

<b>Job Title:</b>	Global Head of Research (Food Business)
<b>Department:</b>	Food Business
<b>Reviewing Manager:</b>	Global Director of Food Business
<b>Job Type:</b>	Permanent - Full-time
<b>Location:</b>	Currently home-based. Following Government guidelines post Covid-19: Godalming, Surrey, UK

**Background:**

Compassion in World Farming was founded in 1967 by Peter Roberts, a British dairy farmer, in response to the rise of intensive animal factory farming. In his lifetime, Compassion was instrumental in the legislative bans on barren battery cages, veal crates, and sow stalls in the UK and Europe, and the recognition of animals as sentient beings. Today, we are the leading international farm animal welfare charity, campaigning to end factory farming and improve the lives of farm animals through advocacy, lobbying for legislative change, and driving corporate policies and practices. Our Food Business programme delivers impact for animals by raising baseline standards throughout the supply of leading food companies, and via our newly launched Rethinking Food workstream, we aim to drive corporate meat reduction strategies and targets in line with future food requirements.

**Part 1: JOB PROFILE**

**1. OVERALL OBJECTIVE(S) OF THE POST**

The purpose of this role is to lead the highly respected and authoritative Global Food Business knowledge transfer in farm animal welfare (issues and solutions) and the need to reduce meat production and consumption, to help Compassion fulfil its mission to end factory farming.

**2. POSITION IN ORGANISATION**

- Reports to and works closely with the Global Director of Food Business
- Works with the Heads of Regional Food Business (EU, Asia, US) to assess the technical needs and support of the programme priorities, tools and teams
- Acts as a leader, mentor and advisor on animal welfare and its integration into humane sustainable food production across the teams
- Supports EU Food Business Managers in relevant company meetings to drive change
- There are currently no direct reports, but matrix lines into Research Manager (fish), Senior Research Manager (Asia, vacant position), Research Manager (China), Research Manager (US). You will be responsible for ensuring integrated working amongst the regional Food Business research staff
- Maintains close collaboration with other organisational research staff (via the Technical Working Group) to ensure alignment across the various teams / regions
- Develops strong and effective relationships with external stakeholders e.g. industry and professional bodies, academic institutions and NGOs, and consultants from diverse disciplines (e.g. economics, welfare science, regenerative agriculture)
- Develops and maintains strong working relationships with all members of Compassion staff

### 3. SCOPE OF JOB (These are expanded on in Section 6)

- Develop and deliver the next 5 year Food Business research strategy
- Maintain and produce Food Business resources
- Coordinate the Good Farm Animal Welfare Awards
- Conduct the animal impact monitoring and reporting
- Provide technical support to Food Business activities and external stakeholders
- Build technical capacity internally and with corporate partners
- Coordinate the Global Food Business technical activity
- Represent Compassion in a variety of external fora

### 4. DIMENSIONS & LIMITS OF AUTHORITY

- Responsible for the development and delivery of the next 5-year Food Business research strategy and support the development of the organisational research strategy and structure
- Responsible for maintaining and further developing high quality technical material in support of incremental change for animal welfare and ending factory farming
- Accountable for the quarterly and annual animal impact reporting and Salesforce audit
- Responsible for the sign-off on all awards and commitments to higher welfare production
- Responsible for the designated EU research budget and advises on the other regional Food Business research budget spend
- Authority to commission relevant contract for services within budget expenditure

### PERSON SPECIFICATION

ESSENTIAL	DESIRABLE
<b>Proven Ability</b>	
<ul style="list-style-type: none"> <li>• Proven knowledge of farm animal welfare science and practical application for key farmed species (laying hens, broiler chickens, pigs, dairy cattle)</li> <li>• Proven track record in applied scientific research and critical analysis</li> <li>• Ability to condense large volumes of scientific evidence / complex information into succinct summaries and cases of support for the welfare change we ask</li> <li>• Firm decision-making ability encapsulating a challenging but pragmatic approach</li> <li>• Strong strategic focus and capability</li> </ul>	<ul style="list-style-type: none"> <li>• Working knowledge of commercial supply chains</li> <li>• Media trained</li> </ul>
<b>Qualifications &amp; Training</b>	
<ul style="list-style-type: none"> <li>• Educated to advanced degree (PhD) level or equivalent in a relevant discipline (such as, but not limited to, animal welfare and behaviour, animal production, psychology, zoology, veterinary medicine)</li> <li>• Demonstrable experience of applied animal production / welfare science working with or in the food and farming sectors</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of / interest in the role of livestock production and consumption in the environmental and health challenges facing sustainable global food production</li> </ul>
<b>Other Skills &amp; Abilities</b>	
<ul style="list-style-type: none"> <li>• Excellent written, verbal and presentation communication skills adapted for diverse audiences.</li> <li>• Ability to engage, inspire and influence both internal and external stakeholders</li> <li>• Output driven with a desire to embed knowledge into the organisation and our corporate partners</li> <li>• Effective people management, empowering to bring the best out of a</li> </ul>	<ul style="list-style-type: none"> <li>• Working knowledge of other European languages</li> <li>• Understanding of assurance scheme standards, and implementing welfare outcome measures</li> <li>• Established academic / research /</li> </ul>

largely remote technical team <ul style="list-style-type: none"> <li>• Effective planning and time management to deliver projects within deadline</li> <li>• Able to manage budgets</li> <li>• Strong proof reading / attention to detail and accuracy</li> <li>• Proven IT computer skills including Microsoft Office applications, research search engines, packages and referencing, with a working knowledge of research / data collection apps and creative presentation tools</li> </ul>	industry network <ul style="list-style-type: none"> <li>• Experience of CRM systems, preferably Salesforce</li> <li>• Experience of commissioning contracts for services</li> </ul>
<b>Personal Qualities</b>	
<ul style="list-style-type: none"> <li>• Sensitivity to diverse global social and cultural issues</li> <li>• Dynamic team player embracing integrated working and inclusion, and also capable of working on own initiative</li> <li>• Approachable and adaptable with a positive disposition</li> <li>• Trustworthy and professional</li> <li>• Confident and assertive, capable of delivering clear messages under pressure in external meetings</li> <li>• Demonstrates initiative, innovation and creativity</li> <li>• Able to travel extensively when required</li> </ul>	
<b>Other</b>	
<ul style="list-style-type: none"> <li>• Sympathetic to the goals of Compassion in World Farming</li> <li>• Compassionate to people and animals</li> </ul>	<ul style="list-style-type: none"> <li>• Prepared to assist with other projects and organisational activities</li> </ul>

## Part 2: DUTIES AND KEY RESPONSIBILITIES

### 5. PRIMARY RESPONSIBILITIES

Essential duties and responsibilities include the following: Other duties may be assigned.

#### Develop and deliver the next 5 year Food Business research strategy

- To update and evolve the Food Business research strategy with the Director of Food Business, in line with the organisational strategic direction and objectives
- To place farm animal welfare and the mission to end factory farming at the centre of the strategy, embracing the need for radical systemic change of our global food system and the need for meaningful and measurable reduction in the production and consumption of meat, dairy, fish and eggs
- To identify gaps in knowledge and keep abreast of relevant emerging issues, technologies and innovations
- To plan, coordinate and manage the implementation of the strategy, delivering relevant outputs to time and in budget, so that knowledge becomes embedded into the organisation and programme
- To assist with the development of the inter-departmental organisational research strategy and structure

#### Maintain and produce Food Business resources

- Coordinate the suite of species-specific and animal welfare relevant resources on our website
- Interconnect with the resources on other key topics such as the environmental and health impacts of factory farming and the move towards regenerative agriculture
- Update and produce new high quality public facing resources that lend credibility to the Food Business programme and enhance our knowledge transfer
- Produce a variety of materials, including information sheets, guidance booklets, roadmaps for change, infographics, power points, training videos, case studies to advance knowledge

- Manage the resource portfolio in conjunction with other researchers across the organisation to avoid duplication of effort and ensure efficient working
- Manage relevant 'Contract for Services' with external consultants / contractors

### **Coordinate the Good Farm Animal Welfare Awards**

- Update application forms annually and coordinate application process with Food Business Managers
- Responsible for the sign-off of all species-specific awards
- Calculate and control the animal impact records
- Ensure guidance notes and 'science behind the criteria' presentations are up to date for each award cycle

### **Conduct the animal impact monitoring and reporting**

- Calculate and record animal impact from all awards, projects and commitments.
- Liaise with Food Business Managers re impact and recording on Salesforce
- Conduct the annual Salesforce audit
- Introduce new data, such as market shift and fish impact
- Design engaging dashboards of the programmatic KPI's
- Report quarterly and annual KPI's into the business

### **Provide technical support to Food Business activities and external stakeholders**

- Assist when needed in discussions with food companies in support of the Food Business Managers to secure animal welfare commitments, compliance and implementation
- Provide technical support for Compassion's supermarket survey and Business Benchmark for Animal Welfare (BBFAW) when needed
- To support Food Business communications (including trade press, opinions, web copy, case studies, supporter comms) in collaboration with the Senior Mar/comms Manager

### **Build technical capacity internally and with corporate partners**

- Conduct bite sized training sessions for the internal team in relevant topics
- Record training sessions to build a bank of materials suitable for the internal 'Moodle' and use with external partners
- Contribute to the lunch time research talks with internal and external speakers
- When able, arrange relevant farm visits to increase the knowledge and practical application of our work to raise farm animal welfare standards across whole supply chains
- Conduct animal welfare training to our corporate partners in support of Food Business Managers engagement when required

### **Coordinate the Global Food Business technical activity**

- Ensure integrated working across the Global Food Business technical team, through regular meetings and good communication, to ensure no duplication of effort, efficient delivery of outputs, and globally relevance
- Coordinate across the organisation through the established Technical Working Group to ensure alignment of positioning
- Establish a Global research network to tap into the latest information and innovation
- Manage the designated EU research budget expenditure (includes money for external reports, contract for services, production of materials)

### **Represent Compassion in a variety of external fora**

- To be an authoritative voice on farm animal welfare in external meetings, conferences, and media communications
- To attend relevant conferences and secure speaking slots to advance the integration of science with commercial progress
- To share the work on relevant advisory boards, external working groups and industry consultations with technical staff across the organisation
- To engage with wide range of industry bodies, assurance schemes, and others, where appropriate

## **6. CIWF Values**

### **Core Values**

Treats people with dignity & respect

Maintains high ethical standards and works with integrity

Demonstrates commitment to Compassion in World Farming International's mission and goals.

### **Core Competencies**

Excellent communication skills (oral and written) capable of making a credible and inspirational case for change to multi-stakeholders – level 3

Collaborative and inclusive, ensuring integrated working across teams and departments – level 3

Output driven, producing high quality up to date resources, embedding learning into the organisation and our external partners – level 3

### **Functional Competencies**

Apply technical expertise – level 3

Persuade and influence – level 3

Develop strategies and concepts – level 3

Develop active networks – level 3

Plan and organise for maximum delivery – level 3

## **7. ADDITIONAL TASKS**

To assist with other departmental duties where necessary, as listed below:

- As part of your employment you may be required to travel anywhere within the world in order to carry out the duties of your employment
- 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
- Take due and reasonable care of oneself and others in respect of Health & Safety at Work
- Act in accordance with the principles of Compassion in World Farming's Ethical Policy
- 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.
- The job description is not exhaustive and you may be asked to carry out additional tasks which are appropriate to your job role, as required by your line manager.