

Job Title: Food Business Manager (Asia)

Department: Food Business

Line Manager: Head of Food Business (Asia)

1. OVERALL OBJECTIVES OF THE POST

- To enable the implementation of the European Chicken Commitment for food companies importing supply out of Thailand, via partnership with at least 2 key broiler producers in Thailand.
- To secure at least 3 cage free commitments for laying hens from national or global companies operating in Thailand and to ensure cage free alternative systems do not include highly intensive combination (or similar) systems.
- To engage with companies ranked in the Business Benchmark for Farm Animal Welfare (BBFAW) in Asia on the development of animal welfare policies, and to secure at least one company rising up a tier ranking following detailed engagement.
- To help build a company outreach strategy in Thailand and wider Asia-Pacific to help expand the Global Food Business programme and increase animal impact

2. SCOPE OF JOB

- Engage with global companies and their wholesalers sourcing from Thailand to enable their transition to higher welfare standards
- Develop credible relationships with national and global producers in Thailand to facilitate higher welfare supply is fit for purpose, especially for cage-free laying hens and meat chicken aligned to the Better Chicken Commitment
- Create leads and opportunities to engage with priority Thai retailers, manufacturers and food service companies on their animal welfare policies and practices, progressing change through key engagement tools such as Good Farm Animal Welfare Awards and Business Benchmark for Animal Welfare
- Work with the Research Manager (Asia) for technical support to plan, manage and develop specific projects to advance farm animal welfare issues with partner companies
- Develop a strategy and prioritise company outreach, including opportunities in other Asia Pacific countries, from market insights in country and region, and with impact for laying hens, broiler chickens and pigs
- Communicate effectively with diverse audiences via a range of media and speaking opportunities including company meetings, conferences, and forums
- Liaise effectively with other NGO's and external partners, such as Assurance Schemes, as relevant and needed

3. POSITION IN ORGANISATION

- Reports to Head of Food Business Asia, based in the UK.
- Works closely with the Research Manager (Asia) to ensure the level of animal welfare progress is in line with the overarching policies of Compassion in World Farming
- Liaises with the Food Business team in China regards opportunities originating from our work in China
- Liaises with other Food Business Managers in the global programme to connect global supply and food company initiatives
- 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 Asia corporate outreach programme
- Operational management of designated budget on a day-to-day basis as directed by the Head of Food Business (Asia)
- Contribute to the departmental and cross-organisational planning, project management and implementation in the region

5. PERSON SPECIFICATION

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

ESSENTIAL	DESIRABLE
Knowledge	
<ul style="list-style-type: none"> • Excellent English oral and written communication • Demonstrable knowledge of account management or partnership development • Strong knowledge or experience of working in or with the commercial sector, preferably food, particularly in areas such as procurement, marketing, sales or CSR • Possess a commercial understanding of the issues, practices and strategy in sustainability and CSR, communications and/or farm animal welfare within the food supply chain 	<ul style="list-style-type: none"> • Knowledge of farm animal welfare • Experience of working in a relevant bilingual environment, including translating information and work programmes to suit different markets
Education / Qualifications & Training	
<ul style="list-style-type: none"> • Educated to Degree level 	<ul style="list-style-type: none"> • Degree in a related subject, animal based, or business related
Skills & Abilities	
<ul style="list-style-type: none"> • Proven business development and relationship management skills • Able to network and develop / maintain a strong portfolio of contacts • Ability to confidently cold call / email companies to arrange meetings • Strong interpersonal and communication skills • Ability to influence, and to adopt a firm yet diplomatic approach in challenging situations • Ability to produce clear & concise written material • Able to attend or speak as appropriate at industry events • Able to develop multiple workflows to deadline and within budget, and have a problem solving 'can do' attitude • Ability to work on own initiative, and as part of a team • Good IT skills including Microsoft Office applications and internet • Able to implement recommendations in support of goals 	<ul style="list-style-type: none"> • Ability to influence at a senior level • Ability to effectively manage others • A creative approach with the ability to develop new ideas • Ability to analyse data and provide recommendations • Working experience of 'Salesforce' • Proven project management skills

Personal Qualities	
<ul style="list-style-type: none"> • Positive disposition • Team player • Energetic • Well organised • Approachable and adaptable • Confident persuasive and assertive • Excellent at networking and forging new contacts / relationships • Solution orientated • Proactive • Ability to travel 	<ul style="list-style-type: none"> • Innovative and creative

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 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 procedure

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.