



National Manager – Scotland

Full Time - 35 hours per week (working hours)

Starting Salary Circa: £45,000

Hybrid role with extensive travel throughout Scotland. Stirling Hub 2 days/week.

British Horse Society is the nation's largest equine charity with a passion for horses that is backed by knowledge and expertise. BHS represents, and provides a range of services for, horse riders, horse owners, enthusiasts and professionals.

Our Home Team within the Society is made up of professionals who bring together a variety of experiences, backgrounds and perspectives. We celebrate the diversity of our people and place a high value on creating an environment where everyone can bring their whole self to work. Many of our Home Team members work flexibly; we believe in giving our employees autonomy to decide where, when and how they work within a set of principles agreed within the team.

We are looking for

an independent, strategic self-starter with a passion for all things equestrian to lead our work and team in Scotland. You will build a strong BHS community and presence, delivering impactful programmes in participation, education, welfare, access, and safety, while managing the Stirling Hub and supporting national campaigns and events.

As the first point of contact for many, you'll be the face of BHS in Scotland building strong relationships with BHS members, political representatives, public sector stakeholders, members of the public, volunteers, show organisers, instructors and trainers, and other organisations whose work impacts on the objectives of BHS. You will ensure that the needs and views of the equestrian community are represented in relevant policy developments and provide nation-specific guidance and direction to colleagues.

Key skills needed for this exciting role:

- Deep understanding of the equestrian community/industry and relevant Scottish Government Departments.
- Proven leadership and team management experience.
- Skilled in stakeholder engagement and policy influence.
- Strong planning, communication and organisational skills, including risk management.
- Experience of managing and working with volunteers and of volunteering

So, you're interested?

Here's some information on the role....

You will need a flexible approach to working hours as significant evening and weekend work will be required. You will also need to reside in Scotland.

A full driving licence with access to a suitable vehicle are essential, as is proficiency with Microsoft Office and social media platforms.

What will you get in return?

- Annual Leave: 26 days + plus bank holidays (increasing to 28 days after 3 years' service)
- Pension: Automatic entry at 4% into our scheme after 3-month deferral period, contributions matched up to 5%
- Health Benefits: health (income protection) insurance, health cash plan, life assurance at 4 x salary, yearly flu jab.
- Wellbeing Support: 'Everymind at Work' mental health and wellbeing app and quarterly webinars, opportunities to participate in range of engagement activities such as our book and gardening clubs.
- Training and Development: Access to a range of formal and informal development opportunities, including BHS Wise (our e-learning platform), our 'A Day in Your Shoes' cross-departmental work shadowing scheme and 'C-Me' communication workshops.
- Enhanced Maternity, Adoption and Paternity Pay for eligible Home Team members:

British Horse Society is committed to achieving equity for all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We aspire to have a diverse workforce because, in our view, diversity enables better organisational outcomes. We also believe that a more inclusive workplace, where people of different backgrounds work together, ensures better outcomes for all employees.

We therefore strongly encourage suitably experienced people from a wide range of backgrounds to apply.

Only suitable candidates will be contacted directly about this position, and we will not store or process the data of candidates for longer than is necessary for the recruitment process.

How to apply:

To apply for this role, please follow the below link to complete your application.

<https://cezanneondemand.interviewweb.it/bhs/jobs/national-manager-scotland-56620/en/>

If you do not currently reside in Scotland, please confirm your willingness to relocate. For further details on this and other opportunities, please visit www.bhs.org.uk.

Here at BHS, we want you to have every opportunity to be able to demonstrate your skills, ability and potential when applying for any of our roles here. Please contact us if you require any assistance or adjustments so that we can help with making the application process work for you.

Due to a high volume of applications for our roles, should a cover letter/personal statement not be provided when applying for a role, we will unfortunately not be shortlisting these applications.

Please note: we will be speaking to and interviewing candidates throughout the advertised period; to avoid disappointment, we advise you to submit your application as soon as possible as we reserve the right to close posts at any time.

Closing Date for applications: 5th September 2025