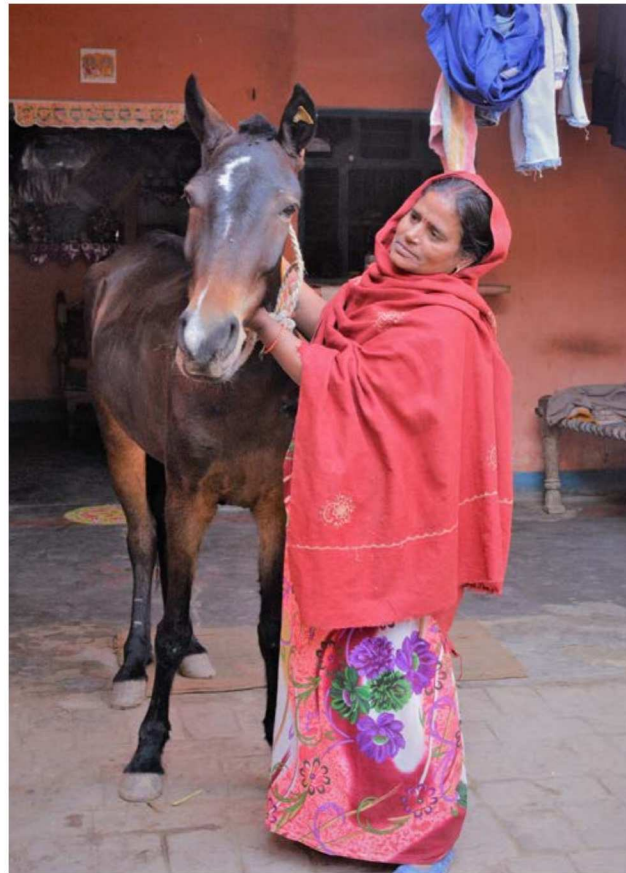


Job Description

Head of Global Animal Health & Welfare

Job Ref: PD1904



Role Details

Reports to: Director of Programmes

Responsible for: Senior Managers (Welfare, Health and Community Development)

Location: Central London (Brooke will be moving offices to the City of London in September 2019) with occasional overseas travel.

Hours: Full time. 35 hours a week, 9am to 5 pm, Monday to Friday

Salary: In the region of £60,000 per annum

Contract type: Permanent

Closing date: 13 June 2019

Interview date: 20 June 2019

About Brooke

Brooke is an international animal welfare charity working to improve the lives of working horses, donkeys, mules and the people who depend on them.

We reach over 2 million working animals across Africa, Asia, Latin America and the Middle East. Our staff include vets, animal welfare experts and advocacy and development specialists.

Our aim is to make sustainable change to the lives of vulnerable working equines address community, systemic and policy barriers to lasting change.

Our vision and mission

Our vision is of a world in which working horses, donkeys and mules are free from suffering.

Our mission is to transform the lives of vulnerable working horses, donkeys and mules around the world. We relieve their immediate suffering and create lasting change by working with people, communities and organisations.

The organisation is entering an exciting new phase focused on strengthening linkages with human development priorities to ensure greater sustainable impact for both animals and people. Brooke's recently refreshed Theory of Change recognises the critical role to be played by effective systems in which working equine animals and their owners find themselves. The organisation is learning from experience, developing new systems and realigning its position within the animal welfare and human development sectors.

Our Values

We are proud to be Brooke. We are resourceful, share new ideas and help each other succeed. Together we make change happen.

Department Structure and Position of the role



Position of the Role

The Programme Directorate includes all programme work worldwide (represented by International Senior Leadership Team) and defines for Brooke the work to be done with the resources it has, mindful of the ever-evolving context in which our work takes place. Work includes overseeing its delivery, accounting to Brooke Senior Leadership Team, the Board of Trustees and some external supporters for its impact on working equids. It is a wide and demanding portfolio as we seek to have high impact on working equids, extend our reach through effective working and partnerships.

This is one of two Heads within the Programme Directorate, reporting to the Director of Programmes and alongside the Head of Partnerships and Country Directors. Directly Responsible for: The Global Animal Health, Global Animal Welfare and Global Community Development Teams, line managing the Senior Managers of these Teams.

The Head of Global Animal Health and Welfare will also coordinate and provide technical oversight and support to Health, Welfare and Community Teams in our programme countries.

Purpose of Role

The Head of Animal Health and Welfare will be a key decision-maker within the organisation, supporting and managing teams to prioritise and deliver their work. The post-holder is a seasoned development professional and leader with significant technical experience in one or more of the fields of animal health, animal welfare and community development and will have practical field experience including management of high performing teams and programme management. They will be an excellent guide and communicator who is able to advise and enhance the global programme team on the strategic direction of travel in line with Brooke's Theory of Change. Reflecting Brooke's values, drawing on a large network and inspire confidence in the organisation.

They will be the principal "thought leader" for the animal health and welfare approach across the organisation. Empowering experts within the team to represent Brooke at national and international fora.

The post holder will collaborate with other stakeholders to develop themes and priorities, developing collaborative partnerships with internal and external partners worldwide. These partnerships will facilitate delivery of innovative, high-quality sustainable health and welfare programmes, focused on impact and scale.

They will contribute to Brooke strategy through horizon scanning. Collating internal and external evidence to inform positions, strategy and interventions. Consulting widely, drawing on expertise within the organisation, to formulate a needs analysis for animal health and welfare.

Key Responsibilities and Duties

1. Leadership of a high performing and connected team. Raising the profile of the team externally. Promoting development of UK and international animal health, animal welfare and community development experts. Develop and foster links and partnerships with key external actors in the livestock development sector. Empowering experts within the team to represent Brooke at national and international fora.
2. Provide technical leadership for the development of strategy and plans in the delivery of quality programmes and external affairs.
3. Development and management of budgets aligned to both Annual and Multi-Year plans.
4. Excellent communication and representation of Brooke's programme work.
5. Contribution to Brooke's work overall as a key manager and leader in the organisation.

1. Leadership of a high performing team

- Line-Management of the Global Animal Health, Global Animal Welfare and Community Development Senior Managers.
- Develop whole team plans and draw from it individual plans for performance management and accountability to the Director of Programmes.
- Promote the development of experts within the organisation. Identify and provide capacity development of the team as necessary through mentoring, targeted training and other opportunities.
- Foster collaboration and build a spirited team that is linked across Brooke in recognition of co-dependencies especially across agreed departmental outcomes.
- Develop a high-performing team culture that demonstrates the organisational values, raise the profile of people in the team and recognise the value that each person contributes.
- Create opportunities for experts within the global organisation to move forward in the sector.

2. Provide technical leadership for the development of strategy and plans in the delivery of quality programmes aligned with Brooke's TOC

- Collaborate with internal partners to develop programmes based on robust data and researched evidence.
- Stay informed of developments in the animal health and welfare and community development fields at a global level to ensure that programme support activities are informed by and in line with, wider emerging trends and developments.
- Work with the regional teams to determine programme priorities and to develop model projects in areas of high priority.
- Coordination of advice/technical support as required.
- Tracking of performance against agreed standards and agreed objectives.

- Reporting on collective performance programming opportunities and strengthening the direct and indirect linkages between animal health and welfare and the humanitarian sector.

3. Development and management of budgets aligned to both Annual and MY plans

- Working with senior managers to develop and manage budgets for the Animal Health, Welfare and Community Development teams. Oversee the effective financial management of the teams with support from the Director of Programmes and finance.

4. Develop and foster links with key external actors and other Thought Leaders from the fields of Animal health, Welfare and Community Development

- Collaborate with the external affairs team to determine that approach for animal health and welfare advocacy.
- Build effective and mutually beneficial relationships with the organisations operating in the development and animal welfare sectors at global level (FAO, OIE, AUIBAR etc), ensuring programmes of work are developed in alignment with the strategic imperatives of the international development community.
- Influence others to adopt initiatives that contribute to Brooke strategic goals.

5. Excellent communication and representation of Brooke's programme work

- With the Director of Programmes, communicate progress and learning to the Senior Leadership Team and Board of Trustees in particular in relation to the performance of the Global Animal Health, Global Animal Welfare and Community Development Teams.
- Represent our work to supporters, influencers and other stakeholders as a champion of effective programme for sustainable change.
- Work closely with the advocacy and public affairs team to promote Brooke's evidence and experience.
- Identify opportunities and develop contacts to promote our work.
- Work closely with Brooke's fundraising and communications teams to ensure maximum mutual benefits for Brooke.

6. Cohesion. Contribution to Brooke's work overall as a key manager and leader in the organisation

- Deputise for Director Programmes as required.
- Contribute to the development of policies, strategies and procedures within Brooke, acting as a key decision-maker where appropriate.
- Directing organisational and strategic planning and policy development.
- Contribute to cross organisational initiatives.
- Look for innovative ways to improve the organisation.
- Undertake other responsibilities, not outlined above, which are appropriate for a role of this nature.

General

- Follow the Brooke's equal opportunities statement which aims to clarify the value we place on diversity and steps we take to promote equality of opportunity for all.
- Perform such additional tasks as may reasonably be requested from time to time by the Line Manager.
- Adhere at all times to Brooke's policies and procedures.

Person Specification

The skills, abilities, experience and knowledge outlined below provide a summary of what is required to carry out this job effectively. They also form the selection criteria on which the decision on who to appoint will be made. Please ensure that you show how you meet the criteria outlined below in your application.

Knowledge and experience		Essential	Desirable
1	Demonstrable strategic and operational leadership experience at a senior level in a complex international organisation, including the management of significant budgets.	X	
2	Comfortable engaging at a senior level with key external stakeholders, including Academia, UN Institutions, senior Government Officials.	X	
3	Strategic vision and critical thinking skills, combined with experience of developing and implementing successful strategy and policies in order to achieve programmatic goals.	X	
4	Proven ability and experience in achieving quality results and making tangible impact at an international level or within equivalent large-scale operations/programmes.	X	
5	Experience of working in the development sector with a good understanding of programme management, capacity building, governance and regulatory framework.	X	
6	The ability to provide thought leadership and a solid understanding of long term development work.	X	
7	Proven ability to build effective relationships based on mutual trust and respect both across an organisation and in partnership externally in pursuit of organisational goals and mission and to negotiate and constructively challenge for the attainment of best practice.	X	

8	Experience of assessing, managing and taking sensible organisational risks.	X	
9	Experience of working with a board of charity trustees.		X
10	Professional Qualification in Animal Health and /or Welfare.		X
11	Experience of international animal health or welfare work.	X	
12	Experience of emergency preparedness and response would be highly desirable but not essential.		X

Our Competency Framework

Brooke's competency framework translates Brooke vision, mission and values into easily identifiable behaviours that all staff are expected to demonstrate at all times.

Competency	What it means
Self-Management	Taking responsibility for own actions, behaviours and outcomes
Learning	Taking responsibility for own learning and fostering growth and development in others
Relationship Building	Creating and maintaining harmonious and constructive working relationships with others internally and/or externally
Planning and Organising	Ensuring that time and resources are utilised to best effect for the achievement of the Brooke's goals and our mission and that others are committed to agreed courses of action
Effective Decision Making	Making clear, informed and timely decisions that lead to effective outcomes in line with the Brooke's mission
Change and Improvement	Seeking out and developing new ideas and approaches, responding positively and constructively to change and fostering a culture of continuous improvement

Collaboration and Cooperation	Working respectfully, effectively and collaboratively with others in your team, across the organisation and externally to deliver effective outcomes
Communication & Influence	Communicating clearly, concisely and compellingly in a manner that is appropriate to the audience. Engaging respectfully with others both internally and/or externally to persuade them to adopt courses of action that are in the best interests of the organisation and the animals

Employee Benefits:

Brooke has a competitive benefits package. To find out more, please visit:

<https://www.thebrooke.org/about-brooke/jobs/employee-benefits>

If you wish to get in touch with us, please contact HR at recruit@thebrooke.org