



Role Profile

The Role			
Role Title:	Scientific Officer - General	Reporting to (job):	Section Manager - Pigs & Poultry
Legacy job titles covered by this role profile:	Scientific Information Officer	Jobs that typically report into this role:	None
Function / Org Unit	Farm Animals / Policy, Prevention & Campaigns	Job Number: <i>(to be assigned by Reward)</i>	
Base and travel	Hybrid (HQ & Home)	Band <i>(to be assigned by Reward)</i>	B
Role Dimensions			
Number of direct reports	0	Manager/Individual Contributor:	Individual Contributor
Number of dotted line reports	0	Budget (Operating/Capital)	0
Total No of Reporting Staff (include all direct and indirect reports)	0	Decision Making Authority & Responsibility for Resources	Decision Making: The job holder is expected to take decisions about and manage and prioritise their own day to day working, balancing short and long-term projects, adjusting as required to meet specific deadlines. The job holder acts as a representative of the Society across a range of forums and makes practical decisions on the spot as to how best to communicate, promote and progress the Society's objectives with respect to farm animal welfare.

			Responsibility for resources: The post holder has shared responsibility within FAD and RSPCA Assured for confidential material from external stakeholders (e.g. draft government legislation and codes of practice; unpublished/ongoing university and commercial farm trial data; commercially sensitive information from retailers, producers.)
Working Environment	DSE User		
Role Purpose	<p>The role supports the work of the Farm Animals Department through gathering, analysing, coordinating and disseminating scientific and technical information on both general farm animal welfare, production and slaughter, and specific areas of the Society's farm animal welfare work within the post holder's remit.</p> <p>The role assists the department objective – to promote by all practical means the highest standards in farm animal welfare, including contributing to: improving attitudes towards animals; strengthening the laws in relation to farm animals and improving their implementation.</p>		
Principal Accountabilities	<p>Search for, gather, collate and process information, from a variety of sources (e.g. articles, research papers and general information), to inform revisions of the Society's literature; produce technical reports on defined issues/species and support the work of the Department.</p> <p>Develop/coordinate, update and maintain information relating to the work of the Farm Animals Department, and any other technical/scientific information about farm animal welfare, production and slaughter, including: departmental information services (e.g. farm animal's information sheets); RSPCA website: and produce new materials as appropriate.</p> <p>Participate in appropriate internal meetings, to represent the Department's view and relay information, in order to ensure effective communication of the Department's scientific/technical advice to other Departments to facilitate appropriate decision-making e.g. on campaign activities, digital media (e.g. website development), the use of scientific/technical information by the RSPCA's National Call Centre and Advice Team etc. Provide feedback to Department staff and ensure they are kept informed of other Department's activities/plans.</p> <p>Liaise with individuals in other departments as first point of contact on various collaborative issues, e.g. publications (discussing using photographs and timescales for delivery of copy for editing/printing), website development (content of main RSPCA website articles on farm animals and updating articles/issues), knowledge base (checking and providing content for</p>		

Enquiries) etc. and coordinate, contribute and ensure delivery of the Departments input into Society reports and resources and any other information sources. When required, act as the first point of contact within the department on the issue of notifiable disease, including in the event of an outbreak in the UK.

Provide, in liaison with other members of the department when appropriate, authoritative scientific information, advice and support on farm animal matters within the post holder's remit, internally as well as promoting the work of the Farm Animals Department within the RSPCA by:

- giving induction talks/meetings to new RSPCA staff and external visitors
- liaising with individuals in other Departments

External

Help to extend the Society's sphere of influence within organisations and bodies whose work involves the use of, or impacts on the welfare of, farm animals, including:

- providing scientific/technical advice, e.g. to organisations and individuals within the food and farming industries, including retailers, producers, RSPCA Assured, journalists on issues within the post holder's remit (including minority species and issues such as, rabbits, live plucking, and re-homing farm animals), providing scientific/technical information and advice on farm animal welfare issues to Governmental and non-Governmental bodies, either in response to specific requests, or proactively
- raising awareness and understanding of relevant farm animal welfare issues within the farming community
- helping to encourage the development of improved welfare systems, including the facilitation of the interpretation and implementation of the RSPCA welfare standards for farm animals
- preparing and delivering presentations on the work of the Farm Animals Department and farm animal welfare in general, to agricultural colleges, scientific conferences and other events relevant to the Society's sphere of interest.

Represent the Society's policies and recommendations on farm animal welfare where appropriate, particularly those within the post holder's specialist areas (including minority species and issues such as rabbits, live plucking and re-homing farm animals), for example:

- at relevant external Governmental and non-Governmental meetings, including technical committees and working groups encourage and secure adoption of improved policies and practices on farm animal welfare (in line with RSPCA standards and policies) into the committee's terms of reference, activities, work plans and recommendations

	<ul style="list-style-type: none"> • in press, radio and television interviews <p>Respond directly to, or when appropriate collaborate with other members of the Department to prepare responses to, external and internal enquiries relating to the scientific, technical and practical work of the Department and livestock welfare in general.</p> <p>Coordinate the development, maintenance and use of electronic databases (including the departmental photographic database) to allow the Department to find, store and retrieve scientific articles/references/research papers and photographs, maintain these resources and provide technical support to the other members of the Department in the use of these systems.</p> <p>Coordinate and/or edit and ensure accuracy and timely production (electronic versions) and external publication of revised versions of RSPCA welfare standards for farm animals and, in collaboration with other Department technical staff, develop new welfare standards.</p> <p>Organise and/or coordinate and ensure effective function of all the species specific RSPCA Standards Technical Advisory Groups (STAG) including preparation of papers, providing information to, and obtaining/collating information provided by external STAG members, and production of technical minutes/notes of all meetings.</p> <p>Coordinate the department's input into updating/producing RSPCA Assured guidance notes for revised/new versions of the RSPCA welfare standards and ensure communication of relevant information on welfare standards development and STAGs to RSPCA Assured and other relevant RSPCA departments.</p>
<p>Key Interfaces</p>	<p>Internal</p> <p>The post holder is regularly required to communicate with other departments within the Society providing information on general farm animal welfare, as well as specific advice within the post holders remit, responding to queries and negotiating deadlines.</p> <p>Communicating with other staff is a key part of the role, including: negotiating schedules and deadlines.</p> <p>External</p> <p>The post holder is required to communicate with external stakeholders, e.g. members of the public, university students, food and farming industries, policy makers, government, media and other animal welfare organisations. This includes the communication of general information and guidance on farm animal welfare and the work of the department. The communication can involve translating scientific/technical information clearly and concisely into terms that the audience can</p>

	<p>understand, thereby promoting the values and policies of the Society The post-holder must tailor the communication to suit the audience, ensuring they understand the information provided. The role can require communicating to those with a different view and potentially confrontational audiences and the ability to maintain robust, coherent and logical argument but deliver it in a way that is most likely to result in the maintenance of dialogue and cooperation is essential.</p> <p>The post holder is required to effectively deliver lectures and presentations.</p> <p>The post holder's role also includes undertaking media interviews – written press, radio and TV – on issues within their remit, and with a range of styles which need to be tailored to the specific requirements of the media and audience in question.</p>
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The Person

Personal Attributes and Key Competencies

- Competent user of Microsoft Office, including Word, Excel, and Powerpoint.
- Competent user of internet and email system(s).
- Competent in preparing and delivering (both verbally and written) presentations/reports to varied audiences.
- Ability to work alone and in a team
- Flexible
- Motivated

Essential Key Skills, Qualifications & Experience

- Masters degree in a relevant subject (animal/agriculture/welfare science) or bachelors degree plus at least two years relevant equivalent experience.
- Well-developed analytical skills combined with strong attention to detail.
- Excellent verbal and written communication skills, being able to tailor approach to a number of different audiences/stakeholders.
- Good organisational skills with the ability to prioritise workload.
- Well developed interpersonal and diplomatic skills.
- Effective at working to demanding targets.
- Experience of preparing and delivering (both verbally and written) presentations/reports to a varied audience.
- Experience of working alone and in a team.
- Experience of taking/producing technical meeting notes/minutes and producing reports/documents for meetings.
- Experience of organising meetings, including venue selection/booking and liaison with attendees.
- Experience of project coordination/organisation.
- Knowledge of main livestock farming systems and specific work areas within the post holder's remit.

	<ul style="list-style-type: none"> • Good level of animal production and welfare knowledge in relation to specific work areas within the post holder's remit.
Desirable Key Skills Qualification & Experience	
Personal commitment to:	<p>Adhere to the Society's charitable objectives, which are to promote kindness and prevent or suppress cruelty to animals.</p> <p>Take care of their own health and safety and that of others who may be affected by their acts and omissions.</p> <p>Uphold the RSPCA's core values</p> <p>Cooperate with Society policies and procedures</p> <p>Understand and comply with any Society Code of Conduct.</p>
RSPCA Core Values	<p>Our values for our employees, volunteers, trustees, branches and future members of our Community Engagement Programme guide everything that we do.</p> <p>They also guide how we work to rescue and care for animals and how we work with individuals, families, communities and other organisations.</p> <p>We are compassionate: we care deeply about the lives of animals, we have empathy for people, we act with kindness and consideration at all times</p> <p>We are inspirational: we are life changing, we inspire by taking the lead, we speak up when others don't, we take brave decisions, we change animals' lives for the better.</p> <p>We are committed: we never give up, we have energy and determination, we rescue animals from cruelty and neglect, giving them new opportunities and supporting others in doing so, and advocate for all animals at risk of harm.</p>

We are expert: we have expert knowledge which we willingly share, we act on the basis of evidence, we underpin our decisions and actions with science, data and experience.

We act with integrity: we are honest and trustworthy, we act with integrity, we do what's right.

Creation and Authorisation

Statements in this Role Profile are intended to reflect, in general, the duties and responsibilities of the position, but are not to be interpreted as totally inclusive.

Profile written by: Kate Parkes	Role: Section Manager (Pigs & Poultry)	Date: 12/7/22
Approved by (operations):	Role:	Date:
Approved by (HR): Luan Moorshead	Role: HRBP	Date: 21/7/22
Date Job last evaluated: July 2022		