

# Job Description

## Job title

**Head of Animal Health & Welfare**

## Team

**Global Programmes**

## Reporting to

**Director of Global Programmes**

## Location

**Hybrid – remote, London head office  
as required**

## Hours of work

**34.5 hours per week**

## Annual leave

**26 days annual leave, plus bank holidays.  
Further days of leave will be earned after  
two years of service**

## Remuneration

**Circa £55k, plus benefits**

## Our vision

**Our vision is a world where every working animal lives a healthy and valued life.**

## Our mission

**Our mission is to transform the welfare of working animals in a world where animals, people and the environment are respected and thrive.**

## Summary of role

You'll be a part of the Global Programmes team, working alongside colleagues responsible for Education & Social Behaviour Change Communication, and Programme Quality and Delivery. You will liaise with colleagues in the Global Resources, Global Fundraising, Marketing, and Communication departments, and in support of our colleagues across the majority world. You will report to the Director of Global Programmes, and directly oversee three Technical Animal Health & Welfare Advisors.

You will be responsible for delivering SPANA's technical animal health and welfare work, relatedly, against the 2023-2027 SPANA strategy and its key performance indicators. Your work will be supported by a nascent external animal health and welfare advisory panel, as well as that of your direct reports. You will be responsible for representing the organisation in relevant fora, amongst other responsibilities as required.

# Key responsibilities

## Strategy

- You will have responsibility for developing and delivering the organisation's technical animal health and welfare strategy, plans and policies, with a primary focus on best practice and quality
- You will lead the development of a global technical audit tool to ensure best practice is consistent across all partners & programmes supported by SPANA.

## Leadership

- Promote the development of your immediate team, and the technical capacity and development of animal health workers across the SPANA network. Provide mentoring and targeted training and support succession planning and growth.
- Develop a high-performing team culture within the Animal Health & Welfare Team that demonstrates organisational values.
- Maintain an effective working relationship with all colleagues and SPANA partners.

## One Health

- Lead on the development of SPANA's One Health quality framework and support the Global Programmes Team in ensuring effective delivery.
- Provide technical input in veterinary health and education based on robust data and researched evidence.
- Develop a strategy focused on improving animal health systems specific to working animals.
- Lead on the development and delivery of all aspects of the technical provision of SPANA's animal health and welfare.
- Monitoring epidemiological trends of working animal health and welfare data to 1) advise on and support appropriate health responses and strategies; 2) inform animal health surveillance goals
- Ensure technical support and advice is effectively managed and consistent with SPANA's standards.
- Work with the Global Programmes Team in developing robust technical indicators to ensure evidence drives decision making
- Design and oversee research and analysis activities to support the development of technical standards, innovation and programme development
- Ensure the provision of subject matter expertise, translational evidence and advice in support of policy development in the fields of animal welfare, and in parallel working closely with the Head of Education & SBCC on education materials. This will include the provision of or contribution to briefings, submissions and official and organisational reports.

## Advocacy, Policy and Representation

- Collaborating with coalitions, external working groups and stakeholders, advising on and coordinating SPANA's contribution to these groups, chairing where relevant and reporting back to relevant teams in SPANA.
- Collaborate across teams to ensure technical input is included in all external advocacy work as and where needed
- At a global level, build effective relationships with key stakeholders in the animal welfare sectors, such as WOA, AUiBAR, and FAO etc.
- Represent our work to supporters, influencers, key stakeholders and partners.

## Other

- Keep up to date with key developments and research within the international not-for-profit and animal welfare sector.

# About you

## Training and Qualifications

### *Essential*

- Qualified Veterinarian MRCVS a minimum of 12 years of veterinary experience.
- Clinical experience in mixed or large animal practice.

### *Desirable*

- Further qualifications in the areas of animal welfare, herd health, surveillance, preventive medicine, epidemiology or One Health is highly desirable
- Further qualifications or proven experience in project management and/or leadership.

## Experience

- Experience of working or living in low-income countries
- Experience working in the animal welfare, humanitarian and/or development NGO sector.
- Experience of developing, monitoring and/or auditing technical standards in veterinary medicine is highly desirable.
- Experience of working with governmental, animal health or agricultural organisations is desirable
- Experience of communicating and working with international stakeholder groups collaboratively.
- Experience with participatory or community-led interventions for animal or public health.
- Strong interest in One Health concepts and community-level interventions.
- Good understanding of the role and socioeconomic importance of working animals in low-income communities.

## Skills and Attributes

- Ability to think holistically and apply technical knowledge within a One Health framework
- Strong knowledge and motivation for animal welfare.
- Strong leadership, communication and interpersonal skills as well as strong cultural sensitivity.
- High level of fluency in English (written and spoken). Basic level of French, Arabic or Spanish is highly desirable.
- Ability and willingness to travel to overseas projects independently as well as to SPANA's head office in the UK as required.