

<b>Post Holder:</b>	Vacant
<b>Job Title:</b>	Director of Research
<b>Department:</b>	Research
<b>Reviewing Manager:</b>	Chief Executive Officer

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These notes provide information on the appointment of the Director of Research to Compassion in World Farming. Details of how to apply can be found on page 8. Please note applications must be received at [ciwfd@macaulaysearch.com](mailto:ciwfd@macaulaysearch.com) by Tuesday 23rd August.

### **Introduction**

Compassion in World Farming is a campaigning and lobbying animal welfare organisation, with headquarters in the UK and representation in Europe, China, USA and South Africa. It is the leading authority on farm animal welfare and its mission is to end factory farming and advance the wellbeing of farm animals worldwide. It does this by campaigning and lobbying throughout the UK and worldwide to end cruel factory farming practices, the long distance transport of animals and inhumane slaughter. Most excitingly we are now successfully engaged with food industry companies internationally.

The organisation's reputation is grounded on the quality and robustness of its research and this allows it to be highly influential. Its successes include:

- Political lobbying and campaigning which has resulted in the EU recognising animals as sentient beings, capable of feeling pain and suffering and landmark agreements to outlaw the barren battery cage for egg-laying hens, narrow veal crates and sow stalls across Europe
- Award winning undercover investigations which have exposed the reality of modern intensive farming systems and brought the plight of farm animals to the attention of the world's media
- Compassion in World Farming's Food Business Team developing relationships with some of the world's biggest food companies - retailers, producers and manufacturers. The companies are a key part of the drive towards a more ethical and sustainable food supply. The policies of the winners of the Good Farm Animal Welfare awards are estimated to benefit 200 million animals across Europe.

Above all it has succeeded in bringing cruelty in farming practices to the attention of the wider public and making it a mainstream issue.

Over the last five years, under the leadership of the Chief Executive, Philip Lymbery, the organisation's income has doubled to £4.98m. At the same time the planning, processes and systems have been matured in an effort to make the organisation more professional without losing its agility and entrepreneurial spirit.

The Director of Research will report to the Chief Executive, serve on the Senior Management Team and play a pivotal role in shaping the direction of the organisation. The post holder will manage a team of four and be responsible for ensuring the quality and robustness of the organisation's research on which its reputation and influence is based. The post holder will drive a step change in CIWFs research output and

make it more integrated with the wider programmes of the organisation. They will also seek to make the research output more outward facing and tailored to external audiences.

To this end, CIWF is seeking a leader with a track record in developing and delivering integrated research programmes, the ability to secure funds and considerable experience of commissioning research of the highest quality. You will enjoy working in a dynamic and entrepreneurial organisation and have the leadership ability to inspire a small team of intelligent and passionate individuals.

**Food Business**



### **Part 1: JOB PROFILE**

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

The purpose of this role is to help end factory farming. This role will contribute by:

- Driving Compassion's research strategy worldwide
- Ensuring the integrity of Compassions programmes and messages through excellent research activities
- Developing an externally respected research function

#### **2. POSITION IN ORGANISATION**

- Reports to the Chief Executive Officer
- Direct reports include Research Managers and Information Officer
- Supervises, directly or indirectly, all members of the Research Department in the UK office
- Works closely with the Heads of Country in CIWF's international offices
- Works closely with the Director of Food Business with regards to Food Business Research
- Works closely with all members of the Senior Management Team (SMT)
- Develops effective working relationships with Trustees

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

- To develop visionary plans and opportunities for Compassion's research worldwide
- To ensure the development of fully integrated research strategies to achieve the organisation's animal welfare goals worldwide
- To direct the Research department in support of all aspects of our strategic animal welfare programme plans
- To represent the organisation in strategic and high level research forums as appropriate
- To direct the development and administration of the departmental budget

#### **4. DIMENSIONS & LIMITS OF AUTHORITY**

- Global authority for research (including all scientific/industry research, provision of FAW information, education programmes and supporting materials, excluding food business research)
- Authority for research budget
- May authorise expenditure within budget

**5. PERSON SPECIFICATION**

ESSENTIAL	DESIRABLE
<b>Proven Ability, Qualifications &amp; Training</b>	
<ul style="list-style-type: none"> <li>• Practical experience of working in a senior level research role in the Not for Profit or commercial sector (preferably but not necessarily in an animal welfare related arena)</li> <li>• Educated at least to MSc level (preferably PhD) in animal welfare or related science and/or broader sustainability issues</li> <li>• Proven ability for developing and delivering integrated research strategies, programmes and deliverables</li> <li>• Proven record of securing external research funds</li> <li>• Proven ability as a dynamic, responsive business partner, integrating research within an organisation</li> <li>• Proven ability to lead and co-ordinate a team</li> <li>• Proven project management skills</li> </ul>	<ul style="list-style-type: none"> <li>• Good IT skills including Microsoft Office applications and Internet</li> <li>• Established peer-reviewed publication record</li> </ul>

Skills, Knowledge & Attributes	
<ul style="list-style-type: none"> <li>• Develops a clear strategic vision, and communicates it in a way that inspires and motivates people across the organisation to take action towards achieving Compassions' goals</li> <li>• Encourages learning, and drives for continuous improvement</li> <li>• Encourages an environment where cross functional planning/virtual teams enhance the overall success of the organizational goals</li> <li>• Persuades large, critical or high level groups, both internally and externally to make key decisions by using a range of information and persuasive techniques</li> <li>• Ability to communicate effectively internally at all levels e.g. with CEO and colleagues at all levels</li> <li>• Encourages a culture of seizing opportunities as they arise to influence 'in the moment' as well as part of a long-term strategy</li> <li>• Builds a strong and committed team in support of the wider organisation's strategy and priorities</li> <li>• Makes timely decisions which impact the whole organisation</li> <li>• Encourages and supports others to ensure their contributions are recognised and used. Delegates effectively, encouraging people to take responsibility</li> </ul>	<ul style="list-style-type: none"> <li>• Makes timely decisions which impact the whole organisation</li> <li>• Develops effective plans for their area of responsibility in support of the organisation's strategy and objectives. Ensures appropriate use of resources</li> <li>• Overcomes challenges to ensure that plans are delivered. Holds people accountable for delivery</li> <li>• Acts as a role model across the organisation for delivering against commitments and plans. Shows a sense of urgency in their work</li> <li>• Ensures their team's objectives are supportive of the wider organisation's strategy and priorities</li> <li>• Identifies the needs of others; uses effective approaches and styles to persuade them to agree to a proposal / Uses information effectively to present a persuasive case</li> <li>• Ensure the team adapts to the different needs of the organisation and its other stakeholders</li> <li>• Encourages the organisation to be sensitive to the diversity of its stakeholders</li> <li>• Encourage a culture of acting with integrity and in a principled manner</li> </ul>

**Part 2: DUTIES AND KEY RESPONSIBILITIES**

**6. PRIMARY RESPONSIBILITIES**

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

**Developing visionary plans and opportunities for CIWF's research department**

- To develop visionary plans for CIWF's research worldwide in order to achieve agreed animal welfare objectives
- To develop CIWF's research department as a centre of excellence which is highly respected externally and referred to by all CIWF operations and other animal welfare, regulatory and intergovernmental organisations worldwide.
- To direct the Research Department to ensure the effective coordination of research and provision of information worldwide, including strong liaison with Food Business to maximise any synergy between research activities.
- To review and report regularly on performance of research across all geographic areas targeted, ensuring all research output is targeted to the appropriate audiences and appropriate opportunities to extend its reach are maximised.

**Ensuring the development of fully integrated research and educational strategies to support the achievement of the organisation's animal welfare goals worldwide**

- To lead the development of CIWF's strategic animal welfare research and education programme plans
- To ensure that all relevant organisational disciplines (e.g. researching, campaigning, fundraising) are fully integrated into CIWF's programme strategies
- To ensure that CIWF's research strategies include clear evaluation criteria
- To report on the outcomes of CIWF's animal welfare research programmes against agreed measurable criteria

**To direct the Research Department to implement the strategic animal welfare programme plans developed**

- To direct the team to achieve agreed animal welfare objectives.
- To ensure that the research team are engaged as dynamic business partners across the organisation and are particularly co-ordinated with the Campaigns team to maximise impact of animal welfare programmes.
- To be responsible for the information content of the organisation's international website.

- To oversee the management of documents and information – ensuring it is disseminated to staff
- To evolve the use of the CRM database management system by the team
- To ensure ongoing development and maintenance of the Compassion Image and Library physical library of information

### **Directing the development and administration of the departmental budget**

- To direct and have overall responsibility for the budget of the Research Department.

### **Representing the organisation in the media and strategic and high level forums as appropriate**

- To represent CIWF in the media as appropriate.
- To represent CIWF at strategic and high level forums as appropriate, at which every opportunity should be taken to put forward CIWF's views and policies.
- To represent the organisation in such environments that are likely to provide opportunities to develop strategic alliances with a view to furthering CIWF's animal welfare goals.

### **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

### **Terms and Conditions**

The role will be based in the Compassion in World Farming Head Office at River Court, Mill Lane, Godalming, Surrey, GU7 1EZ.

The role is permanent.

The package will be £50,000 – £55,000 dependent on qualifications and experience and will include pension contribution and private healthcare.

### **How to Apply**

Applications should be sent by email to Sam Stephens at [ciwfd@macaulaysearch.com](mailto:ciwfd@macaulaysearch.com)

The closing date for applications is Tuesday 23<sup>rd</sup> August.

Your application should comprise:

- a full CV, including educational and professional qualifications, a full employment history showing the more significant positions, responsibilities held, relevant achievements and latest remuneration including any benefits;
- a covering note of not more than 1.5 pages summarising your proven ability related to the person and post specifications;
- daytime, evening and/or mobile telephone numbers (to be used with discretion);

Please also note in your covering letter where you saw the advertisement and your availability for the interview dates (see below).

### **Process**

Macaulay Search has been engaged as the employment agency advisor on this appointment. A selection of candidates will be invited to a first round of interviews on Monday 12<sup>th</sup> September. A second round of interviews is planned for Friday 16<sup>th</sup> September.