



Universities Federation for Animal Welfare
Science in the Service of Animal Welfare



Assistant Scientific Director Universities Federation for Animal Welfare and Humane Slaughter Association

Welcome, thank you for your interest in the role of Assistant Scientific Director at the Universities Federation for Animal Welfare (UFAW) and the Humane Slaughter Association (HSA).

This role is an excellent opportunity for a scientist or veterinarian with a keen interest in animal welfare, and especially the application of science to animal welfare issues, to join two charities which place a strong emphasis on evidence-based, scientific approaches to animal welfare. The ideal candidate will have a veterinary and/or scientific background, with extensive knowledge of animal welfare science and significant experience of scientific research in animal welfare or a related field.

The charities are looking to grow their influence and to focus on rigorous evidence-based approaches to animal welfare. We also want to make sure that the science we support and other rigorous evidence which could benefit animal welfare is disseminated to those in a position to use it for the benefit of animal welfare. The Assistant Scientific Director will play a pivotal role in all of these activities.

The successful candidate will have an opportunity to apply their skills and knowledge to a broad range of issues in animal welfare at two charities which make a real difference to the lives of millions of animals. The postholder will also play a major role in the strategic development and promotion of the two charities and will have an opportunity to gain expertise in the NGO sector whilst maintaining strong links with the academic community.

You can find out more about the role and the two charities in the rest of this document. If you wish to know more, or intend to apply for this position I would encourage you to contact me to arrange an informal discussion at golledge@ufaw.org.uk

Yours sincerely,

Huw Golledge
Chief Executive Officer and Scientific Director

Introduction to UFAW and the HSA

- UFAW and the HSA are sister charities which share a Senior Management Team, Council (board of trustees) and certain other key members of staff. They operate from the same building in Wheathampstead, Hertfordshire, UK.
- Both charities support scientific research, education and other activities and it will be the role of the Assistant Scientific Director, working alongside the charities' scientific and technical staff, to support these activities.



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UFAW – Science in the Service of Animal Welfare

The Universities Federation for Animal Welfare (UFAW) is a charity that works with the animal welfare science community worldwide to develop and promote improvements in the welfare of farm, companion, laboratory, captive wild animals and those with which we interact in the wild, through scientific and educational activity.

UFAW

- Promotes and supports developments in the science and technology that underpin advances in animal welfare.
- Promotes education in animal care and welfare.
- Provides information, organises symposia, conferences and meetings, publishes books, videos, technical reports and the international quarterly scientific journal *Animal Welfare*.
- Provides expert advice to governments and other organisations and helps to draft and amend laws and guidelines.
- Enlists the energies of animal keepers, scientists, veterinarians, lawyers and others who care about animals.
- UFAW is an independent organisation and throughout its history its work has primarily been funded by donations, subscriptions and legacies.

Humane Slaughter Association

– Caring Beyond the Farm Gate



The Humane Slaughter Association works to improve the welfare of food animals during transport, marketing, slaughter, and killing for disease control and welfare reasons. It works through research, education, training and technical advances to improve standards and bring practical and lasting improvements to the welfare of food animals around the world.

The HSA has gained an international reputation for being a knowledgeable and practical organisation, with a sound understanding of livestock and livestock handling. The HSA is respected for its focus on science-based solutions and the support it has given to scientific and technical development in its field.

Over the last 100 years, the HSA's work has resulted in many significant improvements for food animals around the world and many of the reforms it has promoted are now taken for granted. Significant improvements continue to be achieved through working constructively alongside agricultural, meat industry, veterinary and other welfare and professional organisations.

The HSA provides:

- Up-to-date technical information and advice on all aspects of animal handling, transport, slaughter and killing.
- Training in humane methods of handling and slaughter of livestock for farmers, vets, abattoir staff, students and others, such as the military and emergency services.
- Technical and educational publications in a range of formats.
- Independent advice to governments, other welfare organisations and the food industry.
- Visits to markets and slaughterhouses recommending and advising on improvements where necessary.
- Funding for essential research and other projects through grants and awards.
- Development and application of scientific advances into the working practices of the meat industry.

Assistant Scientific Director – UFAW / HSA

Job Purpose:

- Alongside the Chief Executive Officer (CEO) to direct the scientific activities of both charities.
- To manage both charities' externally funded research programmes.
- To play a leading role in the charities' internal research programmes.
- To assist the CEO and Senior Management Team in managing and setting the strategic direction of both charities as a member of their Senior Management Team.
- To assist the CEO and the editorial staff in editing UFAW's scientific journal *Animal Welfare* by reviewing submissions and making editorial decisions as well as liaising with section editors, authors and peer-reviewers.
- To promote the scientific activities of the two charities and to act as a spokesperson where appropriate.
- To facilitate collaboration and communication between the two charities.
- The role will be based at the charities' offices in Wheathampstead, Hertfordshire, UK. The successful candidate will be employed by UFAW, but will work for both charities and the HSA will contribute a proportion of the salary to reflect this.

Reports to: Chief Executive Officer (CEO).

Eligibility: Candidates should have the legal right to live and work in the UK. Evidence of this right will be required before an appointment is made.

Job Description

Alongside the CEO, manage the charities' scientific programmes including grant funding, scientific meetings, educational activities and internal research programmes.

- Manage grant funding programmes, develop new grant funding programmes, secure new funding for research programmes from donors and philanthropic funds etc.
- Identify areas where the charities' research funding will have maximum impact.
- Liaise with/report to the charities' Council (trustees) about the scientific activities of the charities.
- Work with the scientific staff of both charities to set policy regarding key animal welfare issues and to identify priority areas.
- Contribute to the scientific outputs of the charities by carrying out research such as systematic reviews, meta-analyses etc.

Alongside the CEO (and the Technical Director in the case of the HSA), set and promote the animal welfare policies of the two organisations.

- Carefully review the evidence regarding key animal welfare issues and set the charities' policies accordingly.
- Use influencing skills to promote the charities' policies in a way which will effect meaningful change.

Assist the CEO and the editorial staff to edit UFAW's journal *Animal Welfare*, and assist the Editor-in-Chief, Section Editors and editorial staff in its management. Act as joint series editor of the UFAW/Wiley-Blackwell Animal Welfare series of books.

- Act as the final editorial decision maker on papers submitted to the journal.
- Liaise with authors and section editors on submissions to the journal.
- Alongside the CEO and our publishers (Wiley-Blackwell), commission and edit books in the UFAW-Wiley Animal Welfare Book Series.

As a member of both charities' Senior Management Teams, contribute to the efficient running and scientific direction of both organisations.

- Ensure effective collaboration with both charities.
- Contribute to management decisions regarding the internal and external activities of both charities.
- Assist with the setting of budgets and strategic objectives.

Promote the work of both organisations to their key stakeholders and to the public at large.

- Promote the charities at scientific meetings and other events.
- In collaboration with the charities' Fundraising and Communications Manager, devise strategies to promote the work of the charities to potential donors and supporters.
- Contribute to the production of supporter engagement material (Newsletters, Annual Reports, blogs, social media postings etc).
- Respond to media enquiries and, where appropriate, act as a spokesperson for the charities.
- Work alongside other staff to organise scientific meetings, symposia and other events.

Person Specification

- The role could suit an early postdoctoral scientist or someone with significantly more experience. Remuneration will reflect the level of experience and qualifications of the successful candidate. The candidate should share the ethos of both charities and be comfortable participating in our activities, including visiting and engaging with staff at abattoirs, farms and research facilities and other facilities which house or work with captive animals.

Essential

- Extensive knowledge and understanding of animal welfare science.
- A degree in the life sciences or veterinary medicine.
- A Doctoral degree (PhD, DPhil etc) or, in exceptional cases, equivalent experience of scientific research in an area of animal welfare, animal science, veterinary medicine etc.
- Experience of scientific research at the postdoctoral level.
- Experience of academic publishing (through writing and publishing research papers and/or as an editor or reviewer).
- Willingness to travel to meetings, conferences and other events – this may include significant periods of overseas travel.
- Confident public speaker, comfortable communicating with both expert and lay audiences.
- Excellent written communicator able to write for both technical and lay audiences.
- Ability to commute to the charities' offices.
- Current UK driving licence.

Desirable

- A veterinary qualification/MRCVS.
- Diplomate of the European College of Animal Welfare and Behavioural Medicine.
- Experience in the welfare of farmed/livestock animals.
- Experience of the research grant application process (as an applicant, reviewer and/or through managing grants at a grant-making, or receiving, organisation).
- Expertise in systematic review and/or meta-analysis.
- Expertise in the use of social media for scientific purposes.
- Experience/knowledge of charity fundraising and/or crowdfunding.
- Knowledge of a European language or Chinese.
- Experience of editing scientific publications (books, journal articles etc).
- Experience of organising scientific meetings.
- Experience of serving on committees, working groups etc.
- Experience of working with a board.
- Experience of managing people and teams.
- Experience of managing budgets (eg research budgets).
- Comfortable working with a small, multi-disciplinary team.

Salary and Benefits

Salary will be on the on the UCEA pay scale (range: £41,526 to £57,418), plus £2,177 London weighting, depending on qualifications and experience.

UFAW operates a pension scheme which includes an employer's contribution of 8% of gross salary.

We operate a dog-friendly office.

The charities are Equal Opportunity employers.

How to Apply

Please submit an academic CV, including a full list of publications and the details of two referees who we may approach for a reference, alongside a letter detailing how you meet the person specification and why you are keen to work for the charities. Applications should be submitted to:

moorman@ufaw.org.uk . Please also specify your current remuneration details and notice period.

We would be grateful if you would also complete a diversity monitoring form – this will be sent to you once we receive your application and can be returned anonymously.

Candidates must have the legal right to reside and work in the UK.

Closing Date for applications – Wednesday 25th March 2020.

Shortlisted candidates will be invited to interview at the UFAW offices on Wednesday 15th April 2020.

Please let us know if you require any special arrangements should you be invited to interview.

For any further information please contact moorman@ufaw.org.uk, or call 01582 831 818