

Job Title: Senior Research Manager - China

Department: Food Business - China

Line Manager: Head of Food Business Asia

1. OVERALL OBJECTIVES OF THE POST

- Further develop the technical and commercial strategy for the China and wider Asia programme
- Revamp and oversee the efficient delivery and follow up of the annual Good Production Awards (Pig, Egg, Chicken)
- Provide robust technical input for key company meetings and projects, including GAP analyses, commercial knowledge and roadmaps for change, where appropriate
- Oversee the development of China specific resources with a priority focus on general animal welfare messaging, cage-free, and higher welfare production (pigs, chickens, hens) in a variety of engaging media
- Contribute to the overall strategy of the Food Business team and wider organisation via the internal Technical Working Group
- Communicate effectively with diverse audiences via a range of media and speaking opportunities such as conferences, forums and company meetings
- Work closely and matrix manage the China Research Officer on all of the above

2. SCOPE OF JOB

- Strategic mapping and implementation of the Food Business research and technical programme in China (and Asia Pacific where opportunities arise), with the support of the China Research Officer
- Work with colleagues in the China Food Business team and external stakeholders to plan, manage and develop specific projects to advance farm animal welfare progress in China
- Contribute to the Food Business teams strategic development, animal welfare knowledge and implementation of activities
- Develop positive ongoing working relationships with other members of Compassion and with external partners such as our local partner, ICCAW, consultants, academics, global standards and assurance schemes, equipment manufacturers, other NGOs as relevant and needed.
- Act as Compassions Representative in a wide range of environments including industry, academic, and NGO meetings.
- Communicate effectively with diverse audiences via a range of media, including presenting at conferences, the China Food Business website, case studies, reports, journal articles, and trade media copy and videos.

3. POSITION IN ORGANISATION

- Reports to Head of Food Business Asia, based in the UK.
- Indirectly line manages the China Research Officer, based in China (who directly reports into the China Chief Representative based in China) for all technical direction and support
- Works closely with the Head of Food Business Research (to be appointed) to ensure the level of animal welfare progression recognised is in line with the overarching policies of Compassion in World Farming
- Liaises with other research personnel in Compassion, via the Technical Working Group and Food Business global programme, re knowledge exchange and technical development

- Works closely with the China Chief Representative and expanding China team re business and communication opportunities
- Develops relationships with academics/producers/industry groups/NGO's with an interest in developing animal welfare in China
- Develops and maintains strong working relationships with all members of staff in the organisation

4. DIMENSIONS & LIMITS OF AUTHORITY

- Day-to-day development, management and implementation of the China Food Business technical programme
- Support farm animal welfare knowledge transfer and development to the Global Food Business team and wider organisation. Participate in Compassions Technical Working Group

5. PERSON SPECIFICATION

The requirements listed below are representative of the knowledge, skill, and/or ability required to carry out the job effectively (and which may be developed):

ESSENTIAL	DESIRABLE
Knowledge	
<ul style="list-style-type: none"> • Proven knowledge of farm animal welfare science and production • Practical experience of farming – species (Pigs/Poultry) • Proven knowledge and experience of farm animal management, standards and practices • Proven knowledge and experience of food, farming or related industries • Understanding of the China agricultural situation 	<ul style="list-style-type: none"> • Proven knowledge of supply chain analysis
Education / Qualifications & Training	
<ul style="list-style-type: none"> • Educated to advanced degree (MSc. or PhD) level or equivalent in a relevant discipline (such as, but not limited to, animal welfare and behaviour, animal production, psychology, zoology, veterinary medicine) • Demonstrable experience of working with or in the food industry or farming sector 	<ul style="list-style-type: none"> • Business studies (with relevance to food business)
Skills & Abilities	
<ul style="list-style-type: none"> • Proven scientific research and critical analysis skills • Proven written, verbal and presentation and communication skills for diverse audiences. • Experience of people management • Proven ability to plan and manage concurrent projects simultaneously • Proven effective management of partnership projects with external stakeholders • Sensitivity to diverse global social and cultural issues (English/Chinese) • Proven computer skills including Microsoft Office applications, research software, and Internet • Effective time management with the ability to prioritise to ensure deadlines are met 	<ul style="list-style-type: none"> • Languages skills are a distinct advantage • Budget management skills • Experience of working in a cross regional team

<ul style="list-style-type: none"> • Able to work independently on own initiative and as part of a team • Proof reading / close attention to detail 	
Personal Qualities	
<ul style="list-style-type: none"> • Output / results driven • Completer / finisher mindset • Team player • Trustworthy and professional • Diplomatic • Organised • Demonstrates initiative • Innovative and creative • Positive, approachable and adaptable • Compassionate to people and animals • Strategic • Forward thinking • Ability to travel 	
Other	
<ul style="list-style-type: none"> • Sympathetic to the goals of Compassion in World Farming 	<ul style="list-style-type: none"> • Prepared to assist with other projects and organisational activities

6. 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 as required
- 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

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 / travel to Asia**

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. On these occasions, we may offer Time Off In Lieu (TOIL).

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**

The first six months of employment will be counted as a probationary period.

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, 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, contribution awards and long service awards.