

Discovery Horse – Equine Professional

Known Internally as: Senior NeuroRelational Equine Coach™

WHO ARE WE?

Discovery Horse is a behavioral health and mental wellness agency situated on a 15-acre therapeutic farm in Fort Ripley, Minnesota. The staff at Discovery Horse offers NeuroRelational Coaching™ in a multidisciplinary approach in working with children and families in crisis. At Discovery Horse, we model operating an organization based on healthy relating principles from the bottom-up – we encourage the personal work that provides a solid foundation to providing services in a healthy, authentic way – without self-sacrifice and the resulting burn out that is so common in our fields.

OUR MISSION:

Our mission is to create an environment where anyone can come to new understandings about themselves, practice new ways of being, and carry the value of connection and their own wisdom forward into their everyday lives. We value safety, authenticity, collaboration, and trust as means toward intentional relationship building. We have a vision where we believe in a world where every being feels belonging, feels security, and feels a strong sense of self - so that no matter what is going on around them, each can hear their own wisdom.

WHO ARE YOU?

Connected, passionate and motivated. Driven, with an entrepreneurial spirit. Resourceful, innovative, forward thinking and committed. At Discovery Horse, LLC, our people embrace these qualities, so if this sounds like you then please read on!

WHAT THIS ROLE WILL DO

The Equine Professional is an integral part of the Discovery Horse team. A Equine Professional possesses knowledge in the field of NeuroRelational sciences and is committed to the practice of secure attachment. Equine Professionals believe and are committed to the concept that the practitioner's nervous system state and relationship are the primary intervention from which all else grows. Discovery Horse, LLC's Equine Professionals work with children, families, and groups in crisis. Our Equine Professionals oversee and train associate and apprentice coaches.

The Equine Professionals are responsible for the equine care and conditioning and facilitates safe horse interactions during client sessions and community programming. This position coordinates with therapists, mental health practitioners, coaches, and other integrated co-therapy, wellness and restoration professionals.



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At Discovery Horse, LLC, we are committed to creating a work environment where all employees are trained in and apply the principles of secure attachment in all relationships. Leaders are expected to model secure attachment.

General Leadership Responsibilities:

- Maintains, models, and encourages principles of secure attachment in all relationships.
- Responsible to build a trusted and connected client care team
 - Responsible for hiring, training, overseeing and direct work of assigned client care team employees.
 - Provides clear direction and feedback to staff.
 - Responsible for training and overseeing the work of associate and apprentice Equine Professionals.

Equine Professional - Coach Responsibilities:

- Practices self-regulation in a multitude of environments under stress. Acknowledges and practices the belief that the nervous system is the intervention when seen through the lens of secure attachment.
 - Maintains ability to be relationally focused while focused on other tasks.
- Responsible for managing personal burnout and educating and supporting others in doing the same. Proactively works to prevent burnout and asks for help and support.
- Responsible for billing a minimum of 25 hours per week of direct services through varying of appointment settings, including but not limited to; in-home services, group services, equine services, community services, etc.
- Established professional relationships with collateral contacts.
- Responsible for proactive communication with clients and family .
- Actively recruits clients to Discovery Horse, LLC for individual and group services. Offers education and referrals to prospective clients.
 - Responsible for the onboarding of new clients.
- Responsible for group sessions including the physical set-up, material preparation, and clean up of events.
- Responsible for managing client spending budgets.
 - Completes thorough and timely expense reports.
- Manages and engages in collaborative teams across the Discovery Horse, LLC organization.
- Promotes consistency and predictability in direct service delivery.
- Responsible for internal case management, documentation, and client notes. Completes documentation in a timely manner.
- Maintains compliance with state and federal laws governing the work of Discovery Horse, including but not limited to HIPAA compliance and state waiver programs. Regularly attends related compliance trainings as required.
- Senior NeuroRelational Equine Coaches™ manage their own client schedules, ensuring appropriate time for oversight of associate and apprentice coaches.

Equine Professional - Equine Responsibilities:



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- Manages horse care, wellness and enrichment while tracking changes for client sessions to include managing all medical and preventative care. Coordinates with other practitioners to prepare for client sessions.
- Develop and practice connected relationships with all animals on property.
- Calmly and attentively engages in relationships with horses, team and client during sessions.
- Communicates animal needs and collaborates with clinicians before, during, and after sessions.
- Ensures safe equine interactions with volunteers, clients, and other participants.
- Assists with set-up and clean-up of treatment areas, equipment and tack.
- Provides horse handling and assists group facilitators, as scheduled.
- Assists with Discovery Horse public events to ensure horse safety.
- Documents all equine interactions and communicates any health issues to Co-Founder.

SAFETY SENSITIVE POSITION

This position is deemed as a “Safety Sensitive Position.” Company employees occupying a position considered “Safety Sensitive” under Minnesota law, in which, in the opinion of management, impairment caused by drug, cannabis, or alcohol usage would threaten the health of safety of any other person may be subject to testing on a random selection basis, at the discretion of management or based on the requirements of a client.

PREFERRED QUALIFICATIONS

- Education: bachelor’s degree in social work, psychology, or another related field.
- Natural Lifemanship certification as EP or dually certified.
- Previous work experience of at least 4 years: Experience working with people coping with major mental and behavioral health challenges in the capacity of a NeuroRelational Equine Coach™ specializing in secure attachment.
- Previous work and life experience of at least 10,000 hours with horses: Demonstrated strong horsemanship skills, husbandry, knowledge regarding horse health and lameness issues, capable of and familiar with administering equine first aid and medications.
- Competencies: Manages Complexity, Global Perspective, Action Oriented, Resourcefulness, Directs Work, Ensures Accountability, Collaborates, Develops Talent, Communicates Effectively, Instill Trust, Demonstrates Self-Awareness, Manages Ambiguity
- Position requires constant walking, climbing stairs, lifting and carrying 50+ lbs. and occasional sitting.

EQUAL EMPLOYMENT OPPORTUNITY



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We are passionate and committed to our people and go beyond the rhetoric of diversity and inclusion. You will be working in an inclusive environment and be encouraged to bring your whole self to work. We will do all that we can to help you successfully balance your work and homelife. As a growing business we will encourage you to develop your professional and personal aspirations, enjoy new experiences, and learn from the talented people you will be working with. It's talent that matters to us and we encourage applications from people irrespective of their gender, race, sexual orientation, religion, age, disability status or caring responsibilities.

Discovery Horse, LLC strongly supports equal employment opportunity for all applicants regardless of age (40 and over), ancestry, color, religious creed (including religious dress and grooming practices), family and medical care leave or the denial of family and medical care leave, mental or physical disability (including HIV and AIDS), marital status, domestic partner status, medical condition (including cancer and genetic characteristics), genetic information, military and veteran status, political affiliation, national origin (including language use restrictions), citizenship, race, sex (including pregnancy, childbirth, breastfeeding and medical conditions related to pregnancy, childbirth or breastfeeding), gender, gender identity, and gender expression, sexual orientation, or any other basis protected by applicable federal, state or local law, rule, ordinance or regulation.

We also afford equal employment opportunities to qualified individuals with a disability. For this reason, Discovery Horse, LLC will make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant consistent with its legal obligations to do so, including reasonable accommodations related to pregnancy in accordance with applicable local, state and / or federal law. As part of its commitment to make reasonable accommodations, Discovery Horse, LLC also wishes to participate in a timely, good faith, interactive process with a disabled applicant to determine effective reasonable accommodations, if any, which can be made in response to a request for accommodations. Applicants are invited to identify reasonable accommodations that can be made to assist them to perform the essential functions of the position they seek. Any applicant who requires an accommodation in order to perform the essential functions of the job should contact Discovery Horse, LLC to request the opportunity to participate in a timely interactive process. Discovery Horse, LLC will also provide reasonable religious accommodations on a case-by-case basis.

