

Every animal here is on a journey toward peace, protection, and possibility. We are looking for someone who wants to be a part of it.

Animal Care Team Member (Assistant Barn Manager Growth Opportunity) Tomten Farm and Sanctuary – Haverhill, NH Job Type: Full-time | Part-time considered for the right candidate

Compensation

Starting pay reflects your experience and availability. Raises follow skill growth, reliability, commitment, and deepening knowledge of Tomten's Rescues and care systems.

About Us

Nestled in Haverhill, New Hampshire, Tomten Farm and Sanctuary is a well-established, mission-driven nonprofit that is home to more than 100 rescued animals including horses, ponies, donkeys, mules, pigs, goats, sheep, cows, alpacas, chickens, geese, rabbits, and cats. This is a working sanctuary, not a hobby farm, not a weekend project, where Rescues of all ages depend on the people who show up every single day, in every season, with skill, compassion, and heart.

If that is you, we would like to meet you.

Every day we provide peace, protection, and possibility, working closely with a trusted network of veterinarians, trimmers, shearers, and animal professionals to deliver thoughtful, individualized, above-and-beyond care.

We are growing thoughtfully and adding to our team. This is not just a job. It is an opportunity to build a meaningful career in animal care within a values-driven environment where your work truly matters.

Before applying, please read the How To Apply section at the end of this posting carefully. We look forward to hearing from candidates who take the time to do so.

Position Overview

We are looking for a skilled, passionate Animal Care Team Member with strong hands-on equine experience, someone confident and capable of handling horses, ponies, donkeys, and mules across a wide range of ages, personalities, and needs.

This role requires real horsemanship, not just barn chores, but active, hands-on work with animals every single day. The ideal candidate has worked with equines outside of personal ownership and brings solid experience leading, grooming, blanketing, wrapping, trailering, and confidently handling animals across a variety of situations, training levels, and temperaments.

This is not a training position or an entry-level equine role. Applicants must already bring a solid foundation in equine handling to the table. From there, training in Tomten's specific practices, principles, and approach to care ensures that every animal receives consistent, thoughtful, and individualized attention.

If your experience has been primarily basic barn work without active animal handling responsibilities, this particular role may not be the right fit just yet. We appreciate your interest in Tomten and encourage you to watch for future openings.

Beyond equine care, this role brings you into daily contact with a wonderful variety of other species including pigs, goats, sheep, cows, alpacas, chickens, geese, rabbits, and cats. A genuine interest in multi-species care is essential, and any prior experience with other animals is a welcome addition to your application.

Because many of our Rescues are seniors or have complex medical needs, this role may include supporting animals through aging and end-of-life care as part of our commitment to lifelong sanctuary.

Key Responsibilities

This role is physical, varied, and deeply hands-on. Daily responsibilities include:

- Animal care, observation, and monitoring across all species
- Feeding and watering routines and feed preparation including hay, grain, supplements, and medications as directed
- Stall cleaning, shed picking, and pasture cleanup
- Assisting with hay and grain deliveries, unloading, stacking, and inventory tracking
- Hands-on animal handling including turnout, grooming, blanketing, fly-spraying, and hoof cleaning
- Assisting with veterinary and farrier visits and working alongside trimmers and shearers when asked
- General farm upkeep including watering, weed-whacking, snow removal, and brush clearing
- Operating equipment such as the work gator and mower
- Trailering as required

Above all, this role requires someone who can work both independently and as part of a small, hardworking, coordinated team, maintaining consistent routines and high standards of care every single day. Flexibility and the ability to adapt to the varying tasks of each day and season are essential.

Physical Requirements and Working Conditions

This is a physically demanding role. Team members must be able to lift and carry up to 50 pounds and remain on their feet for extended periods. Work takes place both indoors and outdoors in all seasons and all weather, including heat, cold, rain, snow, mud, and wind.

What We Are Looking For

The right candidate is more than an equine handler. They are a skilled, compassionate, and open-minded animal person who brings genuine enthusiasm for working with the full range of species that call Tomten home. We are looking for someone who:

- Has demonstrated hands-on experience with horses, ponies, donkeys, and mules beyond personal ownership
- Has experience in professional barns, rescues, sanctuaries, or training environments
- Has a strong eye for detail and takes pride in high standards of care
- Is hardworking, dependable, and able to keep pace with the physical demands of a working sanctuary
- Communicates well and works comfortably within a small coordinated team
- Brings a calm, steady presence to every interaction with animals and people alike
- Is open to natural horsemanship and low-stress, individualized handling methods
- Has prior experience with species beyond equines, which should be noted in your application

Growth Opportunity

For the right candidate, this role has a clear path forward. As you demonstrate skill, reliability, and a deepening knowledge of Tomten's animals and care systems, the opportunity to grow into an Assistant Barn Manager

position and beyond becomes available. This means increased responsibility, a leadership role within daily operations, and compensation that reflects your growth. We are not just looking for someone to fill a position today. We are looking for someone who wants to build something here.

What We Offer

We offer flexible scheduling, some paid main holidays, and accrued paid time off. Benefits grow with length of employment, and raises follow demonstrated skill, reliability, and commitment. We also keep our team well fed with plenty of snacks on hand throughout the day.

Beyond the practical, we offer something harder to find. You will work both indoors and outdoors in a beautiful New Hampshire setting, building real relationships with more than 100 individual animals who will come to know you by name. Unlike most barns, you will work across a remarkable variety of species, ages, temperaments, and health needs, following each animal on their individual journey from arrival through every chapter of their life here. You will grow professionally through daily exposure to and collaboration with a trusted network of veterinarians, trimmers, shearers, and animal professionals. You will be part of a mission and a community that extends well beyond the farm itself.

Work that is respected, growth that is supported, and compassion that is valued. That is what we offer and what we ask in return.

Requirements

- Age 18 or older
- Valid driver's license and reliable, all-season transportation
- Must reside within approximately 45 minutes of the sanctuary
- Background check and supervisor references required
- Commitment to a drug-free, smoke-free, and alcohol-free workplace
- Willingness to work up to 14 weekend days per year
- Minimum commitment of 12 months preferred

We invest heavily in the people who join our team and we are looking for someone who wants to grow long-term beside us, not just fill a role.

How To Apply

Please submit your resume along with a brief letter of interest to tomtenfarmandsanctuary@gmail.com with the subject line: Animal Care Team Member Application. In your letter please include:

- Why sanctuary work appeals to you
- A brief description of your hands-on experience with equines including where you gained that experience and your level of responsibility
- Any experience working with other species
- Your door-to-sanctuary commute time
- Your ideal start date
- Two supervisor references including name, role, and phone or email

We receive a meaningful number of applications and while we may not be able to respond to every one individually, we read each one carefully. We will reach out directly to candidates whose experience, values, and availability align with what we are building here at Tomten. We hope that is you.