

Trustee with Scientific/Animal Welfare Expertise – Universities Federation for Animal Welfare and Humane Slaughter Association

Remuneration:	Unremunerated (travel and associated expenses will be reimbursed)
Location:	Wheathampstead, Hertfordshire, UK (some meetings are held on-line and some in central London)
Time commitment:	Typically, 4 Board meetings per year plus preparatory work, participation in sub-committees and task and finish groups.
Reporting to:	Board of Trustees / Chair of Trustees

Welcome from the Chair

Welcome, thank you for your interest in the role of Trustee at the Universities Federation for Animal Welfare (UFAW) and the Humane Slaughter Association (HSA). Both charities make a real difference to animal welfare through their evidence-based, scientific approaches to understanding and improving the welfare of all animals. A vacancy for a trustee with scientific expertise in animal welfare who can help guide the charities in their missions to improve the welfare of animals has recently arisen.

The Charities are currently chaired by myself and have a trustee body which normally comprises 12 trustees. You can see the list of current trustees at www.ufaw.org.uk/about-ufaw/our-governance-trustees

Both organisations are strongly focussed on using an evidence-based, scientific approach to improve animal welfare. As such we are keen to have a broad range of scientific expertise represented on our board and are therefore looking to recruit trustees with expertise in animal welfare or veterinary science. An understanding of the welfare of animals during slaughter and transport would be advantageous, allowing the trustees to contribute fully to the work of the HSA. We are also keen to recruit trustees with expertise in the welfare of wild animals. Alongside scientific expertise, experience of organisational management would be advantageous since our trustees are closely involved in setting the strategic direction of the organisations.

We would encourage applications from potential trustees who will increase or maintain the diversity on our board. We particularly welcome applications from disabled, Black, Asian and Minority Ethnic (BAME) and/or Lesbian, Gay, Bi, Trans including non-binary (LGBTQ+) candidates as stakeholders who have traditionally been under-represented on our board. In addition, this position could be an excellent opportunity for someone at a relatively early stage in their career to gain experience of serving on a board and to represent early-career scientists as stakeholders in the two charities.

This is an excellent opportunity for the right person to apply their expertise to improving the welfare of animals, and to gain further experience of serving on the board of the two charities. Please do not hesitate to contact myself or the Chief Executive if you require any further information or would like to have an informal chat about the vacancies.

Yours Sincerely,



Mike Radford, Chair

The organisations:

Since 1987 Council Members and Trustees of the Universities Federation for Animal Welfare (UFAW) have also been the Trustees of the Humane Slaughter Association (HSA) which is a Charitable Incorporated Organisation. Some staff members are shared between the two organisations and they also share office space. However, HSA and UFAW are financially independent.

Universities Federation for Animal Welfare

- ***Science in the service of animal welfare***



Registered Charity No 207996 (Registered in England) and Company Limited by Guarantee No 579991

The [Universities Federation for Animal Welfare](http://www.ufaw.org.uk) (UFAW) is an international independent scientific and educational animal welfare charity. UFAW's vision is a world where the welfare of every animal affected by humans is maximised through a scientific understanding of their needs and how to meet them. UFAW promotes an evidence-based approach to animal welfare by funding scientific research, supporting the careers of animal welfare scientists and by disseminating animal welfare science knowledge both to experts and the wider public. UFAW's work relies on the support of members, subscribers, and donors.

www.ufaw.org.uk/our-work/ufaws-work

and our staff here: www.ufaw.org.uk/about-ufaw/our-staff

Humane Slaughter Association

- ***Caring Beyond the Farm Gate***



Humane Slaughter Association

Registered Charity No 1159690 (Charitable Incorporated Organization)

The [HSA](http://www.hsa.org.uk) is a charity recognised internationally for promoting scientific, technical and educational advances towards improving the welfare of food animals worldwide at slaughter, killing, at markets and during transport. The HSA has gained an international reputation for being a knowledgeable and practical organisation, with a sound understanding of livestock and livestock handling. The HSA is respected for its focus on science-based solutions and the support it has given to scientific and technical development in its field. We work around the world to promote the humane treatment of animals and have specific programmes to promote humane slaughter and transport of animals in China and Africa.

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

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

The Role

Person Specification

Required

- An understanding of, and commitment to, the objectives of the two organisations.
- A strong understanding of animal welfare science gained either through carrying out animal welfare research or working in fields which apply animal welfare science (veterinary medicine; the livestock industry; animal research; governmental regulation of human interactions with animals; animal welfare NGOs etc).

Desirable

- Knowledge of the livestock industry with a particular understanding of the welfare issues animals face during marketing, transport and slaughter.
- Expertise in the welfare of wild animals where it is impacted by humankind.
- Experience of developing and implementing the strategic direction of organisations.
- Experience of the funding of scientific research either as a recipient of research funding or at a funder.
- Experience of serving on a board or committee.

Equality and Diversity

We are keen to represent all of our stakeholders on our board and to maintain a diverse and inclusive trustee body. As such, we would encourage applications from potential trustees who will increase or maintain the diversity on our board. We particularly welcome applications from disabled, Black, Asian and Minority Ethnic (BAME) and/or Lesbian, Gay, Bi, Trans including non-binary (LGBTQ+) candidates as stakeholders who have traditionally been under-represented on our board. In addition, this position could be an excellent opportunity for someone at a relatively early stage in their career to gain experience of serving on a board and to represent early-career scientists as stakeholders in the two charities. Early-career researchers are currently underrepresented on our board.

Specific Responsibilities of the Trustee:

- Provide advice to the board on the scientific direction of the two charities.
- Contribute to the oversight of the charities' research funding, likely including membership of the Grants Panel – the sub-committee which approves the major research funding decisions of both organisations.
- Help raise the profile of UFAW and the HSA amongst the animal welfare community.
- Be an active champion of the organisations.

In addition to these specific activities, all charity trustees have statutory duties.

The statutory duties of a trustee are:

- To ensure the organisation complies with its governing document – sometimes known as a trust deed, constitution, or articles of association.
- To ensure that the organisation pursues its objectives as defined in its governing document.
- To ensure the organisation applies its resources exclusively in pursuance of its objectives – the charity must not spend money on activities which are not included in its own objectives, no matter how 'charitable' and 'worthwhile' those activities are.
- To contribute actively to the Board of Trustees' role in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.

- To safeguard the good name and values of the organisation.
- To ensure the effective and efficient administration of the organisation.
- To ensure the financial stability of the organisation.
- To protect and manage the property of the organisation and to ensure the proper investment of the organisation's funds.
- To appoint the Chief Executive Officer and monitor his or her performance.

In addition, with other trustees to hold the charity "in trust" for current and future beneficiaries by:

- Ensuring that the charity has a clear vision, mission and strategic direction and is focused on achieving these.
- Being responsible for the performance of the charity and for its "corporate" behaviour; ensuring that the charity complies with all legal and regulatory requirements.
- Acting as guardians of the charity's assets, both tangible and intangible, taking all due care over their security, deployment and proper application.
- Ensuring that the charity's governance is of the highest possible standard.

Time Commitment

The trustees typically meet four times per year in person, meetings usually last about half a day. One meeting typically involves an overnight stay and afternoon strategy discussion session as well as the main trustee meeting the following day. Meetings are held in person, usually at our offices in Hertfordshire or in Central London. Trustees are normally expected to attend meetings in person wherever possible.

Preparation work prior to board meetings is required so that members are fully apprised of the matters to be discussed etc. Trustees also often serve on sub-committees and task and finish groups, requiring additional time commitments.

Trustees are also encouraged to attend UFAW/HSA events to enhance their understanding of the charities' activities.

How to apply

Interested candidates are asked to supply:

- A current comprehensive CV.
- A supporting statement that illustrates your motivation for applying for this role and how you feel your skills and experience match the requirements of it, directly addressing the person specification. This should be no longer than two pages.
- Please also complete an equalities monitoring form (the information provided on this form will not be used in the selection of candidates).

If you would like to arrange an informal discussion about the role and the organisations, please contact the Chief Executive, Huw Golledge – golledge@ufaw.org.uk who will be happy to speak to you and also to arrange a discussion with the Chair of Trustees.

Applications and supporting documents should be submitted to moorman@ufaw.org.uk by the deadline **Monday 23rd May 2022**.

Selection process

Shortlisted candidates will be invited to attend an online interview with the CEO, chair and another trustee. We plan to hold interviews on the 8th and 9th of June (alternative dates in early June may be possible).

Thank you for your interest in UFAW/HSA.

