

Head Lad/Lass

Racehorse Training

Job Summary

A head person is the supervisor of the stable staff team in a racing yard and responsible for the smooth day to day running of a yard. The role is responsible for planning and scheduling the daily tasks in the yard ensuring a high standard of work is maintained by the stable staff team and that they are appropriately trained and developed and general care of thoroughbreds.



Main Duties

- Working closely with the trainer establish a daily list of tasks, schedule and assign to stable staff team and act for the trainer in his/her absence;
- Monitor the volume and quality of work of the stable staff team to ensure that it is to the standards required and carried out safely and address any issues raised by the team;
- Manage any veterinary issues within the remit of the role and carry out medical treatments as directed by the vet;
- Maintain relationships with stable staff, owners, vets, farriers and other industry personnel ;
- Support, train and develop the stable staff team to meet their self development goals;
- Monitor the working environment to ensure it meets health, safety and welfare standards;
- Maintain an awareness of national & international racing industry trends and demands;

Job Level

Supervisory Role

Typical Employer

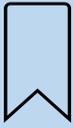
Training Yard;



Case Study

Typical Day as a Head Girl

I got my grounding for horses growing up riding in local hunts and show jumping. Upon completion of my leaving certificate I attained my Fetac level 5 in Equine and Business Studies. I was accepted on the prestigious Irish National Stud course where on completion I was awarded the John Durkan Scholarship. My duties include management of staff, liaising with owners, vets and other professionals, responsibly of health and safety for both horses and employees and some administration. We also have an equine treadmill in the yard and I am responsible for working a number of horses on it daily and carrying out statistical data analysis using heart rate and lactate levels from each animal during days of fast work.



Competencies (Behavioural)

- Passion - a love for horses or horse racing is the No. 1 motivating factor why people work within the horse racing industry (HRI Education & Training Survey 2020);
- Intrapersonal skills (perseverance; initiative; self-motivation), Critical thinking skills (problem solving), Interpersonal skills (communication; teamwork);

Knowledge & Skills

Equine Knowledge & Skills

Horse training, performance & fitness
Horse care & welfare;
Equine nutrition, anatomy & physiology;
Equine transportation;
Facility management & maintenance;
Horsemanship skills;

People Knowledge & Skills

Communication skills;
People management skills;
Staff training & development;
Health & safety regulations;
Self development;
Staff welfare including safeguarding;

Racing Knowledge & Skills

Racing industry knowledge;
Racing rules & regulations;
Integrity of the sport;
Raceday operations;
Race planning/Racecourses and racing calendar;

Business Knowledge & Skills

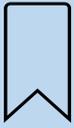
I.T. / digital skills;
Media & communications skills;

Education

While no specific training is required to become a head person, many new entrants to the industry have a qualification in Level 5 Horsemanship (Course Code: 5M3371). See www.qualifax.ie for further information.

CPD - The Racing Academy and Centre of Education (R.A.C.E.) provides specialised stable staff skill development training throughout the year including: Basic safety training; Horse care and management; Rider improvement; Advanced rider improvement. See www.racingacademy.ie for further information.

Part time supervisory management / leadership and management training courses, both online and classroom based are available through various education providers throughout the country, see fetchcourses.ie for further information.



Career Path (Alternative Careers)

Assistant Racehorse Trainer
Racehorse Trainer
Assistant Stud Manager

Experience

Head persons typically have excellent horsemanship skills and developing management, organisational and communication skills built up through experience.

Job Availability

Job availability is limited. Follow www.equip.ie for information on job opportunities within the breeding, racing and racing administration.



Certification

No Certification is Required.

Trainers are required to apply for a Racing Establishment Card issued by the Irish Horse Racing Board (I.H.R.B.) within 5 days of commencement of employment for all staff within their stable yard.

Working Conditions

Dedication is needed as head lad/lasses are up early and outside in all weathers.

Pay & Benefits

Generally, the amount of pay you receive for working is a matter of agreement between you and your employer, these negotiations normally occur when you receive a job offer. The racing industry have an agreed minimum rate of pay as well as other minimum conditions of employment for Irish stable staff including entitlements to sick pay and stable employee bonus scheme. The agreement does not prohibit an employer from paying more favourable terms. Further information is available from the Irish Stable Staff Association at website: www.issa.ie.