

# HSA Technical Lead



We are seeking a collaborative and purpose-driven leader with a strong commitment to the welfare of livestock animals to lead and coordinate our technical operations and service delivery.

The ideal candidate will be highly organised, people-focused, able to inspire, manage and develop teams while delivering high-quality training, education, and advice services.

The Technical Lead will manage the Humane Slaughter Association's (HSA) operational and practical work to promote humane slaughter and transport of livestock (including farmed and wild-caught aquatic species) worldwide. They will lead a small team who undertake the operational work in the field, promoting humane methods for the transport and slaughter of animals killed for food and other products.

The successful candidate will join at an exciting period of growth and reorganisation for the HSA as we introduce online learning, grow and broaden our training and advice services and become an increasingly strong voice for practical improvements to the welfare of animals at slaughter. This is an ideal role for someone who is passionate about making real-world improvements to animal welfare using their technical knowledge and organisational skills.



## Humane Slaughter Association

The Humane Slaughter Association is a unique charity which promotes the welfare of farmed animals 'Beyond the Farm Gate'; at markets, during transport, at slaughter, and when animals must be killed in emergencies.

Our vision: **A world where all farmed animals are transported and killed humanely.**

Our mission: **To advance and promote the use of humane methods for the slaughter, transport and killing of farmed animals through research and education.**

We do this by offering practical advice, training, and education to all those involved in transport, slaughter, or emergency killing of livestock animals, by funding scientific research to develop more humane approaches and advocating for evidenced-based change. Although we are based in the UK, the charity works worldwide to maximise animal welfare.

Learn more about our work here: [www.hsa.org.uk/about/about](http://www.hsa.org.uk/about/about)

Our staff: [www.hsa.org.uk/about/hsa-staff](http://www.hsa.org.uk/about/hsa-staff)

## Technical/Animal Welfare Expertise

The ideal candidate will bring practical expertise and a strong understanding of the welfare of food animals “beyond the farm gate”: during transport, slaughter, emergency killing and at market. This expertise will be applied to our core activities which include assessing welfare in slaughterhouses, during transport and in markets. They will also play a key role in the development and delivery of training (both in person and online) to those involved in transport and killing of food animals.

## Welfare Assessments and Technical Advice

The HSA provides expert animal welfare assessments and technical advice on welfare improvements to abattoirs, markets, animal transporters etc. Working closely with the technical staff, the Technical Lead (TL) will coordinate this work and ensure our services meet the needs of our members and clients.

To support our technical advice service, the TL will ensure our knowledge base is up to date by staying abreast of scientific, technical and legislative changes.

## Education and Training

The HSA has an extensive programme of education and training to promote the humane treatment of livestock beyond the farm gate globally. We also produce a range of guidance materials and practical training for those involved in the livestock industry and others who may have to be involved in killing of animals, such as veterinary surgeons, police officers, wildlife rangers etc.

The TL will lead this work and help us expand and promote our education and training activities as well as ensuring our educational material is accurate, practical and up to date.

# Job Description continued

As the HSA expands into online education and training, the TL will work collaboratively with colleagues to develop and launch the Charity's online courses. The TL will also support the technical staff as they develop their skills in online training and course development.

## Planning and Management

The successful candidate will play a pivotal role in the planning and management of the HSA's workload. Working closely with the Senior Management Team (CEO, COO, Research Director, and Charity Secretary), they will plan the HSA's work ensuring alignment with the organisation's strategy and ambitions. The successful candidate will contribute to setting and monitoring the HSA's annual budgets and in monitoring operational and financial key performance indicators (KPIs).

The TL will co-ordinate the practical and educational work of the HSA by line managing the three HSA Technical Officers and working closely with the wider HSA team, including the Research and Technical Directors. As such, alongside a strong technical knowledge, demonstrable organisational skills including team management and workload planning, will be essential.

## Service Development and Continuous Improvement

The Technical Lead (TL) will be responsible for improving our current services as well as identifying opportunities for new services. They will design services that further the HSA's mission as well as the needs of members and the sector in general. This includes defining service scope, coordinating resources, and coordination from concept to launch. The TL will lead the implementation, collaborating with colleagues to ensure successful delivery.

The TL will be responsible for driving continuous improvement of our existing services by monitoring performance, gathering feedback, and identifying opportunities for optimisation in terms of impact and efficiency.

## **Compliance and Safety**

The TL will work collaboratively with colleagues to ensure the HSA is compliant with all relevant legislation and to identify key risks and mitigations.

## **Projects and Research**

The HSA is often approached to work on projects and research. The TL will coordinate the resources required to deliver on the HSAs projects and research interests. This includes planning the work, assigning resources, and monitoring progress and budgets.

## **Grants and Funding**

The TL will work collaboratively with the HSA Research Director and other colleagues to ensure applications for HSA research grants are assessed in a timely manner, using their technical expertise to evaluate the feasibility and animal welfare benefits of funding applications.

## Essential Criteria

- Expertise in animal welfare in the livestock or related sectors, ideally including welfare of food animals at slaughter and/or during transport
- An understanding of animal welfare at slaughter
- Experience of line management and/or team leadership
- Experience of designing new services and delivery, monitoring and improvement
- Knowledge of data protection, and health, safety and risk management
- Experience of budget management, planning and monitoring
- Well-developed organisational, time management, and delegation skills
- Experience of process and procedure implementation, monitoring and improvement
- Ability to critically evaluate scientific research and integrate findings into HSA operations and services
- Strong written and oral communication skills
- Willingness to travel in the UK, and internationally

## Desirable

- A degree in agriculture, life science, veterinary medicine (or a related field) and/or equivalent professional experience
- A postgraduate qualification, ideally in animal welfare or a related area
- Expertise in animal welfare at slaughter and/or during transport (this expertise could have been gained through working with the livestock industry or as an educator, veterinarian, animal welfare researcher, regulator, or policymaker)
- Experience of managing training and advice services
- Experience of developing or implementing welfare assessment or animal welfare assurance schemes
- An understanding of online training and eLearning, ideally with experience of developing and/or delivering such training, would be advantageous
- Experience of developing and implementing pricing strategies for services.

## Personal Qualities

First and foremost, candidates must be comfortable with the Charity's approach to animal welfare which includes cooperation with the livestock and slaughter industries. Whilst the HSA wishes to ensure the highest standards of welfare for animals farmed for food or other products, it does not oppose the slaughter of animals per se.

Candidates must be comfortable working within the livestock industry whilst striving to ensure the humane treatment of animals undergoing transport or slaughter. Many of the issues raised by humane slaughter are culturally and politically sensitive. The ideal candidate will be persuasive, diplomatic, and sensitive to the beliefs and opinions of others whilst maintaining and advocating for the HSA's fundamental position that animal welfare is paramount at the time of killing.

The ideal candidate will enjoy working as part of a small remote working team and be able to delegate effectively to get the best from their colleagues.

The organisation is small, and our work is often fast-paced; as such we are looking for a highly adaptable and flexible person with excellent multi-tasking, delegation, communication and time-management skills.

The HSA collaborates widely with industry, government, academia, other NGOs and the public. The ideal candidate should be comfortable working and collaborating with all our stakeholders, from those on the 'shop floor' to the most senior levels.

The job requires significant travel within the UK and may also involve a number of international trips each year.

## Benefits

**Salary:** £47,389 to £58,225

**Contract Type:** Permanent, subject to a satisfactory probationary period.

**Hours:** 35 per week (other working patterns considered for the right candidate).

**Location:** Remote with work-related travel including travel outside the UK.

In addition, benefits include:

- Annual salary increments based on the Universities and Colleges Employers Association pay scale\*
- 25 days annual leave increasing to 30 days after ten years of service\*\*
- Flexible working, including opportunities to work from home
- Day one employer pension contributions of 8% of salary, into our pension scheme
- Access to AonProtect Assistance which includes access to counselling services, legal, tax, medical, and bereavement advice
- Access to Mental Health First Aiders with two wellbeing days per year to rest, recharge, and focus on mental, emotional, or physical health - without using annual leave
- Optional childcare salary sacrifice scheme
- Generous sick pay policy
- Training and development opportunities

\*Subject to satisfactory performance

\*\*Pro-rata for part-time employees.

## Eligibility

- Candidates must be legally entitled to work and reside in the UK and must reside in the UK during their employment with the HSA (note, the HSA cannot sponsor VISA applications)
- Candidates must hold a valid UK driving licence
- Please note, that if you wish to work from home, we require a reliable internet connection with a minimum 10Mb/s broadband

**Applications will close at 23:30 GMT on Sunday 8 February 2026.**

Please submit your CV and a covering letter (maximum 2 sides of A4), via the CharityJob website, describing how you meet the person specification and explaining your motivation for wanting to work with us.

Please include the names of two referees who we may contact, if you are shortlisted, and specify your current remuneration details and notice period.

Please apply via the CharityJob website where you can submit an anonymised application. Anonymous application enables us to screen applications based solely on the candidates' suitability for the job. Applications will not be accepted by email.

For an informal discussion about the role, please email [careers@hsa.org.uk](mailto:careers@hsa.org.uk) to arrange a call.

## **Selection Process**

Shortlisted candidates will be invited to an initial online interview on Tuesday 24 February 2026; second interviews will take place in London on Tuesday 3 March 2026.

Unsuccessful candidates will be notified as soon as possible that they have not been shortlisted.

Please email [careers@hsa.org.uk](mailto:careers@hsa.org.uk) in advance if you require any support or adjustments, should you be invited to interview. The HSA requests no contact from agencies or media sales.

## Employment Checks

All offers of employment are made subject to the following criteria:

- Proof of eligibility to work in the UK
- Proof of Residency
- Satisfactory Employment Health Check
- Two satisfactory references

**The HSA requests no contact from agencies or media sales.**