms
- Our **wellbeing programme** focuses on improving wellbeing through calming, regulating activities with the horses and in nature, and on building relationships with peers
- Our **education services** equip young people with the skills, confidence and qualifications required to successfully re-engage with education and/or employment, thus improving their life chances. Young people learn how to look after and train horses, with each session focusing on developing a specific "employability skill"
- **Tailored support** for young people aged 16 to 25 not in education, employment or training (NEET)
- **Breaking down barriers** programme to support young people wishing to enter a career in the equestrian industry
- **Outreach programme** for those young people in youth settings, inpatient units or those who can't come to us

SLTH core values

- **Ambition: for young people, SLTH and ourselves as individuals.**
 - **Commitment to continuous improvement**
 - **Owning areas for improvement**
 - **Professionalism in all areas at all times**
- **Curiosity without judgment; (about human and equine behaviours)**
- **Embrace difficulty & difference; it's where the learning happens**

3

Job description



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3

Job description



Role details

Role title:	Chief Executive
Reports to:	Chair of Trustees / Board of Trustees
Responsible for:	Direct reports (Director of Fundraising and Therapy Programme Director) / wider staff team.
Salary:	£70,000 - £80,000 FTE
Contract:	Permanent
Hours:	0.8 / 4 days a week
Location:	Greengates Stables, Mays Lane, Barnet, EN5 2AQ - 3 days a week on-site at the stables/yard
Annual leave:	25 days, plus bank holidays (pro rata)
Pension:	3% employer, 5% employee
Healthcare:	Basic healthcare plan with HSF: www.hsf.co.uk

Purpose of the role

The Chief Executive will provide strategic, operational and values led leadership to Strength and Learning Through Horses as we enter a new phase of growth. Building on the vision of our co-founders, the new CEO will ensure our herd, facilities, staff and programmes thrive; drive the second stage of site development; and secure long-term financial sustainability.

Reporting to the Board of Trustees, the CEO will uphold strong governance, safeguarding and operational excellence, while acting as a compelling ambassador for the charity and strengthening our profile across the sector.

3

Job description



Key duties and responsibilities

Leadership

- Inspire and motivate staff, volunteers and stakeholders.
- Lead operational excellence across the charity, ensuring efficient, compliant and scalable systems, processes and controls that enable high-quality service delivery.
- Foster a culture of collaboration, innovation and continuous improvement.
- Model SLTH's values with integrity, empathy and resilience.
- Identify and pursue opportunities for growth and facilitate an environment where key performance indicators (KPIs) can be clearly identified, communicated, and met.
- Work in strong collaboration with Joint founders, and rest of the leadership team to enhance the vision, strategy & evolution of SLTH's organisation blueprint.

Strategy

- Work with the Board to develop and deliver the charity's strategic plan.
- Translate strategy into clear, actionable plans and monitor progress.
- Adapt to emerging opportunities and champion digital innovation.

Governance

- Ensure robust governance, compliance and risk management.
- Provide clear, timely reporting on performance, finance and risk.
- Ensure there are embedded and effective internal controls, KPIs, policies and procedures and management information in place.
- Support, develop and empower senior management and their teams to perform to the best of their ability.

Income generation

- Lead the diversification and growth of income streams.
- Identify and pursue new business and fundraising opportunities.

Financial management

- Oversee budgeting, forecasting and financial stewardship.
- Ensure resources are used effectively and sustainably.

Safeguarding

- Embed a culture where safeguarding is prioritised and understood.
- Ensure policies, training and practice meet the highest standards.

3

Job description



Service delivery & impact

- Ensure high-quality, evidence-based service delivery.
- Strengthen impact measurement and produce annual impact reporting.

People & culture

- Ensure HR practices are compliant, with strong staff and volunteer engagement.
- Oversee and embed all people management activity, including recruitment, performance management, and staff development.
- Champion an inclusive, supportive and values driven culture, building on the legacy and successes of SLTH.
- Collaborative & Consultative leadership style building on the legacy & successes of SLTH.

External relations

- Maintain and protect SLTH's reputation with our stakeholders, communities, and donors.
- Build strong relationships with partners, funders and stakeholders.
- Act as a confident ambassador for SLTH.

Marketing & communications

- Provide strategic oversight of communications and brand.
- Ensure consistent, compelling messaging and sector leadership.

Perform any other reasonable task as required by the Board of Trustees.



4

Person specification



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4

Person spec



Essential experience

- Significant senior leadership experience (CEO or equivalent) in charity, education, health, youth or social care sectors.
- Proven success in income generation and organisational growth ideally in a charity or organisation of similar size and scale.
- Strong background in strategy, governance and organisational development.
- Experience representing an organisation externally and leading diverse teams.
- Demonstrable financial stewardship, working knowledge of day-to-day HR policies and processes, and an understanding of safeguarding responsibilities.

Desirable experience

- Knowledge of animal assisted interventions.
- Experience working with vulnerable young people or families.
- Familiarity with clinical, psychological or regulated service environments.

Skills & competencies

- Inspirational leadership and ability to motivate and collaborate with specialist teams.
- Strong financial literacy, budget, grant and resource management skills.
- Excellent communication and relationship building abilities.
- Confident external representation and advocacy.
- Commitment to equity, inclusion and trauma informed practice.
- Resilience, adaptability and sound decision making.

Personal qualities

- Passion for improving outcomes for vulnerable young people.
- Empathy, emotional intelligence and collaborative spirit.
- Commitment to animal welfare and the therapeutic role of horses.
- Integrity, transparency and alignment with SLTH's values.

5

How to
apply



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5

How to apply



Strength and Learning Through Horses is working exclusively with Charisma Charity Recruitment.

Applications should be submitted through the [Charisma website](#) and include:

- A comprehensive CV
- A supporting statement (no more than two pages) summarising why you're applying and how you meet the person specification

For an informal and confidential discussion about the role, please contact:

Katherine Anderson-Scott, Executive Director of Charisma Charity Recruitment on 01962 813300 or email info@charismarecruitment.co.uk.

We welcome and encourage applications from people of all backgrounds. We do not discriminate on the basis of disability, race, colour, ethnicity, gender, religion, sexual orientation, age, veteran status or other category protected by law.

Closing date: Monday 18th May 2026

1st interviews with SLTH (online): w/c 8th June

2nd interviews with SLTH (in-person): w/c 15th June

Please note: the final 1 or 2 candidates will also be invited back for an on-site visit, which will involve the whole staff team and young people/professionals/parents and carers.

Charisma vetting interviews must be completed by EOD 26th May prior to longlist submission on 27th May.



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