



BATTERSEA

HERE FOR EVERY DOG AND CAT

RECRUITMENT PACK



Senior Challenge & Public Events Officer (BDCH6158) - Battersea London

Battersea is here for every dog and cat and has been since 1860. We are a leading animal welfare charity and over the last 160 years we've grown from one home in London to three rescuing and rehoming centres across the South East. With c600 employees and 1000 volunteers, we have cared for over three million vulnerable animals. We also campaign tirelessly to make things better for dogs and cats, sharing our expertise and educating the public and policymakers about responsible pet ownership. Join us and make a difference for every dog and cat.

Please read the information below thoroughly before starting your application.

Your Application

Your supporting statement is a very important part of your application. We cannot make any assumptions about your knowledge, skills and experience so the information that you provide in your supporting statement is vital for us to decide whether to shortlist you for an interview.

Please demonstrate how you meet the criteria and our values listed in the person specification, detailing your experience, skills, achievements and/or abilities that are relevant for the role that you are applying for. You should use specific examples. Please do not generalise e.g. "I usually....", or waste your word limit by telling us that you love dogs and cats. We are looking for evidence that you can thrive in the role advertised.

Your statement should not exceed 1,000 words. We recommend you draft and save your supporting statement outside of the application portal as your connection may time out and it is not possible to save this document online for future use.

Closing date: 2nd October 2024

Interview date: Early applications are encouraged as interviews will be taking place on a rolling basis. The role may be closed early if the opportunity is filled.

Start Date: Due to the time-sensitive nature of planning this event, we are looking to have someone in post by mid-October. Please take this into consideration when submitting your application.

If you do not hear from us within 2 weeks of the closing date, please assume you were unsuccessful on this occasion. Please note that we reserve the right to close this post early, should we receive a high volume of applications.

We are committed to providing equality of opportunity and valuing diversity for all current and prospective employees, volunteers and Trustees. We aim to ensure that this commitment, reinforced by our values, is embedded in our day-to-day working practices and our work together. We would particularly welcome applications from black and minority ethnic and disabled candidates, who are currently under-represented at Battersea.

Working at Battersea

Please note that all offers of employment require:

- References deemed satisfactory by Battersea
- Proof of eligibility to work in the UK

Data Protection

The information you provide in your application will be used by Battersea Dogs and Cats Home (Battersea) to assess your suitability for the role you have applied for. We will not use your personal data for marketing or fundraising purposes (unless you have previously supported Battersea) and will not share your data with any third parties for their marketing purposes. We will also ask you for sensitive information (such as information relating to ethnicity or sexual orientation), but only to allow Battersea to monitor and report on diversity and equality of opportunities. The provision of this information is entirely voluntary and will not be used in determining whether you are shortlisted for the role you have applied for.

Further information about how we protect and use your personal data is set out in our Job Applicant Privacy Notice or contact our Data Protection office at DataProtection@battersea.org.uk

Job Description: Senior Challenge & Public Events Officer

Dept/Team: Income Generation/Challenge & Public Events	Location: Battersea, London (with hybrid working, 50% in office)
Hours: 21 hours a week We are happy to discuss how these hours can be worked flexibly across the week to suit your preferred working pattern. This could include working school hours, splitting the hours across 5 days, etc.	Duration: 8-month fixed term contract
Responsible To: Senior Challenge and Public Events Manager	Responsible For: N/A
Works With/Key Contacts: Income Generation, Marketing and Communications, Finance, Data Services, External suppliers and event stakeholders	Salary & Grade: £23,220 per annum (based on a full-time equivalent of £38,700 per annum) Grade C2

Battersea's approach to diversity

Battersea is here for every dog and cat and has been since 1860. We care for animals unconditionally, and we do not judge the owners of pets that need our help. It is this commitment which brings us together as an organisation, and we take great joy and pride in that.

We were founded by a female pioneer, Mary Tealby, who was unafraid to confront convention at a time when women leaders were rare, and animals were not universally loved. Her willingness to challenge the status quo is part of the legacy she leaves with us today, and we celebrate the impact we have made so far because of her vision.

We are ambitious to do more, including helping new populations of animals in new places beyond our centres; and we know we must adapt to the evolving world around us, harnessing the skills, experience and creative thinking of a diverse workforce to help greater numbers of animals and deliver the impact we all aspire to. And we know that an inclusive environment, where we welcome different perspectives and where employees and volunteers are empowered to be themselves, will ensure we continue to thrive.

We strive to create lasting change for animals and the people that care for them and believe that creating a truly diverse and inclusive Battersea, which is proudly open to all, will be essential in our mission to deliver greater impact for dogs and cats everywhere.

Why the role exists

The role will independently manage and have overall responsibility for leading on the planning and delivery of a pilot bespoke running event happening in May 2025.

<p>Event Delivery</p> <ul style="list-style-type: none"> • Project manage a pilot bespoke running event, including planning, marketing, stewardship and remittance, logistics, supplier management, budgeting and evaluation. <ul style="list-style-type: none"> ○ Create, manage and deliver a project plan for the event. ○ Develop and deliver marketing plans in collaboration with the Marketing and Corporate Partnerships teams, to recruit participants/attendees. Including recruiting businesses to take part through face-to-face meetings and interactions at their place of work, away from the Battersea office. ○ Be proactive in testing new, innovative recruitment techniques, optimising and adapting these when needed throughout the recruitment period. ○ Work collaboratively with the Digital Engagement Team to develop and deliver complex stewardship journeys to provide clear event information and support attendees with fundraising resulting in strong average gifts and remittance rates. ○ Work collaboratively with the Digital Products team to create registration forms and event web pages and optimise content. ○ Brief and manage the design of event collateral. ○ Ensure event day documentation is prepared, and all staff and volunteers are appropriately briefed. ○ Responsible for the delivery of the event, to include packing of equipment, set up, on the day, and breakdown, and delivering an outstanding participant/attendee experience during the run, as well as after the run. Being main point of contact/Event Manager on the day; managing staff and volunteers on the day, troubleshooting, handling any complaints, and representing Battersea as an organisation. • Carry out risk assessments, follow Battersea safeguarding policies and adhere to health and safety procedures. • Work with the Compliance team to ensure all GDPR, compliance and data protection policies and Institute of Fundraising codes of practice are adhered to. • Support the Innovation team to set up the approach to evaluation. 	<p>50%</p>
<p>Relationship management</p> <ul style="list-style-type: none"> • Build, manage and maintain external relationships with event organiser, venue and any other suppliers to support the delivery of event. <ul style="list-style-type: none"> ○ Work closely with event organiser to plan and deliver the event, continuing the strong relationship Battersea has with them. ○ Ensure contracts are in place and adhered to. ○ Work with the Compliance team to ensure policies are adhered to, liaising with supplier contacts if any issues arise. ○ Lead on relevant negotiations with external suppliers, such as event costs and on-the-day responsibilities, to maximise return for Battersea. • Build, maintain and develop strong working relationships with key teams across Battersea, specifically the Operations, Marketing & Communications, Data Services, Supporter Services and Corporate Partnership teams, to deliver the promotion and logistics of the event. • Manage relationship with Battersea's Corporate Partnerships Team in relation to the event, working closely with them on recruitment and relationship management. 	<p>40%</p>

<ul style="list-style-type: none"> • Support Corporate Partnerships team in managing relationships with Corporate Partners taking part in the event. • Forge relationships with local business networks, including attending and presenting at network events and building positive connections with local shared office sites. • Deliver excellent stewardship to all event participants, ensuring fundraising income is maximised and longer-term support is facilitated. • Oversee the timely delivery of supporter communications including managing inboxes and with support from a Challenge and Public events assistant if required. • Represent the Challenge & Public Events team across Battersea. 	
<p>Budgeting</p> <ul style="list-style-type: none"> • Responsible for managing event budget and the ongoing monitoring of performance against budget. Providing regular commentary on any variances. • Monitor and report on financial and non-financial KPIs, maintaining accurate records of both income and expenditure. • Reconcile monthly income and expenditure, highlighting and resolving any discrepancies. 	10%

The above job description is intended to be an outline of the duties and responsibilities for this role. Job descriptions change over time, and we will discuss with you and ask you to carry out work relevant to your role.

What you'll need to have to do the job

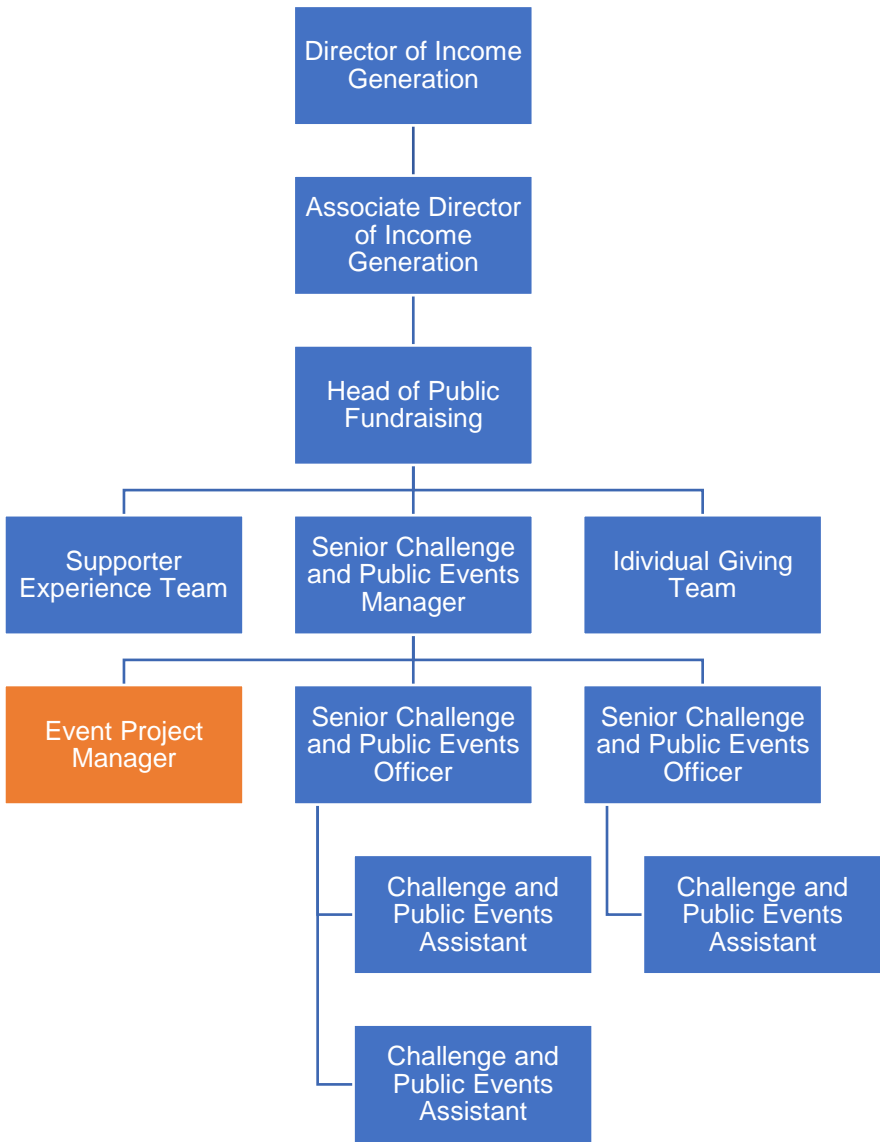
<p>Job Specific</p>	<ul style="list-style-type: none"> • Experience of project managing large-scale events with exceptional organisational skills. • Experience of developing multi-channel marketing plans, including testing new marketing techniques, and exhibiting a proactive and 'go getting' attitude to driving participant numbers. • Experience of events fundraising and a track record of success in achieving and exceeding income targets and growing income from events. • Experience of developing and delivering complex stewardship journeys, with the ability to engage participants and maximise income. • Strong relationship management skills including proven experience of working constructively and collaboratively with colleagues from different teams and managing external relationships with event suppliers. • Experience managing budgets and non-financial KPIs, and financial reporting. • Knowledge of GDPR and compliance policies relating to event fundraising. • Flexibility in work commitment; willing to work at other locations and travel when required, at evenings or weekends in support of specific activities. • Full, valid UK driving license and confident driving vans and other vehicles to and from events when required.
<p>Values</p>	<p>CARE – We care wholeheartedly about our mission to be here for every dog and cat, and the work we each do to achieve this.</p> <p>EXPERTISE – We are experts at what we do, focusing on continual improvement, learning and growing our expertise, so we can all be the best we can be.</p>

	DETERMINATION – We stay focused and solve problems to achieve our goals and our mission to be here for every cat and dog.
	RESPECT – We treat one another with respect, just as we treat every cat and dog with respect.
	INCLUSION – We champion diversity in all its forms, so that everyone can be themselves and feel valued and included.
	COLLABORATION – We understand that by working together across teams and with our partners, we achieve more for dogs and cats.

What we'd like you to have to do the job

- Experience developing and delivering pilot events in their first year.
- Experience building relationships with Corporate Partners.
- Experience in giving engaging presentations to encourage event sign ups.
- Experience creating and implementing risk assessments and other Health and Safety documentation.
- Experience using Raisers Edge.

Position in the team



Employee Benefits

We offer our employees a wide range of benefits to reward them for the value that they bring to Battersea, to support them in their work, to help improve their health and wellbeing, and maintain a healthy work-life balance.

We intend to offer these benefits on an ongoing basis but may amend or withdraw them at any time.

Battersea has been verified as a truly flexible workplace by Flexa for 2024-2025. You can find out more about our flexible working benefits via our [Flexa Page](#).

Pension Scheme

Our group personal pension scheme is available to all employees. New employees will be auto enrolled into our pension scheme in their second month of employment, if they meet the eligibility criteria, at our standard rate of 2.67% employee contribution, 5.33% employer contribution. The following month, new starters can choose to increase their contribution rates and so benefit from a higher employer contribution of up to 10%. Because the GPP pension scheme is a salary sacrifice scheme, Battersea will also invest approximately 50% of the savings it makes on Employer National Insurance Contributions into your pension plan.

The contribution levels are as follows:

Employee contribution	Battersea contribution
2.67%	5.33%
3%	6.2%
5%	10.3%

Example of monthly pension contributions for salary of £20,000:

Employee contribution	Battersea contribution	pension
2.67% = £44.50	5.33% = £88.83	
3% = £50.00	6.2% = 103.33	
5% = £83.33	10.3% = £171.66	

Annual Leave

Employees are entitled to 28 days annual leave (pro-rata for part time employees and in the first year of employment), rising to 29 days after 5 years and 30 days after 10 years employment. This is in addition to eight days paid public holidays every year.

Health Cash Plan

Battersea offers a healthcare cash plan free of charge to all employees, using a provider called Simply Health. This cash plan enables employees to claim 100% of the costs of everyday healthcare, such as dental treatment, eye tests, glasses, contact lenses, physiotherapy, chiropody, osteopath, chiropractor, health screening and much more, up to annual limits.

Gym Membership

Employees who choose to join the Cash Health Plan can get discounts of up to 20% off a range of independent and chain gyms, including Fitness First, LA Fitness, Virgin Active and David Lloyd.

Season Ticket Loan

Interest free season ticket loans are available to all employees after two months of employment with Battersea.

Cycle to Work Scheme

We offer a Cycle to Work Scheme to encourage health and fitness. This enables you to save up to 40% of the cost of the purchase of a bike and safety equipment, up to a maximum value of £2,500 including VAT, by

having this cost recovered from salary over a 12-month period and so saving tax and National Insurance on this cost.

Paid Maternity Leave

All pregnant employees are entitled to up to 52 weeks' maternity leave regardless of length of service. Employees who have worked with Battersea for more than 12 months by the time their baby is born receive enhanced maternity pay of 12 weeks full pay, with the remainder of their maternity leave being paid under Statutory Maternity Pay arrangements.

Paid Paternity Leave

Fathers to be or employees who will share the responsibility with a partner for bringing up a child, may have the right to Statutory Paternity Leave and Pay.

Employees who have worked for Battersea for more than 12 months by the time their baby is born receive enhanced paternity pay of two weeks full pay.

Employee Assistance Programme

We offer an Employee Assistance Programme to all employees free of charge. It offers completely confidential and impartial support, information, and counselling service to employees on legal, financial, debt management and emotional issues.

Life Insurance

All employees are covered by our life insurance scheme, which provides a nominated beneficiary/ies with a lump sum equivalent to four times the employee's salary in cases of death whilst in employment at Battersea.

Uniforms for all Operational Employees

Free uniform is provided for all operational and clinic employees.

Veterinary Treatment of Employees' Ex-Battersea Animals

We provide cost price veterinary treatment for employees with ex-Battersea dogs and cats.

Discounted Pet Insurance

We offer employees a 20% discount off the cost of Petplan insurance.

Discounts in our Shops

We offer our employees a 25% discount in our shops.

Professional Membership Fees

After two months service, employees in roles where ongoing membership of a recognised professional body, (where this membership is gained through a qualification), is an essential requirement in the person specification for their job can claim the cost of one membership fee per year up to a maximum of £400.

Sabbatical Leave

Employees who have worked with us for five years or more can request six months unpaid sabbatical leave for personal or professional development, such as learning new skills or travel.



Battersea Dogs & Cats Home is a charity registered in England and Wales (206394)
Registered Office: Battersea Dogs & Cats Home, 4 Battersea Park Road, London, SW8 4AA.