Festina Lente Enterprises
Job Title: Full-Time Therapeutic Coach (Equestrian)

Job Description
Equestrian Therapeutic Coach

Festina Lente Mission Statement
The mission of Festina Lente is to provide a range of integrated training, occupational, learning and employment opportunities to people with disabilities. These services are provided through equestrianism, horticulture, and community-based activities with an emphasis on choice, personal development, and progression. The services are provided through the following:

- Equine Assisted Services
- Mainstream Equestrian Sessions
- Pre Vocational Training Programme
- Adult Day Services
- Social and Therapeutic Horticulture

Festina Lente was established in 1988 and over the years has developed a wide range of equestrian related activities to people of all ages, from diverse backgrounds and with a variety of learning styles. Central to this is the role of the horse and its' capacity to facilitate each person in their preferred activity or programme.

Job Title: Therapeutic Coach (Equestrian) full-time
Reporting to: Equestrian Learning Centre Manager
Responsible to: Chief Executive Officer

Main purpose:
To provide equine assisted sessions to children, teenagers and adults with a disability through a combination of **Therapeutic Riding & Equine Assisted Activities**

JOB DESCRIPTION: The principal duties and responsibilities include:

- Delivery of therapeutic coaching lessons in a timely, professional, effective and safe manner.
- Delivery of all lessons in accordance with Festina Lente's guidelines
- Develop and implement achievable relevant Therapeutic Riding goals for each client (consultation with referral source may be required).
- Delivery of mainstream coaching lessons as required.
- Develop and implement achievable relevant riding goals for each client (private or group lessons)
- Maintain client records accurately in a timely manner as appropriate

- Select the appropriate tack and relevant equipment for both the coach and the rider
- Supervising and checking all tack and coaching equipment regularly
- Performing appropriate, correct and safe mounting and dismounting procedures
- Ensuring that all lessons begin and end on schedule
- Maintaining an environment ensuring volunteer safety that are assigned to you
- Communicating with the volunteers in a positive and respectful manner
- Requesting volunteer feedback and encouraging volunteer interaction on a regular basis
- Ensuring quality volunteer performance through ongoing training, evaluation and recognition
- Maintaining a neat arena and ensuring all relevant equipment is tidied away after sessions
- Engaging in ongoing training to ensure all coaching and therapeutic coaching skills are up to date
- Attending staff meetings and training as required
- Building and maintaining excellent working relationships with colleagues and clients
- Research and develop new ideas for lesson plans
- Liaising with the Riding School Manager to ensure ongoing quality of lessons
- Complying with the Health and Safety requirements of the organisation
- This job description is not exhaustive and other duties may be assigned from time to time in accordance with the needs of the service. This job description may be revised to take account of changing circumstances or requirements

PERSON SPECIFICATION
The person appointed to this role will ideally meet the following requirements:

- An appropriate qualification in a Therapeutic Riding.
- Experience of Horse Welfare aligned to science based horse learning theory.
- Whilst not necessary, A BHSAI or other Equestrian Coaching Qualification **or** clear and demonstrable evidence of a strong potential of coaching skills would be welcomed.
- Have a very strong understanding and experience of working with horses.
- Enjoys the outdoor environment and be physically able and fit for the strenuous nature of the post.
- Clear evidence of self-management and organisation skills
- Proven experience of working within a team structure and a strong ability to self-manage in a dynamic and active environment
- Experience of employing competent and efficient problem solving and decision making skills
- Committed to encouraging continuous improvement and learning
- Manage own workload effectively while responding creatively and flexibly to new demands.
- Have the capacity to integrate well with, and contribute to, an evolving organisation
- Physically and emotionally capable of working with challenging young people with emotional and behavioural difficulties.
- Have fluent English

- Has an excellent knowledge and proficiency of IT systems, computer literacy and administration tasks.

PERSONAL ATTRIBUTES

- Must enjoy working with children, teenagers and adults of all learning abilities and styles
- Excellent communication and interpersonal skills and an ability to adapt communication styles to suit the needs of individual riders
- An ability to maintain calm and composed in a busy and demanding environment
- An ability to multitask and adapt to change as a feature of the working day
- High level of energy and an ability to sustain a very active role
- Confidence in one's own strengths and ability
- Self-motivated with excellent leadership skills
- Willingness to learn and an openness to alternative approaches
- An ability to respond professionally and patiently to behaviours that challenge
- Highly organised, with a high level of concentration and attention
- Committed to working hard
- Proven ability to work on own initiative within a flexible, co-operative team structure
- Solution focused
- Committed to on-going self and professional development

CONDITIONS OF EMPLOYMENT
Salary: The salary for this position is €28,000.00 to €32,000.00 per year (depending on experience)
Pension: Employees have access to PRSA scheme.
Working Hours: 39 hours per week
Accommodation : Accommodation is provided

Travel & Subsistence: There may be a requirement from time to time to travel outside normal working hours. A fleet of vehicles is available; however, travel will be paid in accordance with Festina Lente travel rates in the event that your own personal vehicle is needed.
Annual Leave: Annual Leave will be 22 days Per Annum. Compulsory Leave must be taken in:

- February (School Mid Term Break)
- Easter (School Holidays)
- August (School Holidays)
- Halloween (School Mid Term Break
- Christmas (School Holidays)

Duration of contract: Permanent
Location of the position: Old Connaught Avenue, Bray, Co. Wicklow.

HOW TO APPLY
For those living outside of Ireland a zoom / Microsoft teams interview will be held.
Candidates should forward a 30 minute video of a Therapeutic coaching session.

SELECTION PROCESS
Only applications received on the relevant application form will be considered. Applicants who do not fulfil the criteria as specified will not be considered.
Selection will involve short listing of applicants for interview based on the criteria for the position as outlined in this job description.

FESTINA LENTE CHILD PROTECTION POLICY / GARDA VETTING / MANDATORY DECLARATION
Garda Vetting for all employees and volunteers is compulsory and those candidates invited for interview will be asked to complete a Garda Vetting procedure online.
A file may be formed for future vacancies.
Festina Lente is an equal opportunities employer and welcomes suitably qualified applicants from all sections of society

Benefits:

- Bike to work scheme
- Employee discount
- On-site parking
- Accommodation

Please include answers to the following questions with your application:

- Do you have a relevant Therapeutic Coaching qualification? (Required)
- How many years of Equestrian Therapeutic Coaching experience do you have: (min 1 year required)
- Do you speak fluent English? (required)
- Do you have authorisation to work in Ireland? (required)
- If offered employment Will you be able to reliably commute to Bray, CO. Wicklow or, do you plan to relocate before starting work? (required)

Work Location: In person. Bray, Co. Wicklow

For further details or queries pls contact jillcarey@festinalente.ie
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www.festinalente.ie