

Job Title:	US Head of Food Business
Job Type:	Full-time; Permanent; Exempt
Location:	Remote within Continental United States
Department:	Food Business
Line Manager:	US Director
Salary:	\$70,000-\$75,000
Closing Date:	February 11, 2022

Compassion in World Farming International was founded in 1967 in England by Peter Roberts, a British farmer who became horrified by the development of intensive factory farming. Building upon the organization's storied legacy in the UK, Compassion in World Farming USA was launched in 2012 to bring much needed change to the epicenter of modern industrial agriculture. We are a team of strategic bridge builders working to reverse the interconnected and devastating consequences of factory farming, harnessing our technical expertise and the power of partnership to bring together an inclusive coalition of advocates, consumers, farmers, companies, and institutions. From corporate boardrooms to the halls of government to news feeds, we work tirelessly on the ground to establish an innovative and resilient food system that is compassionate, fair, and regenerative for our planet and all its inhabitants.

The purpose of this role is to serve as a key member of the US Leadership Team. The post holder will be responsible for the day-to-day delivery and efficient operation of Compassion's US Food Business program. This includes engagement with major food companies and civil society partners, strategic and line management of the Food Business team, as well as performance and budget management functions.

Primary Responsibilities and Duties

Food Business Management and Leadership 55%

- Lead and manage the Food Business team in the US, ensuring high level performance of well-motivated, confident staff; this includes line management of a Senior Food Business Manager, Senior Research Manager, and Senior Food Sustainability Manager and indirect management of two colleagues reporting to the Senior Food Business Manager.
- Lead the functional operation of the US Food Business program, specifically including budget planning and financial management, tracking progress against annual KPIs, and regular communication with line manager.
- Lead the US Food Business team's strategic planning, with an overarching goal of developing Compassion's business strategy to engage and influence major US food companies.
- Support the US Executive Director, Food Business Director, and other colleagues on various tasks as necessary to ensure effective implementation of the US program.
- Work independently and in coordination with the US and international Food Business team to stay abreast of latest scientific research of focal issues (e.g., broiler breed welfare, plant-based proteins, regenerative agriculture) and utilize that knowledge to educate staff, inform strategic planning, and influence conversations with external partners.

Corporate Engagement 40%

- Lead and oversee team's engagement with US food companies to build strong relationships with senior representatives to secure commitments to higher welfare and sustainability standards, work collaboratively to identify and overcome challenges, and ultimately ensure progress against organizational objectives.
- Oversee development of corporate engagement resources (e.g. pitch decks, technical resources, white papers) and keystone reports (e.g. EggTrack, ChickenTrack)
- Lead and oversee partnership projects with food businesses, such as the US Working Group for Broiler Welfare.
- Lead and oversee hosting of food business engagement events, both via webinar and in-person.
- Oversee the maintenance of records regarding food business engagement, targets, and progress.

Representation of CIWF 5%

- Represent CIWF at industry conferences and events.
- Represent the organization in conversation with other NGOs, stakeholders, and industry groups in the animal welfare, environmental, and other sectors.
- Engagement with industry organizations and leaders to encourage adoption of and clear guidance around best practices.

Position Requirements

- Minimum of seven years' work experience in a related field, with at least three of those in management roles.
- Proven experience of leading a team, inspiring and motivating them to deliver impactful results.
- Experience in managing multiple complex projects at once, including those with external partners.
- Substantial high-level project and financial management experience, ideally in the corporate and / or NGO sectors.
- A strong commercial understanding of the issues, practices, and strategy in farm animal welfare and/or ESG/CSR in the food supply chain.
- Excellent written and verbal communication skills as well as high degree of organization and efficiency.
- Self-motivation with ability to work well independently and under pressure, manage multiple projects simultaneously, and meet deadlines.
- Friendly, positive, client/customer service-oriented personality.
- Commitment to CIWF's philosophy and missions and to the objectives of the organization.

Benefits Package

Compassion in World Farming provides one of the strongest **benefits packages** in the animal protection movement, which includes:

- A comprehensive, nationwide health insurance plan that covers individuals, spouses, and families.
- 25 vacation days annually (plus nine federal holidays and two additional floating holidays).
- Four weeks of sick leave.
- Paid parental leave, comprised of 12 weeks paid and an additional 12 weeks unpaid.
- A 403b retirement plan with a 2% employer base contribution.
- A remote work environment with flexible schedules.
- A welcoming and collaborative culture in a global organization spanning nine countries.

Please follow this link to submit your application. [Compassion in World Farming, Inc. - US Head of Food Business \(lever.co\)](#)

Compassion in World Farming is an equal opportunity employer, and supports the facilitation of diversity, representation, and inclusivity within the animal protection movement. Compassion does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring, and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, volunteers, subcontractors, vendors, and clients. Applications from members of underrepresented groups are encouraged.