

Job Title: Barn Manager

Location: Teen Challenge Adventure Ranch, Morrow, Arkansas

Organization: Teen Challenge Adventure Ranch

Position Type: Full-Time

Reports To: Director of Clinical Operations

Job Summary: The Barn Manager will oversee the daily operations of the equine treatment program at our faith-based residential treatment center for teen boys. This role involves managing the care and training of horses, coordinating therapeutic activities, management of perimeters and pastures, and ensuring a safe and nurturing environment for both the horses and the residents. The Barn Manager will work closely with the therapeutic team to integrate equine-assisted psychotherapy and therapeutic activities into the overall treatment plan, fostering emotional healing and personal growth among the residents. This position will operate as a Team Lead role.

Key Responsibilities:

- **Horse Care and Management:**
 - Oversee the daily care, feeding, and health of all horses.
 - Maintain clean and safe barn facilities.
 - Schedule and coordinate veterinary and farrier services.
 - Implement and monitor health and wellness programs for the horses.
 - Maintain and improve perimeters and pastures as necessary to support sustainable pastures and protect horses from injury due to unsafe environment.
 - Maintain adequate herd to allow for safe and effective activities.
 - Ensure each horse has properly fitted and maintained tack.
- **Physical Requirements:**
 - Ability to lift as much as 50 pounds.
 - Comfortable working outdoors in various weather conditions.
 - Capable of performing physical tasks related to horse care and barn maintenance.
- **Program Coordination:**
 - Develop and implement equine-assisted psychotherapy sessions and therapeutic activities in collaboration with the therapeutic team.
 - Train and supervise staff and volunteers involved in the equine program.
 - Endeavor to develop protocols that comply with CHA standards and safety protocols. TCAR's goal is to attain endorsement as a certified CHA site.
 - Maintain accurate records of horse care, therapy sessions (EMR), and resident progress (EMR).
- **Resident Interaction:**

- Facilitate therapeutic interactions between residents and horses.
- Provide instruction on horse handling, grooming, and riding.
- Support residents in developing skills such as emotional regulation, communication, and empathy through equine activities.
- **Administrative Duties:**
 - Manage the equine program budget and expenses.
 - Order and maintain inventory of feed, supplies, medications, and equipment.
 - Prepare reports on program outcomes and horse health.
 - Oversee the staff participation and availability at Reconnect Activities that occur on 6 Saturdays per year.
 - Oversee care of horses and facilities in extreme weather scenarios.
- **Duties Specific to Team Lead:**
 - Will monitor group size and adjust activities and staffing as necessary.
 - Will create and manage Department Schedules.
 - Will monitor and track Equine Staff timely arrival and attendance and record timely to properly manage payroll.
 - Will oversee staff coverage within the team to ensure adequate Equine Staff team member presence for daily operations.
 - Will communicate absences of team members to the treatment team and work to provide coverage for group sessions effected.
 - Will operate as first contact and as support to Equine Staff.
 - Ensure compliance with Bridge Online Training and timely completion for all Equine Staff.
 - Ensure timely completion of all documentation for each Equine Staff member and each group session led.

Qualifications:

- An ideal candidate would be a CHA certified Riding Instructor or certified Equine Facility Manager. We would strongly consider an equivalent certification or experience.
- Minimum of 3 years of experience in barn management or equine therapy programs. (Desired)
- Strong knowledge of horse care, training, and health management.
- Experience working with at-risk youth or in a therapeutic setting preferred.
- Excellent communication, organizational, and leadership skills.
- Commitment to the faith-based mission and values of the organization.
- Proficient documentation skills (*Training can be provided by TCAR*)
- Ability to motivate others toward achieving goals
- Ability to work independently with a strong sense of focus, remain task-oriented, be nonjudgmental, have open personal qualities, and a clear sense of personal/professional boundaries.
- A strong sense of and respect for confidentiality involving both clients and fellow employees.

- Ability to work in a variety of settings with culturally diverse families and communities with the ability to be culturally sensitive and appropriate.
- Valid Driver's License
- At least twenty-one (21) years of age
- Maintain First Aid/CPR and CPI certification. *(Provided by TCAR)*
- Mature and Godly character.
- Be trained in Crisis Intervention at least biannually. *(Provided by TCAR)*
- Thirty (30) hours of training in childcare or related. *(Provided by TCAR)*
- Must meet the requirements of the Arkansas Department of Human Services for residential care staff. All applicants will be background checked.

Salary and Benefits:

- Competitive salary based on experience.
- Health, dental, and vision insurance.
- Paid time off and Holiday rotation for Thanksgiving and Christmas.
- Opportunities for professional development and training.
- 75% of Continuing Education costs up to \$5,000 annually
- Group Health Insurance
- Retirement Benefits

Salary: To be determined based on experience.

Barn Manager Team Lead: _____

Director of Clinical Operations: _____