

Job Title:	US Head of Corporate Engagement (Food Business)
Post Holder:	Vacant
Department:	Food Business
Line Manager:	US Executive Director
Location:	Remote – within close proximity to major US airport

1. THE POST

Role

The post holder will be responsible for the day to day delivery and efficient operation of Compassion's US Food Business program. This includes line management of the FB team, project, performance and full budget management functions, as well as championing our program communication and assisting with the development of new funding generation opportunities.

Working with the US Executive Director, you will play a central role in further implementing and developing our business strategy within the US, as well as strengthening and enhancing our business service offer.

You will need to be a highly motivated and enthusiastic people person, capable of inspiring a small but dynamic team to reach their potential and achieve our challenging goals. This will require a passion and belief in promoting the value of improved farm animal welfare policies and decreased reliance on animal protein purchases into large scale global food businesses. A sympathetic understanding of the wider aims of the organization is also required.

A proven track record of building strong commercial relationships is essential and ideally a track record of managing a Sustainability/Corporate Responsibility program within the retail and/or food and/or ethical supply chain sector, or a strong track record of managing NGO programs and campaigns to commercial organizations.

Experience required

- Proven experience of leading a team, inspiring and motivating them to deliver impactful results
- Experience of managing successful programs of work involving a range of complementary projects, preferably within a professional consultancy framework
- Experience of high level reporting systems and processes, providing feedback to a range of stakeholders from Senior Management to Board of Trustees to external funding partners
- Substantial high level project management experience, ideally in the corporate and / or NGO sectors
- Knowledge and working experience of project management and performance monitoring tools
- Proven experience of developing and managing 5-year budgets
- Excellent communication skills and a confident ability for oral presentation at meetings and conferences, as well as with the media
- Experience of developing advisory and problem solving approaches
- Ability to engage effectively with a range of internal and external stakeholders at all levels, including food companies, consumers, NGOs and other stakeholders
- Strong knowledge or experience of working within the food industry is desirable, particularly in areas such supply chain management, sustainability or corporate social responsibility

2. POSITION IN ORGANISATION

- Reports to the US Executive Director
- Works closely with the US Executive Director to evolve and refresh the program engagement strategy and deliver objectives
- Works closely with the EU Head of Food Business to ensure effective and successful delivery of the Food Business and wider organisational objectives
- Work closely with the Heads across all departments to ensure the campaign strategy, project management and business planning processes support Compassion's challenging change goals
- Maintains and further develops excellent partnerships with leading key food companies, particularly around supply chain management and corporate responsibility for farm animal welfare and protein diversification
- Acts as a leader, mentor and advisor on business-2-business engagement
- Liaises with Trustees / Directors, and with supporters and third parties as required
- Develops and maintains strong working relationships with all members of staff

3. SCOPE OF JOB

- Lead and manage the Food Business team ensuring high level performance of well-motivated, confident staff
- Lead the functional operation of the US Food Business program internally, specifically relating to the budget, and business planning and reporting (metrics, financial and board reports) processes
- Support the US Executive Director in delegated tasks to support strategic priorities and evolution of the US program
- Further develop our business strategy targeting major global food companies across the retailer, manufacturing and food service sectors
- Further develop the teams presence and engagement strategy, specifically the US
- Project lead Compassion's investor engagement program in the US, the Business Benchmark on Farm Animal Welfare (BBFAW)
- Project lead the continued operation and development of business-to-business forums (i.e. broilers, laying hens, protein diversification, and more)
- Project lead the compliance tools (i.e. EggTrack and ChickenTrack)
- Explore funding opportunities with Compassion's project funding team and represent the Food Business program at high level donor recruitment events
- Provide creative thinking around resource and 'toolkit' development to provide a varied, targeted and professional service to corporate partners
- Provide leadership communication both internally and externally to a wide variety of stakeholders, and at various key meetings, conferences, and media opportunities
- Further develop the role building on your personal strengths, program needs and wider organisational direction

4. PERSON SPECIFICATION

The requirements listed below are representative of the knowledge, skill, and/or ability required to carry out this role effectively.

ESSENTIAL	DESIRABLE
Knowledge	
<ul style="list-style-type: none"> • Project and ideally program management experience • Demonstrable knowledge of sales, marketing or communications disciplines • Proven track record of developing and implementing business or CSR strategy in a corporate or NGO environment • Proven track record of engaging and influencing a range of stakeholders to action • Knowledge of professional performance management systems ideally within a consultancy environment • 	<ul style="list-style-type: none"> • Other European languages (German, French, Italian or Spanish) to a high business standard • Knowledge of farm animal welfare
Education / Qualifications & Training	
<ul style="list-style-type: none"> • Educated to Degree level 	<ul style="list-style-type: none"> • Communication or Business qualification
Skills & Abilities	
<ul style="list-style-type: none"> • Experience of managing a team to successfully deliver program aims • High level IT skills and experience of developing and using applications to manage & report on workflow • Strong budget management capabilities • High level presentation skills • Strategic communications / marketing skills • Strategic planning skills • Networking and facilitation skills • Proven project management / direction skills including the ability to run and direct concurrent projects simultaneously • Ability to set and manage long term budgets • Excellent interpersonal and communication skills, both oral and written • Able to develop and implement recommendations in support of goals • Background in account and / or relationship management skills 	<ul style="list-style-type: none"> • Experience of managing an international / multi-site team • Managing international budgets in multiple currencies • Media / PR experience • Proficiency in using Salesforce or similar CRM

Personal Qualities	
<ul style="list-style-type: none"> • Demonstrable leadership qualities • Informed risk taker • Highly motivated – in terms of self and team • Solution focussed • Ability to influence and inspire action in others • Ability to communicate strategy and translate this into team achievement • Ability to effectively & efficiently prioritise workload • Professional, influential, persuasive • Diplomatic • Energetic • Approachable and adaptable 	<ul style="list-style-type: none"> • Innovative and creative

5. ADDITIONAL TASKS

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

- As part of your employment you may be required to travel anywhere within the world in order to carry out the duties of your employment
- 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
- Act in a manner that enhances the work of the Compassion in World Farming and its overall public image
- 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 on your areas of expertise, to other members of staff, work experience students, trustees etc.
- Contribute to the overall aims of Compassion in World Farming
- Take initiative to establish constructive relationships with other organizations in liaison with your line manager
- Work on projects / tasks as specified by the Management / Directors
- The job description is not exhaustive and you may be asked to carry out additional tasks which are appropriate to your experience, as required by your line manager
- 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

CIWF offers a generous benefits package including 25 days vacation, ample sick leave, paid family and medical leave, flexible work schedules, healthcare reimbursement, and a 403(b) retirement plan, all in a respectful, vibrant and welcoming work environment.

CIWF is an equal opportunity employer, and supports the facilitation of diversity, representation, and inclusivity within the animal protection movement.

To apply, please answer the following questions and send along with your resume & cover letter to jobs@ciwf.com.

1. Why do you want to work at CIWF?
2. What relevant experience do you have to succeed in this role?
3. To what do you attribute your past successes?
4. What are your salary expectations?