

Job Title:	US Director
Job Type:	Full-time; Permanent; Exempt
Location:	USA – East Coast very much preferred
Line Manager:	Global Chief Operating Officer
Salary:	\$100,000 - \$110,000 dependent on experience
Closing Date:	May 7, 2021

Compassion in World Farming International was founded in 1967 in England by Peter Roberts, a British farmer who became horrified by the development of intensive factory farming. Building upon the organization’s storied legacy in the UK, Compassion in World Farming USA was launched in 2012 to bring much needed change to the epicenter of modern industrial agriculture. We are a team of strategic bridge builders working to reverse the interconnected and devastating consequences of factory farming, harnessing our technical expertise and the power of partnership to bring together an inclusive coalition of advocates, consumers, farmers, companies, and institutions. From corporate boardrooms to the halls of government to news feeds, we work tirelessly on the ground to establish an innovative and resilient food system that is compassionate, fair, and regenerative for our planet and all its inhabitants.

The purpose of this role is to build on our strong track record and leadership role in the US where we drive significant change through our engagement with food companies and the food industry as a whole.

This role will also aim to establish our influence with public policy makers on a regional and national level through lobbying, the use of media campaigns (both traditional and new), and public pressure campaigns that mobilize our supporters to take action that directly leads to legislative breakthroughs for animals.

You will bring dynamic and outward-looking leadership to the US team. You will be an ambitious advocate for change, experienced in public mobilization, campaigns, and outreach with a strong desire to change the world for animals, people, and planet.

You will have responsibility for driving forward our global mission in the US, developing and adapting our global programs for the US, as well as identifying US specific opportunities to impact change.

You will both deliver direct activities and develop the US team to achieve these goals, and work in partnership across Compassion to support all colleagues.

Primary Responsibilities and Duties

- Lead on US regional strategy planning and implementation of programs.
- Develop Compassion as a recognized leader within the US farm animal movement.
- Ensure the efficient running of CIWF’s US branch.
- Contribute to global strategy and planning via the extended Global Leadership Team (GLT).
- Support fundraising from US donors, as guided by the Global Director of Fundraising and their US team.

Position Requirements

- Director-level recognized leader in the field.
- Strong programmatic leader, able to galvanize and motivate a team and create big impact on modest budgets.
- Excellent communicator.
- Good IT skills including Microsoft Office applications and Internet.
- Ability to engage with a variety of major donors and potential supporters.
- Desire to change the world and strong affinity with animal welfare and related environmental matters.
- Clear strategic vision and ability to communicate it in a way that inspires and motivates.
- Entrepreneurial spirit and focused work ethic.
- Excellent communication skills in English – written, oral, and presentation.
- Ability to communicate effectively at all levels.
- Budget management skills, with good understanding of financial reporting.
- Ability to identify needs of others and use effective approaches to persuade them.
- Ability to ensure the team adapts to the different needs of the organization and its other stakeholders.
- Ability to make timely decisions.
- Encouraging and supportive of others to ensure their contributions are recognized and used.
- Ability to delegate effectively while encouraging people to take responsibility.
- Sensitivity to social and cultural issues.
- A friendly, professional disposition and ability to remain calm and polite under pressure.
- Reliable to colleagues and external stakeholders.

Benefits Package

Compassion in World Farming provides one of the strongest benefits packages in the animal protection movement, which includes:

- A comprehensive, nationwide health insurance plan that covers individuals, spouses, and families.
- 25 vacation days annually (plus eight federal holidays and two additional floating holidays).
- Four weeks of sick leave.
- Paid parental leave, comprised of 12 weeks paid and an additional 12 weeks unpaid.
- A 403b retirement plan with a 2% employer base contribution.
- A remote work environment with flexible schedules.
- A welcoming and collaborative culture in a global organization spanning nine countries.

To apply for the post, please send a cover letter stating the skills and approach that you would bring to this specific post along with your resume/CV in strict confidence by email to Kathryn Flanagan, Global Chief Operating Officer, at us.jobs@ciwf.org

Documents must be submitted in English. No documents other than those requested will be accepted at this stage. CVs with photos will not be accepted in any case.

Compassion in World Farming is an equal opportunity employer, and supports the facilitation of diversity, representation, and inclusivity within the animal protection movement. Compassion does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring, and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, volunteers, subcontractors, vendors, and clients. Applications from members of underrepresented groups are encouraged.