



Why This Role, Why Now?

Dean Farm Trust has reached an important stage in the development of its Sanctuary leadership structure.

Over the past 12 months, we have taken the opportunity to review how the Sanctuary operates, how responsibilities are structured and what leadership will be needed to support Dean Farm Trust in the years ahead.

Our established Team Leaders play an important role in managing the day-to-day delivery of animal care, supporting the Sanctuary team and volunteers and ensuring the needs of our residents are met.

What has become increasingly clear is the need for a dedicated senior manager above this structure who can take a whole-Sanctuary view and provide consistent operational leadership on site.

Currently, this level of operational oversight is being provided by our Founder and CEO alongside her wider responsibility for leading the charity. While she spends regular periods working at the Sanctuary each month, responsibility for operational leadership continues between those visits and increasingly requires consistent senior management presence on site.

This arrangement has supported the Sanctuary during a valuable period of review and development, allowing us to better understand the leadership structure we need for the future. We have now reached the point where a dedicated Sanctuary Operations Manager is the right next step.

Working within the strategic direction and priorities set by the CEO and Trustees, the Sanctuary Operations Manager will have overall responsibility for translating those priorities into effective Sanctuary operations.

They will lead and support the Team Leaders, oversee people and resources, manage operational budgets, strengthen our volunteer programme, coordinate projects and site development, oversee risk, compliance and relevant legislation, develop corporate and community volunteering opportunities and ensure that the different areas of Sanctuary activity work effectively together.

The appointment will provide consistent and accountable on-site operational leadership, while enabling the CEO to focus on the wider leadership of Dean Farm Trust – including strategy, financial sustainability, fundraising, partnerships and the charity's future development.

Most importantly, the Sanctuary Operations Manager will ensure that **animal care and welfare remain at the centre of operational planning and decision-making**,



providing the leadership and structure needed to continue delivering the very highest standards for our residents.

This appointment is about putting the right structure in place for the next stage of Dean Farm Trust – building on the strengths of our existing team while providing the dedicated on-site leadership needed to take the Sanctuary forward.