



Job description

Working Animals International is dedicated to transforming the welfare of working animals in greatest need globally.

By increasing access to skills, knowledge and resources and campaigning for policy change we're building a world where working animals are healthy and valued, communities are stronger and livelihoods are more secure.

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

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

Find out more about our work at www.workinganimals.org

Job title:	Advocacy Officer
Report to:	Head of Advocacy
Location:	UK based, hybrid working with regular attendance (approximately one to two days per month, or more if preferred) in our London office
Terms:	Full-time (34.5 hours per week), permanent
Salary:	c £34,000 per annum subject to skills and experience
Benefits:	<ul style="list-style-type: none">• 26 days annual leave, plus bank holidays; further leave accrues after two years of service to a maximum of 30 days.• Generous company pension scheme with 10% employer contribution if employee contributes a minimum of 5%.• Healthcare cash plan with Medicash.• Enhanced employee assistance programme.• Group income protection and life insurance scheme.• Volunteer day programme.

Purpose of the role

This is an exciting opportunity within our newly established advocacy function to support the delivery of Working Animals International's global advocacy strategy as part of a small, dedicated team. Working closely with our Head of Advocacy, the Advocacy Officer will help shape and implement inclusive, evidence-based policy and advocacy initiatives that advance the welfare of working animals. The postholder will support engagement with governments, international institutions, our global partner network and wider stakeholders to drive systemic change.

Key responsibilities

Area 1: Global advocacy and influence

- Undertake regular monitoring and provide robust analysis of global, regional and national policy and geopolitical developments relevant to working animal welfare.
- Identify opportunities to advance working animal welfare within relevant policy and legal frameworks (i.e. sustainable development, One Health, climate change).
- Support national and international advocacy projects and focused influencing strategies targeting institutions and policymakers, through close collaboration with internal teams, global programme partners and external stakeholders.
- Develop compelling advocacy materials and translate complex evidence into accessible policy messages.
- Maintain stakeholder mapping and engagement plans for priority advocacy target audiences.
- Represent Working Animals International at relevant meetings, conferences and coalitions, contributing to strategic relationships with governments, NGOs and multilateral bodies.
- Provide administrative support for advocacy activities, including scheduling and organising stakeholder meetings, preparing briefing materials and arranging logistics for participating in relevant conferences and events.
- Work closely with our global programmes team to ensure the operating context and advocacy needs of programme partners inform our global advocacy agenda.

Area 2: Evidence and policy development

- Work with our Head of Advocacy, our global programmes team, and animal health & welfare team to deliver public policy research to advance our advocacy objectives.
- Contribute to developing policy positions on priority animal welfare and development issues, grounded in robust evidence, data analysis and programme insights.

Area 3: Partnership and coalition building

- Support our programme partners to develop and deliver national and regional advocacy initiatives through the development of advocacy tools, direct support and via a network of advocacy focal points.
- Build and maintain partnerships with key animal welfare and sustainable development organisations and other relevant stakeholders.
- Actively engage in priority sector coalitions and working groups, strengthening collective advocacy efforts to benefit working animal welfare (e.g., the International Coalition for Working Equids, the International Coalition for Animal Welfare and the World Federation for Animals).
- Identify opportunities for strategic alliances and new partnerships to strengthen our global influence and impact.

Area 4: Cross-team collaboration

- Provide policy input for public campaigns, media and digital engagement, income generation and programme development activity.
- Act as liaison for advocacy-related queries from other Working Animals International teams.
- Collect, maintain and analyse data to support and contribute to regular monitoring and impact reporting on advocacy activities.
- Work closely across communications, programmes, animal health & welfare and income generation teams to align advocacy activities in support of wider organisational goals and contribute to organisational planning and strategy development.
- Deputise for our Head of Advocacy at relevant meetings, as required.
- Undertake any other duty or responsibility that may reasonably be required for this role.

Please note, regular international travel will be required for this position. This is likely to include participation in global summits and conferences, attendance at regional events and engagement with our international programme partners.

Person specification

Knowledge and education

- Strong knowledge of global policy frameworks and legislative processes.
- Strong understanding of the policy landscape impacting animal welfare, sustainable development or related areas (e.g. One Health, agrifood systems, climate resilience).

Experience and skills

- Previous experience in the not-for-profit sector.

- Experience in policy and advocacy, preferably within animal welfare, environment or sustainable development fields.
- Experience working with international institutions or in a global policy context.
- Strong written and verbal communication skills, with experience of adapting to different audiences.
- Excellent analytical and research skills.
- Experience of effective stakeholder management and building networks with policymakers and influencers.
- Experience of developing clear, persuasive policy arguments.
- Strong organisational and project management skills, with the ability to manage multiple priorities and deadlines.
- Proficiency in Microsoft Office applications.

Personal attributes

- Excellent interpersonal skills.
- An effective collaborator.
- Strong attention to detail.
- Diplomatic and culturally aware, able to navigate complex partnerships and network within diverse stakeholder environments.
- Able to work independently and prioritise effectively.
- Committed to our mission to transform the welfare of working animals.

Desirable criteria


- Substantive knowledge of animal welfare science and legislation.
- Experience of supporting partners in advocacy activities and development, preferably in relevant geographical contexts.
- Proficiency in additional languages that are relevant to our work i.e. French, Arabic.

Applicants must have the right to work in the UK currently and for the duration of the contract.

To apply

Send a CV and cover letter/email (totalling no more than two pages) to recruitment@workinganimals.org. Please state where you saw the role advertised in the body of your email. If you have any questions about the role, please feel free to email us.

We recognise that candidates may choose to use AI in their application documents. We recommend that candidates ensure that their use of AI is considered and that their application



documents accurately reflect their skills and experience. We do not use AI in our application review process, and all applications are independently reviewed by a minimum of two members of the team. Some interview processes will involve skills assessments which we expect candidates to complete without the use of AI.

Deadline: 23:59 BST on Tuesday 7 July 2026