



## Technical and Strategic Director

We are looking for an animal welfare expert and advocate who can lead the Humane Slaughter Association (HSA) through the next phase of our development. This is an excellent opportunity for a committed and expert animal welfare advocate to take the next step in their career.

The Director leads the HSA's operational and practical work to promote humane slaughter and transport of livestock (including farmed and wild-caught aquatic species) worldwide, heading a small team who undertake the operational work in the field which promotes humane methods for the transport and slaughter of kept animals. The Director also plays a central role in setting the strategic direction of the organisation and holds responsibility for delivery of that strategy.

### About the HSA

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. We do this by offering practical advice, training, and education to all those involved in transport, slaughter, or emergency killing of livestock animals, as well as by funding scientific research to develop more humane approaches. Although we are based in the UK, the charity works worldwide to maximise animal welfare, we have specific programmes to promote humane slaughter and transport of animals in China and Africa.

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)

### Job Description & Person Specification

The Technical and Strategic Director reports to the Chief Executive Officer and will be a member of the Senior Management Team which leads the HSA.

#### Animal Welfare Expertise and Advocacy

You will have extensive knowledge and experience of the welfare of farmed livestock including welfare during transport, at markets and slaughter, and also during emergency killing and depopulation. This expertise will likely have been gained through working with the livestock industry or as an animal welfare researcher, regulator, or policymaker. Whilst the post may suit a veterinary surgeon, this is not a pre-requisite. The most essential quality for the Director is a dedication to improving the welfare of livestock animals and a solid practical understanding of animal welfare during transport and killing.

The Director takes the lead in setting the HSA's policy on key issues relating to humane slaughter and associated areas and serves as a spokesperson on these issues. The postholder will need to have strong written and oral communication, alongside excellent interpersonal and influencing skills as they will need to work closely with a diverse range of stakeholders ranging from the livestock industries, governments/regulators to animal welfare and animal rights organisations and the public. To allow the HSA to maintain our status as an influential advocate for change, the ideal candidate will also have an established network of contacts across government, industry, and animal protection/welfare organisations.

### **Welfare Assessment and Technical Advice**

The HSA provides expert welfare assessments and technical advice on welfare improvements to abattoirs, markets, animal transporters etc. The Director leads this work and ensures that our advice is sound, evidence-based and trusted by those who request it.

There is potential to significantly expand and develop the HSA's welfare assessment and training activities and the Director will play a pivotal role in these developments. Experience of developing or implementing welfare assessment or animal welfare assurance schemes would be advantageous.

### **Education & Training**

The HSA has an extensive programme of education and outreach to promote the humane treatment of livestock beyond the farm gate around the world. We also offer an extensive range of guidance notes and practical training to those involved in the livestock industry and others who may have to be involved in emergency killing of animals, such as veterinary surgeons, farm staff, police officers etc.

As Director you will lead this work and help us expand and promote our education and training activities. As we are seeking to modernise the ways we offer training and development, a good understanding of online training and e-learning, ideally with experience of developing and/or delivering such training, would be advantageous. You will also be responsible for ensuring our educational material is up to date by staying abreast of technical and legislative changes.

Willingness to undertake significant overseas travel to promote humane transport and slaughter is essential and experience of working internationally to promote improved animal welfare would be a distinct advantage.

### **Strategic Planning and Management**

Alongside expertise in our key areas of animal welfare activity you will also be a strategic thinker. Experience of developing and guiding the strategic direction of organisations would be of great benefit as you will help to set the charity's long-term strategy. The Director also helps set the budgets for the HSA, so a strong understanding of budgeting and financial controls would be useful.

Experience of line management of staff would also be advantageous –a key part of the role is to supervise the HSA's Technical Officers who carry out much of our practical and technical work.

Since many of our activities are provided as charged services a good understanding of job costing and full cost recovery will be useful.

### **Animal Welfare Research**

The Director will have the opportunity to become involved in research, both by working with the CEO, Research Director and Trustees in setting the direction of our research funding programme, but also potentially by directly undertaking research projects. A sound understanding of research methods, and the process for evaluating and funding scientific research would be very beneficial.

The appointed person will have the opportunity to work alongside the existing Technical Director, prior to his upcoming retirement in 2023, ensuring a smooth transition.

## **Person Specification**

### **Qualifications**

Life science, agriculture or veterinary degree, ideally with a postgraduate qualification or equivalent experience. In exceptional circumstances these requirements can be waived for a candidate with significant practical experience.

### **Experience**

Extensive experience of working to promote animal welfare in the livestock and associated industries.

### **Personal Qualities**

First and foremost, the candidate must be comfortable with the charities' approach to animal welfare which includes co-operation 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.

### **Leadership**

The ideal candidate will enjoy working as part of a small team and be an authoritative leader able to delegate effectively and to get the best from their colleagues. They will also be a strategic thinker who is able to contribute to the long-term direction of the organisation as a member of the Senior Management Team (SMT). The Director will also play a key role in liaising with our sister charity, the Universities Federation for Animal Welfare (UFAW) and ensuring that our activities are co-ordinated where relevant. 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 and time-management skills.

### **Collaboration**

The HSA collaborates widely with industry, government, academia and other NGOs. The ideal candidate should already have a good network of contacts and be comfortable working and collaborating with all our stakeholders, from those on the 'shop-floor' to the most senior levels in industry, academia and government.

### **Diplomacy**

Many of the issues raised by humane slaughter are culturally and politically sensitive. The ideal candidate will be a persuasive yet diplomatic advocate for animal

welfare who is aware of, and sensitive to, the beliefs and opinions of others whilst also able to advocate for the HSA's fundamental position that animal welfare is paramount at the time of killing.

### **Job Benefits**

Payscale: UCEA NC3: £44,399 to £65,917 (depending on experience and qualifications) Including London weighting, where appropriate.

Contract Type: Permanent/full-time, subject to a satisfactory probationary period.

Location: Hertfordshire, UK, with the possibility of remote working, subject to agreement. (Significant work-related travel will be essential, including travel outside the UK).

Contributory pension scheme (inc. Employer's pension contribution of 8% of gross salary).

25 days paid holiday per year (allowance increases with length of service), plus statutory holidays.

Excellent training opportunities.

### **Eligibility**

Candidates would normally be expected to be legally entitled to work and reside in the United Kingdom. Candidates who do not have the legal right to work and/or reside in the UK are strongly encouraged to contact [info@hsa.org.uk](mailto:info@hsa.org.uk) prior to submitting an application.

Candidates should hold a driving licence.

We envisage this role as a full-time position but may consider other working patterns for the right candidate.

Please note, that if you wish to work from home, we require a reliable internet connection with a minimum 10Mb/s broadband.

### **To Apply**

Please submit a letter (maximum 3 sides of A4) describing how you meet the person specification and explaining your motivation for wanting to work with us, alongside a comprehensive CV. Please also specify your current remuneration details and notice period, and include the names of two referees who may be contacted with your permission if you are shortlisted.

Please also complete an equality monitoring form.

Applications should be submitted to: [info@hsa.org.uk](mailto:info@hsa.org.uk)

**Closing Date for applications is 5pm (BST) Friday 5<sup>th</sup> August.**

We would be grateful if you would also complete an [equality and diversity monitoring form](#) – this will be sent to you once we receive your application and can be returned anonymously. The answers provided on this form play no role in the shortlisting of candidates.

### **Selection Process**

Shortlisted candidates will be invited to an initial online interview in the week of 15<sup>th</sup> August 2022, second interviews will take place at the HSA office in Hertfordshire during the week of 22<sup>nd</sup> August. Unsuccessful candidates will be notified as soon as possible that they have not been shortlisted. Following the first interview a final shortlist will undergo a second in-person interview.

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

### **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 references satisfactory to the Charities.**

For any further information please contact [huw@hsa.org.uk](mailto:huw@hsa.org.uk), or call +44 (0) 1582 831 919

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