



Technical Officer – welfare assessment

Payscale: £30,493 – 41,737 (plus London weighting where applicable), depending on experience and qualifications).

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.

Our vision is of **a world where all farmed animals are transported and killed humanely** and our mission is to **research, advance and promote the use of humane methods for the transport, slaughter and killing of farmed animals.**

We do this by offering practical advice, education, and training 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 is international and works worldwide.

Learn more about our work here: www.hsa.org.uk/about/about

Our staff: www.hsa.org.uk/about/hsa-staff

Technical Officer – welfare assessment

The postholder for this role will become a key part of the HSA welfare assessment and training team. The team regularly undertakes welfare assessments of abattoirs, livestock markets and transport facilities to provide advice and training to ensure high standards of animal welfare. We also provide in-person training in humane slaughter and transport to those working in the industry, as well as regulators, other NGOs, staff from farm assurance schemes and others involved in the industry. Participating in agricultural shows and industry events, sharing our knowledge and advocating for humane slaughter and transport with key stakeholders are also central to our activities. HSA conferences are also an important way in which we disseminate the latest animal welfare information.

The postholder will work with the small expert team at the HSA, using their expertise to deliver welfare assessments and training, provide expert advice and organise our external activities.

Key Skills, Qualifications and Attributes

Essential

- A degree in agriculture, life science, veterinary medicine (or a related field) or equivalent professional experience.
- An understanding of the basic principles of animal welfare at slaughter.
- Comfortable working with and producing material which describes the slaughter process in detail.
- Comfortable working in abattoirs and livestock facilities.
- A diplomatic approach to dealing with controversial issues in animal welfare.
- Willingness to obtain a slaughter licence.
- A demonstrable ability to summarise complex information for a range of audiences with different levels of technical expertise.
- Excellent written and oral communication skills.
- Strong IT skills ideally including experience with MS Office and SharePoint.
- Ability to work to targets, with excellent organisational skills.
- Team player, but comfortable working alone when necessary.
- Willingness to travel extensively around the UK and further afield to undertake assessments or provide training.

Desirable

- Expertise in animal welfare at slaughter and/or during transport (this expertise could have been gained through working with the livestock industry or as an educator, veterinarian, animal welfare researcher, regulator, or policymaker).
- A postgraduate qualification, ideally in animal welfare or a related area.
- Experience of animal welfare assessment or audit.

- Understanding of the laws and regulations relating to the welfare of animals (in the UK and/or elsewhere) undergoing transport and slaughter.
- Expertise in the welfare of farmed or wild-caught aquatic animals.
- Experience of using social media including Twitter/X, LinkedIn and/or YouTube to deliver animal welfare or technical information.
- Experience of event organisation.

Personal Attributes

The candidate must be comfortable with the charity's 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 and other key stakeholders whilst striving to ensure the humane treatment of animals undergoing transport or slaughter.

Job Benefits

Payscale: £30,493 – 41,737 (depending on experience and qualifications) Plus London weighting, where applicable.

Contract Type: Permanent/full-time, subject to a satisfactory probationary period. Part-time and flexible working arrangements may be possible.

Location: Office-based or remote (within the UK) according to the wishes of the applicant. The HSA offices are currently based in Hertfordshire, UK. The postholder will need to travel to meetings around the UK and occasionally overseas.

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

Because the charity is based in the UK, **you must be legally entitled to work and reside in the UK**. The successful candidate will be expected to reside in the UK whilst employed by the charity.

Candidates should hold a UK driving licence or other licence which allows them to drive in the UK.

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 2 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 (including your current or most recent employer) who may be contacted if you are offered the position. We will not contact referees without your permission.

Closing Date for applications is Midnight (GMT) Friday 7 June 2024

We would be grateful if you would also complete a 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

Initial online screening interviews will be held in the week commencing: 17 June 2024

We plan to hold initial online screening interviews will be held in the week commencing: 17 June 2024, with shortlisted candidates invited to an in-person interview at our offices in Hertfordshire in the week commencing 24 June 2024.

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, names and contact details of two referees including your current (or most recent) employer.

For any further information or for an informal discussion about the position please contact careers@hsa.org.uk, or call +44 (0) 1582 831 919

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

Humane Slaughter Association (HSA)

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