

EU Food Business Manager (FTC)



Department:	Food Business
Reviewing Manager:	Head of Food Business (EU)
Job Type:	Fixed term contract (12 months); Full-time
Location:	HQ - Godalming, Surrey (hybrid working 2x days per week from HQ)

Compassion in World Farming International is a leading global organisation working to end factory farming. Founded in 1967 by British farmer Peter Roberts, we've spent over 50 years driving change, successfully campaigning to ban cruel practices such as barren battery cages, veal crates, and sow stalls across the UK and Europe.

Our work combines advocacy, campaigning, and collaboration with policymakers and businesses to promote animal welfare and sustainable food systems. We envision a future where animals are treated with compassion, and farming supports both people and the planet. To learn more about our mission, culture, and opportunities, please explore our [Candidate Pack](#), and [Careers Page](#).

Part 1: Job Summary

1. Overall objective(s) of the post

The purpose of this role is to help Compassion in World Farming end factory farming and support a more humane, sustainable food system. The European Food Business Manager will build and manage positive relationships with leading food businesses across Europe, encouraging practical improvements in farm animal welfare and supporting companies to reduce reliance on animal-sourced products where appropriate. This is a relationship-led role, using evidence, collaboration and clear communication to secure public commitments, support implementation, and track progress towards higher welfare and sustainable food practices.

2. Position in organisation

- Reports to and works closely with the Head of Food Business (EU).
- Works collaboratively with the Global Food Business Account Team to develop effective corporate engagement strategies.
- Builds strong working relationships with colleagues across Food Business, Research, Campaigns, Media and Marcomms.
- Develops and maintains positive relationships with food companies, industry stakeholders, producer groups and relevant external specialists.

3. Scope of job (These are expanded on in Section 6)

- Engage with leading food businesses to secure meaningful public commitments to improve farm animal welfare, including cage-free systems and improved standards for meat chickens and fish.
- Support food businesses to set practical, measurable goals to reduce reliance on meat, fish, dairy and eggs, aligned with Compassion's Rethinking Food work.

- Develop implementation approaches that help companies turn commitments into credible, trackable progress.
- Support public benchmarking, reporting and transparency through Compassion's tools and programme resources.
- Maintain accurate account records, insight and reporting to inform strategy, KPIs and budget monitoring.
- Represent Compassion in industry forums and support collective solutions to improve animal welfare and food system resilience.

4. Dimensions & limits of authority

- Responsible for developing and delivering sector and/or country-specific Food Business engagement plans that support programme objectives and targets.
- Expected to contribute commercial, corporate sustainability and food industry insight to support positive change for farm animal welfare and sustainable food production.
- Accountable for keeping company and account information accurate and up to date within CRM systems.
- Responsible for maintaining a relevant account portfolio that supports Compassion's strategic goals and helps drive change towards a more resilient and sustainable food system.
- Submits expenses in line with organisational processes and manager approval.

5. Person specification

Proven ability, qualifications & training	E - Essential D - Desirable
Experience of building and managing positive relationships with external partners, clients, businesses or stakeholders.	E
Experience in sales, marketing, communications, procurement, supply chain, CSR, sustainability, food business or another relevant commercial or advocacy setting.	E
Ability to communicate clearly in English with internal and external audiences.	E
A degree or equivalent experience, learning or training relevant to the role.	E
Knowledge of farm animal welfare, sustainable food systems, corporate sustainability or food industry supply chains.	D
Experience using project management tools, CRM systems such as Salesforce, or similar systems to manage relationships and track progress.	D
Skills, knowledge and attributes	E - Essential D - Desirable
Strong relationship management skills, with the confidence to influence, negotiate and support others towards shared goals.	E
Clear written and verbal communication skills, with the ability to adapt messages for different audiences.	E
Good project and time management skills, including the ability to prioritise, manage several workstreams and meet deadlines.	E
Ability to work independently, take initiative and collaborate well as part of an international team.	E

Comfortable using Microsoft Office and digital tools to organise work, communicate and maintain accurate records.	E
Ability to analyse information, identify insights and make practical recommendations.	D
Creative and curious, with an interest in developing new ideas and constructive solutions.	D
Able to represent Compassion professionally in external meetings, conferences or media opportunities where appropriate.	D

Part 2: Duties and Key Responsibilities

6. Primary responsibilities

Essential duties and responsibilities include the following: Other duties may be assigned.

Corporate engagement and relationship management	45%
• Build and manage positive relationships with leading food businesses across Europe, using a consultative and evidence-led approach. • Encourage companies to make meaningful public commitments to improve farm animal welfare, including cage-free systems, better chicken welfare and improved fish welfare. • Develop trusted contacts, identify new engagement opportunities and use Compassion's tools and resources to support progress.	
Sustainable food system change	20%
• Support food businesses to develop practical, measurable targets to reduce reliance on meat, fish, dairy and eggs where this aligns with Compassion's programme goals. • Use relevant evidence and programme insight to explain the links between factory farming, climate, nature, public health and animal welfare. • Contribute to the development of Rethinking Food engagement opportunities, corporate projects and market insight.	
Implementation, reporting and programme delivery	25%
• Work with colleagues and external partners to help companies move from commitment to implementation, drawing on Compassion's technical expertise and resources. • Support public reporting, transparency and benchmarking through tools such as BBFAW, EggTrack and other programme resources. • Maintain accurate CRM records, account updates and reporting information to support KPIs, programme planning and budget monitoring.	
External representation and collaboration	10%
• Represent Compassion in relevant industry meetings, working groups, forums and conferences. • Encourage collaboration between food businesses and other stakeholders to address shared challenges and identify practical solutions.	

- Work with Marcomms colleagues to share strong examples of progress, including case studies and award opportunities.

7. CIWF Values:

Core Values:

- Treats people with dignity & respect
- Maintains high ethical standards
- Demonstrates commitment to Compassion in World Farming's mission and goals.

8. Additional Tasks:

To assist with other departmental duties where necessary, as listed below:

- As part of your employment, you will be required to travel anywhere within the world in order to carry out the duties of your employment. Frequent travel will be required within Europe with some overnight stays.
- Due to the nature of the role, there may be a requirement to carry out some work out of office hours. This work is to be arranged in accordance with procedures.
- Take due and reasonable care of oneself and others in respect of Health & Safety at Work.
- Act in accordance with the principles of Compassion in World Farming's Ethical Policy.
- In all work activities, comply with data protection legislation and Compassion in World Farming's requirements for the protection of personal information and the privacy of individuals.
- Provide formal and informal training at the request of your line manager, senior manager or a director, on your areas of expertise, to other members of staff, work experience students, trustees etc.
- The job description is not exhaustive, and you may be asked to carry out additional tasks which are appropriate to your job role, as required by your line manager.
- Actively support the promotion and delivery and embedding of equality, inclusion, and diversity.

Signature of Employee Date