

A) JOB SUMMARY:

Two year fixed term contract

Location: Godalming, Surrey

Salary: (dependent on experience)

Compassion in World Farming is the leading international farm animal welfare charity, campaigning to improve the lives of millions of farm animals through advocacy, lobbying for legislative change, and positive engagement with the global food industry. Our political lobbying and campaigning has resulted in the EU recognising animals as sentient beings, capable of feeling pain and suffering. We have also secured landmark agreements to outlaw the barren battery cage for egg-laying hens, narrow veal crates and sow stalls across Europe. The goal of our established Food Business team is to place farm animal welfare at the heart of the food industry, and in doing so we are recognised as the credible partner on animal welfare standards and policies, to the major food retailers, food service companies and manufacturers.

Compassion are recent recipients of an initial 2 year grant to expand its evidence base, and lobbying and corporate engagement work on FISH WELFARE, specifically at the time of slaughter and during farm production. The aim of this initial phase is to build a strong public facing best practice and evidence base resource hub that supports the lobbying and public awareness work strands around fish sentience and the need for species-specific legislation, as well as providing the more technical resources required by our corporate partners.

Our long term objectives (10-20 years), which would provide dramatic welfare improvements for countless fish, as well as making positive steps towards more humane and sustainable farming systems worldwide are:

1. Species-specific legislation and welfare codes are in place, enforced and certified, for all fish species farmed in the UK, Norway and ultimately the EU including standards for genetics, rearing, transport, slaughter, including a preclusion on the farming of fish species for which the welfare needs are unknown. Standards include use of 'cleaner fish.
2. Food businesses require equivalent standards for all fish sold in the EU including imports from the rest of the world including requirements for the systematic measurement of welfare outcomes to ensure that the welfare potential of the systems is achieved in practice.¹
3. Fish health is maintained without prophylactic use of medicines and with minimum therapeutic requirement.
4. Fish are effectively protected without wildlife bycatch, with legislation in place to prevent the lethal control of predators
5. Fish are fed diets which promote fish health and vigour and come from sustainable sources which do not depend on wild fish caught for the purpose.
6. A majority of the public in key EU markets demonstrate awareness of fish sentience (measured through annual survey)

¹ Should include breeding, rearing, health including measurement of injuries and medicine use, handling, transport, killing and predator control

In the initial years we will:

1. Develop a major new online information resource on farmed fish welfare
2. Lobby key European governments and the EU to enforce existing generic welfare laws for the rearing, transportation and slaughter of farmed fish
3. Lobby the EU to pass legislation for farmed fish welfare starting with additions to the Slaughter Directive
4. Engage with food businesses to encourage humane standards for rearing, transport and killing of all species including cleaner fish, starting with humane slaughter of fish produced and consumed within the UK
5. Press food businesses and certification schemes to incorporate the introduction of good and bad welfare indicators for individual species, establishing benchmarks and enabling target setting and monitoring
6. Raise and evidence awareness amongst citizens and consumers on welfare issues relating to fish to provide impetus for action by food businesses, policy makers, shapers and funders.

The Fish Welfare Project Lead will be responsible for driving the programme, leading the team and making sure that the objectives are met. They will organise events, organise and attend lobby meetings and other functional aspects of the work. The post will be based in the Campaigns Dept Policy Team, and will also have close links to the Food Business team.

The right candidate will bring both excellent leadership and experience of driving change. This post requires excellent knowledge of fish production, slaughter and welfare in food production. They will have experience of influencing at the highest levels, and be able to represent both Compassion and the Fish Welfare Project effectively at external meetings. Experience of working with major institution, e.g, the European Commission would be an advantage.

This is a new and exciting role within Compassion, helping to ensure fish welfare becomes a priority for policy makers, food businesses and the public (in due course). The role offers a unique opportunity to make a lasting impact for farmed and wild-caught fish within a dynamic team and influential organisation.

Compassion in World Farming is located in bright, modern offices; just 2 minutes walk from Godalming mainline station (45 minutes from London Waterloo).

B) DESCRIPTION:

Job Title: Project Lead, Fish Welfare

Department: Campaigns

Reviewing Manager: Head of Policy

- **OVERALL OBJECTIVE(S) OF THE POST**

- The purpose of this role is to take responsibility for, and deliver, the outcomes of the Fish Welfare Project, listed in section A of this document. This role will contribute by:
- Ensure the creation and delivery of a work-plan against the project objectives, and direct the team to progress through the required tasks.
- Provide leadership and direction for this work, both internally and with partner organizations as appropriate
- Leading and managing the Fish Welfare Project team, initially two direct reports (both research roles, one with a food business focus, one with a lobbying focus)
- Building relationships and ways of working between the Fish Welfare team the teams at HQ
- Raising the profile of Compassion's work in this field, including representing the organisation at high level lobbying meetings
- Driving Compassion's public affairs work on Fish Welfare with all stakeholders

- **POSITION IN ORGANISATION**

- Reports to the Head of Policy/Director of Campaigns at HQ
- Works closely with all members of the European Campaigns team and Food Business team

- **SCOPE OF JOB (These are expanded on in Section 6)**

- To develop in partnership with relevant colleagues, visionary plans and opportunities for Compassion's work on Fish Welfare, framed by the Fish Welfare brief and desired outcomes
- To develop and build excellent relationships with the teams at HQ, ensuring effective communication and ways of working
- To develop and implement strategies for Compassion's public affairs lobbying activity on Fish Welfare
- To represent CIWF in the media, and at strategic and high level forums as appropriate
- To manage the delivery of the objectives of the Fish Welfare Project, and the Fish Welfare team
- To support the management of the Fish Welfare project operations and budget – including providing the fundraising team with timely information to feed back to funders
- To develop and motivate the Fish Welfare team
- To support and encourage the use of CIWF systems in all aspects of the team's work, including Document Manager, Outlook, Skype, Salesforce, NetSuite and new systems.

- **DIMENSIONS & LIMITS OF AUTHORITY**

- Authority for Fish Welfare budget, once set and agreed by Head of Policy
- May authorise expenditure within budget within global policies
- May recommend disciplinary action and training requirements for staff within own department
- May select suppliers

- May recommend / suggest action to take on difficult cases

• PERSON SPECIFICATION

ESSENTIAL	DESIRABLE
Knowledge	
Proven knowledge of fish production and welfare science Proven knowledge and experience of fish management, standards and practices Proven knowledge of European institutions and routes to achieve change Established relationships with significant stakeholders in this field	Experience of working for a change making organisation Knowledge of EU farm animal welfare legislation
Education / Qualifications & Training	
Educated to degree level or equivalent in a relevant discipline (such as, but not limited to, fish production science, fish welfare, animal production, psychology, zoology, veterinary medicine, communications, political science, international politics, intergovernmental policy, international development)	Management or leadership training
Skills & Abilities	
Leadership and ability to deliver against set objectives Line management and working with a dispersed team Proven ability to work with scientific Proven effective leadership of partnership projects with external stakeholders Excellent communications skills with a range of audiences The ability to inspire and engage at all levels Sensitivity to diverse global social and cultural issues Proven computer skills including Microsoft Office applications and Internet Ability to bring large projects in on time, on budget and to achieve set outcomes	Languages skills are a distinct advantage Experience of working directly to influence European Legislation Experience of working to directly influence food business policies.
Personal Qualities	
Strategic Forward thinking Leadership Adaptability Team player Diplomatic Innovative and creative Positive Approachable and adaptable Compassionate to people and animals	
Other	
Sympathetic to the goals of Compassion in World Farming	Prepared to assist with other projects and organisational activities

- **ADDITIONAL TASKS**

- Assist with other departmental duties where necessary
- Take due and reasonable care of oneself and others in respect of Health & Safety at Work
- Act in a manner that enhances the work of the Compassion in World Farming and its overall public image
- In all work activities, comply with data protection legislation and Compassion in World Farming's requirements for the protection of personal information and the privacy of individuals
- Provide formal and informal training at the request of your line manager, senior manager or a director, on your areas of expertise, to other members of staff, work experience students, trustees etc.
- Contribute to the overall aims of Compassion in World Farming
- Take initiative to establish constructive relationships with other organisations in liaison with your line manager
- Work on projects / tasks as specified by the Management / Directors
- Attend and participate in meetings
- The job description is not exhaustive and you may be asked to carry out additional tasks which are appropriate to your experience, as required by your line manager
- Due to the nature of the role, there may be a requirement to carry out some work out of office hours. This work is to be arranged in accordance with procedures

A) SUMMARY OF MAIN TERMS AND CONDITIONS OF EMPLOYMENT

The following information is intended as a useful guide to applicants considering joining Compassion in World Farming. Full details are supplied with an offer of appointment.

1. **Eligibility to work in the UK**
In order to comply with legal requirements, as part of our selection procedure we ask all potential employees to prove their eligibility to work in the UK.
2. **Hours**
The basic working week is 37 hours. Normal office hours are between 9:00 and 5:30 Monday to Thursday and 9:00 and 5:00 Friday, with a one hour lunch break each day. It may be necessary on occasions to work additional hours according to operational need. Time Off In Lieu (TOIL) will be given in accordance with the TOIL policy.
3. **Salary**
Candidates will normally be offered a starting salary appropriate to their qualifications and experience as indicated in the advertisement. Salaries are paid on the 28th of each month by credit transfer to a bank or building society account.
4. **Holidays**
The holiday entitlement is 25 days per calendar year (1 April to 31 March) rising to 27 days after 5 years service. Bank and Public holidays are taken in addition to this.
5. **Probationary period**
This role will be subject to a satisfactory probationary period of six months.

6. **References**

An offer of employment will be subject to the receipt of satisfactory references. We require two employment references, one of which must be from the present or most recent employer. These should, if possible, cover a period of at least the last five years.

7. **Other benefits**

These include a healthcare cash plan, pension contribution, childcare vouchers, season ticket loan, Cycle2Work bike scheme, payroll giving, buying additional leave, flexible working, free car park (first come first served availability), situated next to Godalming train station (Some benefits may be subject to successful completion of probationary period).