



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.

Find out more at workinganimals.org

Our Vision:

A world where every working animal lives a healthy and valued life.

Our Mission:

To transform the welfare of working animals in a world where animals, people and the environment are respected and thrive.

Job title:	Animal Welfare Adviser
Report to:	Head of Animal Welfare and Research
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 hour per week), permanent
Salary:	c £35,000 per annum subject to skills and experience
Benefits:	• 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 Mediacash, including access to virtual GP appointments. • Enhanced employee assistance programme. • Group income protection and life insurance scheme. • Volunteer day programme.

Purpose of the role

The Animal Welfare Adviser is part of our Animal Health and Welfare department (AHW). The role supports the ongoing development and implementation of professional and paraprofessional activities that promote working animal welfare.

The Animal Welfare Adviser works closely with our international project partners and internal stakeholders to contribute to the shaping and implementation of our harnessing strategy. They also support the development of other key professional and paraprofessional areas, including welfare training and farriery activities.

Key responsibilities

Area 1: Global welfare support

- Work closely with the Head of Animal Welfare and Research and other members of the AHW team, international partners and broader organisation to achieve strategic animal welfare objectives.
- Provide technical guidance, recommendations and reviews for specific working animal welfare projects.
- Support the AHW team with the monitoring and development of indicators for working animal welfare, equipment practices and paraprofessional competencies.
- Support the delivery of context-appropriate activities to improve welfare practices among working animal owners, animal health professionals and other relevant community members.
- Support the identification of relevant partnerships and collaborations that contribute to the goal of improving animal welfare.
- Support our network of welfare focal points across partner projects.
- Support the AHW team with procurement needs.
- Produce welfare reports and learning internally and among partners.

Area 2: Harnessing and other professional and paraprofessional activities

- Support the implementation of our harnessing strategy across partner projects.
- Support the delivery and monitoring of activities related to harnessing, including our harnessing training modules for community members and animal health professionals. This includes interpreting project monitoring data and providing relevant recommendations accordingly.
- Identify context-specific needs for other paraprofessional interventions across international projects.
- Support the review and production of project proposals involving professional and paraprofessional competencies and applications for support with animal health and welfare emergencies.

- Identify relevant stakeholders and partnerships that contribute to the improvement of professional and paraprofessional competencies.

Area 3: Welfare education and training

- Work with partners to support capacity building relating to animal welfare and paraprofessional skills, including mapping training needs across partner projects.
- Support the delivery of technical training on animal welfare, professional and paraprofessional skills to different audiences, both online and face-to-face.
- Produce training resources and awareness materials aimed at improving competencies among different professional and lay audiences.
- Work closely with our education team to assure the technical accuracy of educational materials.

Area 4: Cross-team collaboration

- Support the production and technical review of case studies and other content related to working animal welfare.
- Support our other departments to ensure animal welfare best practice is represented and promoted. Collaborate with other members of the AHW team on key projects and support as required.

In addition, undertake any other duty or responsibility that may reasonably be required for this role. International travel will be required for this position.

Person specification

Knowledge and education

- Qualification in veterinary nursing, animal science or animal welfare.

Experience and skills

- Competency or knowledge in or of specialised professional or paraprofessional discipline relevant to working animals (such as harnessing or farriery).
- Demonstrable technical experience with working animal species.
- Knowledge and experience of working with international animal health and welfare programmes in the majority world.
- Understanding of animal welfare concepts and animal husbandry principles, including the five domains model.
- Experience delivering training in animal welfare or paraprofessional technical skills to working animal owners and/or animal health workers.

- Experience working across different cultures and ability to adapt approach and communications contextually.
- Proficiency in using Microsoft Office.

Personal attributes

- Excellent interpersonal and communication skills.
- Ability to communicate technical concepts to different audiences.
- Ability to organise and prioritise workloads effectively.
- Ability to collaborate across teams.
- A commitment to our mission to transform the welfare of working animals.

Desirable criteria

- A good understanding of working animal harnessing principles and different harness designs in the majority world context, including experience in advising/training on the subject.
- Experience in developing technical training tools, ideally using participatory and/or experiential training methods in majority world contexts.
- Experience with working animal species other than equids.
- French and/or Arabic language skills.

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: 4th November 2026