

CANDIDATE PACK *BECOMING PART OF COMPASSION IN WORLD FARMING*

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INTRODUCTION FROM OUR GLOBAL CEO PHILIP LYMBERG

Dear Candidate,

I am delighted you have taken the step to find out about joining the team at Compassion in World Farming International.

Factory farming is the biggest cause of animal cruelty in the world.

Founded over 55 years ago by a dairy farmer, Peter Roberts, who was concerned at the rise of factory farming, we continue to pursue his vision of sustainable food without animal suffering.

Compassion in World Farming today is the leading international animal welfare organisation focused on farmed animals worldwide.

To prevent the suffering of billions of farmed animals and ensure a healthy future for people and our planet, ending factory farming has never been more urgent.

Compassion is campaigning to end animal suffering and working with governments, finance, and food businesses to improve welfare standards.

We've won bans on cages and the routine use of antibiotics in Europe. We got animals legally recognised in the EU and UK as 'sentient beings', capable of feeling pain and suffering. We've worked with over a thousand companies worldwide on game changing commitments, such as no longer selling eggs from caged hens. Billions of animals every year are better off.

Please take the time to read this pack and to find out more about Compassion at www.ciwf.org. I do hope that you are inspired to be part of our journey and look forward to receiving your application.

With best wishes,

Philip Lymberry
Global Chief Executive

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It is within our power now to create for the future an environment in which we can peacefully co-exist, or to inherit a hostile environment, finding ourselves threatened on all sides by disease, hunger and pests.

***Peter Roberts MBE,
Founder, Compassion
in World Farming
International***

HI! THANK YOU FOR YOUR INTEREST IN BECOMING A PART OF COMPASSION

A warm hello from all the team at Compassion in World Farming, where compassion is at the heart of everything we do!

Thank you for considering a role with us and for your interest in advocating for the welfare of farmed animals and promoting compassionate farming practices.

At Compassion, our mission is rooted in the belief that animals deserve to be treated with respect, kindness, and dignity. We're committed to making a positive impact in the world by working tirelessly to advocate for policies and practices that prioritise the well-being of farm animals. As an organisation founded on empathy and social responsibility, we are dedicated to raising awareness about the ethical treatment of animals in the farming industry.

By joining Compassion, you will become part of our global community.

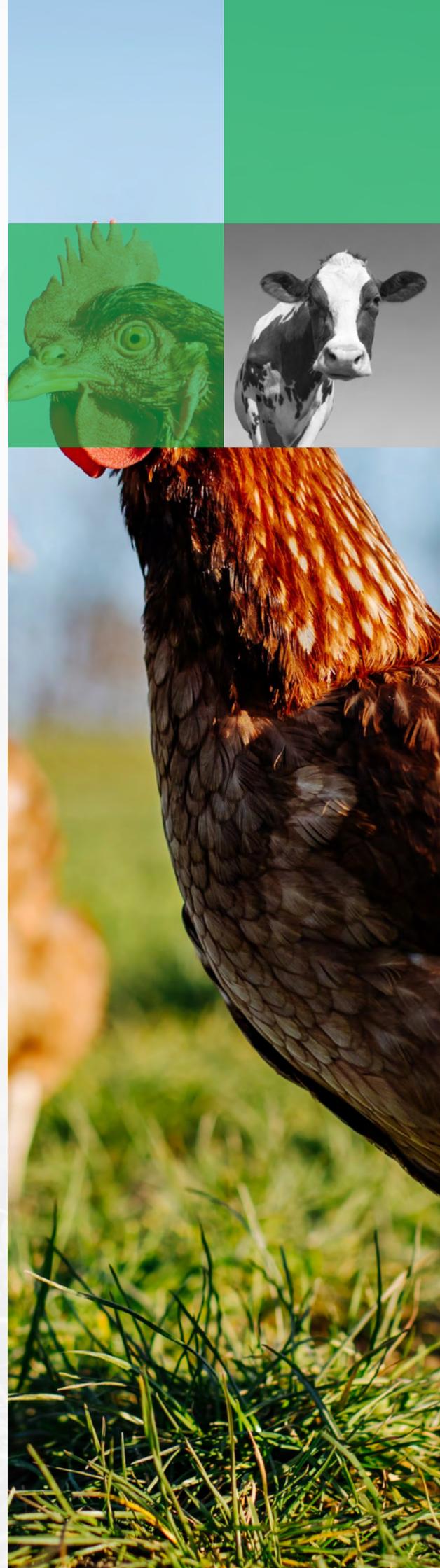
We operate on an international scale, collaborating with organisations, activists and food businesses worldwide to drive positive change. Our commitment to sustainability, education, and innovation ensures that our work benefits not only animals but also the planet and all its inhabitants.

As you explore the opportunities within Compassion, we encourage you to learn more about our values, initiatives, and the meaningful work we do. We believe in the power of collaboration and are excited about the potential positive impact we can achieve together. Thank you for considering joining us in our mission to create a world where farm animals are treated with compassion and humanity. We look forward to getting to know you and learning how your skills and passion can contribute to our shared vision.

Good luck!

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WHO ARE WE?

Let us shout it from the roof tops, our team really is something special!

At Compassion in World Farming, we're not just individuals; we're an integral part of a compassionate movement. Each one of us brings a wealth of professional expertise and experience to breathe life into and steer Compassion's mission. Our colleagues form the spirit of our journey. Our values form the very essence of Compassion and are at the core of our overarching mission, infusing

every aspect of our work and reflecting the very heart of who we are.

We are a team of individuals who are genuinely committed, relentlessly determined, deeply empathetic, highly professional, open-minded, and incredibly big-hearted. Crafted by our passionate team to embody these personal qualities and values that Compassion champions, our mission thrives, and our shared vision for a more compassionate world for farm animals comes to life.

- **PROMOTING COMPASSION**
- **FOCUSING ON IMPACT**
- **ACTING WITH INTEGRITY**
- **FACTUAL & SCIENCE-BASED**
- **ACCOUNTABLE**
- **CHAMPIONING ANIMAL SENTIENCE**
- **ADVANCING HUMANE & SUSTAINABLE FOOD**

**SO... DOES THIS
SOUND LIKE YOU?
TELL US!**

We want to get a sense of who you are.

We're not just looking for ways you fit well into your role, we're looking for how you fit with the wider organisation.

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Each one of us brings a wealth of professional expertise and experience to breathe life into and steer CIWF's mission.



WHAT WE DO

COMPASSION IN A NUTSHELL!

Compassion in World Farming is a registered charity that works globally to end all factory farming practices.

As dedicated contributors to Compassion in World Farming, we go beyond working 'for' the organisation; instead, we work 'alongside' it. Each of us brings our professional expertise and experience in our respective fields.

Compassion acknowledges how this enrichment helps shape and direct our mission to promote compassionate farming practices on land and underwater.

OUR ESSENCE

Farmed animals should not, and need not, suffer.

OUR VISION

A world where farmed animals are treated with compassion and respect.

OUR MISSION

End factory farming.





01

ANIMAL WELFARE ADVOCACY

Compassion in World Farming is a staunch advocate for the welfare of farmed animals. We engage in vigorous campaigns and initiatives to champion the humane treatment of animals within the farming industry. Our goal is to eliminate practices that cause unnecessary suffering and ensure farmed animals are treated with respect and compassion from birth to slaughter.

02

POLICY ADVOCACY

Compassion actively engages with governments, businesses, and policymakers to shape policies and regulations that safeguard the welfare of farmed animals. They advocate for the strict enforcement of laws and regulations that ensure the humane treatment of animals, working to establish a legal framework that supports ethical farming practices. Their unwavering commitment to these efforts seeks to create a more just and compassionate society where the welfare of farmed animals is not only upheld by law but is also a fundamental ethical consideration in agriculture and food production.

03

INNOVATION

Compassion is committed to innovative problem-solving and humane solutions / alternatives within the farming industry. We collaborate with an array of stakeholders, including farmers, scientists, and researchers, to develop and implement cutting-edge approaches that enhance animal welfare and promote sustainability. Compassion's collaborative approach drives progress and fosters positive change, forging a path towards a future where compassion and sustainable practices are at the forefront of global agriculture, benefitting animals, people and the planet.

04

SUSTAINABLE AGRICULTURE

Compassion is a steadfast advocate for sustainable farming practices that not only reduce the environmental impact of agriculture but also actively enhance animal welfare. We do this by endorsing and promoting ecologically responsible methods that recognise the intricate and symbiotic relationship between animal welfare and environmental sustainability. Our vision encompasses a world where farming practices are harmoniously aligned with the well-being of animals and the planet.

WHAT WE DO

05

COMPASSIONATE FARMING PRACTICES

Compassion actively promotes ethical and sustainable land and water-based practices that prioritise the well-being of animals. Our advocacy focuses on eradicating cruel farming methods and replacing them with systems that respect animal dignity. Compassion aims to create environments that allow animals to express natural behaviours, freedom to move around, and ensuring a life free from suffering. Our approach not only upholds ethics but also contributes to a more sustainable and harmonious ecosystem.

06

AWARENESS AND EDUCATION

Compassion recognises the power of education and awareness. We provide comprehensive resources, run impactful campaigns, and share information to raise public awareness about the reality about where food comes from. Our educational efforts empower consumers to make informed and compassionate choices in their dietary and purchasing habits, contributing to a more humane and ethical society.

07

COMMUNITY OF COMPASSION

Compassion brings together individuals, organisations, and communities that share their vision of a world where farmed animals are treated with empathy and humanity. We work with a global network of like-minded individuals and organisations, fostering a vibrant and interconnected community committed to advancing the cause of animal welfare, as well as human and planet health. This united front amplifies the collective impact and accelerates the journey towards a future where ethical treatment of farm animals is a shared societal value, transcending geographical boundaries and cultural differences.

08

GLOBAL REACH

Compassion operates on a global scale, forging partnerships and alliances with organisations worldwide. This global perspective allows us to create an international community of compassion, uniting people across borders and cultures who share the common goal of improving the lives of farm animals.



OUR SOLUTIONS: A WORLD BETTER FED WITHOUT FACTORY FARMING

Factory farming is the single biggest cause of animal cruelty on the planet and a key driver in the climate, nature and health catastrophes facing humanity.

HAPPIER, HEALTHIER FARM ANIMALS:

If we get rid of cruel factory farms and restore farm animals to the land in mixed rotational farms, there are huge benefits to be had.

Free-ranging animals can express their natural behaviours – running, flapping, grazing – making for happier animals with better immunity, cutting down on the need for veterinary antibiotics and reducing the risk of disease.



BREATHE LIFE INTO OUR LANDSCAPES:

By returning to rotational farms and naturally-reared animals, we can bring a cascade of positive benefits for the environment too.

When free range animals can wander fields and pasture, they help to regenerate soils. They re-engage the age-old nitrogen cycle where sunlight pushes up plants, eaten by animals whose droppings return nourishment to the soil.

DELIVER ABUNDANT FOOD:

If we cut by half the amount of cereals and soya fed to farm animals, it would free up enough food for an extra 2 billion people. This would swell the world's food basket to feed the 9 billion people anticipated by 2050 without the need for a hectare more of farmland.



PIONEERING A FUTURE WITHOUT FACTORY FARMING

DRIVING CHANGE THROUGH ADVOCACY AND OBJECTIVES

We employ a multifaceted approach, combining advocacy, research, and public engagement to achieve its goals. We are determined to raise animal welfare standards, promote regenerative farming practices, and shift societal attitudes towards more sustainable food production.

KEY OBJECTIVES INCLUDE

- Securing a global agreement on regenerative farming.
- Advocating for government legislative reforms, encouraging corporate commitments to animal welfare and sustainable farming.
- Mobilising the financial sector to support regenerative practices.

FINANCIAL GROWTH FOR IMPACT

We recognise the importance of financial sustainability in achieving its mission. We have set a target to raise £30 million in annual gross income by 2030/31, enabling us to amplify our efforts and drive transformative change.

[LINK TO STRATEGY](#)

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EQUALITY, DIVERSITY AND INCLUSION (EDI)

Our approach to Equality, Diversity and Inclusion (EDI).

Compassion in World Farming International is committed to providing a welcoming and inclusive environment for all our staff, volunteers, partners and clients. We seek to build a global team that reflects and creates positive change for the diverse, global communities impacted by factory farming, as we strive to make the world a better place for people, planet and animals.

We are committed to providing equality of opportunity for everyone, regardless of their background and support the facilitation of diversity, representation and inclusivity within the animal welfare movement.

We want this to be reflected in the diversity of people who work for us and we welcome applications from underrepresented groups, whether these be of ethnicity, religion, gender, gender expression, age, physical ability, sexual orientation, and any other. Compassion is committed to promoting Equality, Diversity, and Inclusion (EDI). Key initiatives include establishing a Global EDI Committee and conducting different workshops and training sessions monthly. We also contribute to the RACE Report, implement a buddy system for new hires, and encourage respectful communication by addressing microaggressions and promoting the use of pronouns.

Additionally, we have created a dedicated EDI Teams channel, maintain an HQ library of EDI resources, and offer training courses on EDI topics.

This helps us to reflect our commitment to fostering an inclusive workplace culture.

[View our EDI statement](#)

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We seek to build a global team that reflects and creates positive change for the diverse, global communities impacted by factory farming.

LOVE WHAT YOU DO; DO WHAT YOU LOVE

Here at Compassion in World Farming, we are committed to continuous improvement, which helps us to shape a compassionate workplace environment. We continually explore additional means to support all our staff, both in and outside of work, with new ideas and upcoming initiatives!

But don't just take our word for it! - Here's some feedback from our remarkable team members, from our most recent Staff Survey.

“ I believe in the work we are doing for animals, people, and the planet. It's motivating and inspiring. I love being surrounded by people who are working to change the world. ”

“It matters. The organisation and the people are genuinely trying to improve the world. That is rewarding.”

“I like the work that I do, my manager and my team. I am encouraged to learn how to do things for myself and improve my knowledge in my particular area.”

“ My co-workers are the smartest, most engaged people I've ever worked with. I always feel like they are there to support me and do their best work. ”

“ That we all share a keen interest in the welfare of animals and the planet, everyone is friendly & caring. We also have good benefits and work life balance with working 2 days in the office. ”

“My work is meaningful and corresponds to my values.”



WHAT ELSE DO WE OFFER?

Knowing you've made a meaningful impact by day's end is a wonderful feeling, and so is the assurance that your employer genuinely cares for your well-being. At Compassion, we're here to support you!

We offer benefits which are tailored to the country you are working in. These will be confirmed during the application process.

ANNUAL LEAVE
TO REST, TRAVEL AND RECHARGE

FLEXIBLE WORKING
DEPENDING ON ROLE AND REGION

HEALTH & WELLBEING
A RANGE OF SUPPORT & GUIDANCE

LEARNING & DEVELOPMENT
OPPORTUNITY TO DEVELOP YOUR CAREER

STARTING YOUR APPLICATION

Well, you've read a little bit about us - now it's over to you!

Excited about the idea of joining Compassion in World Farming? Wonderful! Let's get you started. Just complete our online application form, where you can upload your CV and a warm, informative cover letter that shows us how your skills and experience align with the job description's Person Specification.

Keep in mind, we might kick off interviews at any time, so don't delay! Your application is our chance to get to know you better, so we can't wait to learn more about you. Thanks for considering Compassion as your potential workplace!

Key Information to Include:

● Make sure the job title and reference is clearly stated at the beginning of your form, so we know which job you're applying for and if you know anyone at the organisation.

● You must sign off your form to confirm that the information you have given is correct. If you don't have an electronic signature, please type your name instead.

● Tailor your cover letter: Your cover letter is of particular importance to us. It allows you to personalise your application and express your enthusiasm for the role.

● Make sure you include paid work, unpaid work and any work experience in your employment history. Start with your current employment, or if you are currently unemployed, your most recent employment.

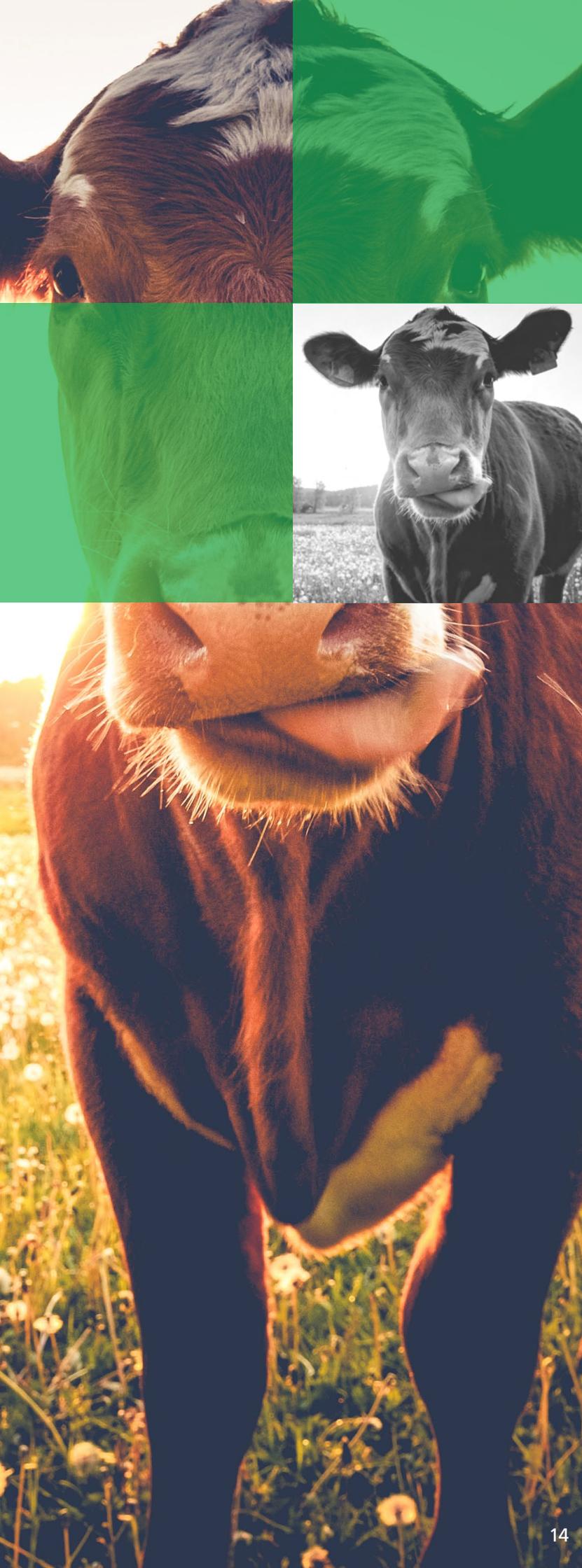
If there are any gaps in your employment, please tell us why.

● At least one of your referees should be your current employer. If you are not currently employed, simply provide your most recent employer. If you don't have any employment history, think about one professional and one personal referee who would best describe your suitability for the role. Please note, we only take up references once a job offer has been made, and accepted.

● **Organisational Research: Research us!** Understanding a company's history, mission, products, industry position, culture, and recent news is vital for job applications. Use this knowledge to tailor your application and excel in interviews.

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Your cover letter is of particular importance to us



3 TIPS FOR A GREAT APPLICATION!

As part of our application process, we ask that candidates submit both a completed Application Form, cover Letter and an up-to-date CV.

When you apply for a role with Compassion in World Farming, we will always respond to your application either with a phone call or via email.

01 FINE-TUNE YOUR APPLICATION

Refining your writing style will improve the quality of your application. As employers we are looking for confident applicants who can convince us of their capabilities - demonstrate your suitability by giving short, to the point and positive answers.

02 ALIGNING YOUR SKILLS TO THE JOB DESCRIPTION

Please take a note of the essential criteria as detailed in the job description as these are the things that you must have in order to do the job. Desirable criteria are qualities we believe would be an advantage for you to have. But don't panic if you don't have them, dependent on the role - these are areas we would look to develop within the role.

03 BE YOURSELF

As we mentioned earlier, our values are a really important part of how we recruit. We're looking to find new staff who have values aligned to our own - let your personality shine through in your application form and tell us how our values fit in your life!

GOT ANY QUESTIONS FOR US?

WHO SHOULD I CONTACT IF I HAVE ANY SPECIAL REQUIREMENTS?

If you're unable to complete our online application form and need some support, and/or you need our documents in an alternative format, for example, large print, please contact our HR/Recruitment Team at recruitment@ciwf.org

HOW LONG WILL IT TAKE FOR YOU TO DECIDE IF I'VE GOT AN INTERVIEW?

Please note that this can vary depending on the number of applications we receive for each role and cut-off date. Generally speaking, we do try our best to make a decision and contact applicants, invited for interview between one and two weeks after the closing date.

WILL I BE NOTIFIED IF MY APPLICATION IS UNSUCCESSFUL AND WILL I RECEIVE FEEDBACK?

We know how much time and effort goes into an application and we really appreciate the time you've taken to apply for a job with us. Due to the volume of applications we receive, we're unable to inform and provide feedback to unsuccessful candidates at the shortlisting stage. If you haven't heard from us by the interview date, unfortunately you won't have been shortlisted for the role.

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HOW WILL THE INFORMATION I PROVIDE BE USED?

The information in your application will be used for the sole purposes of recruitment and diversity monitoring. We will process your information fairly and lawfully for these purposes. We will not share your information with other agencies or individuals, except to prevent fraud, or if required to do so by law.

[View our Privacy policy](#)

WHY ARE YOU ASKING FOR MY EQUALITY INFORMATION?

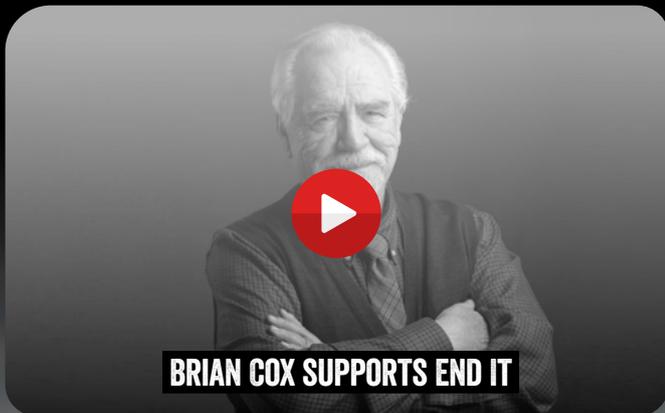
We have an Equality, Diversity and Inclusion Policy which aims to eliminate discrimination in employment. Candidates are selected on merit only, therefore all applicants will be afforded equal opportunities in employment irrespective of age, disability, gender, sexual orientation, marital status, race, religion or belief. We're committed to monitoring equality information, but we need your help to do this.

[View our EDI statement](#)

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The information in your application will be used for the sole purposes of recruitment and diversity monitoring.

LEARN MORE...



SIGN-UP TO OUR JOB ALERTS

Each month we send out a Recruitment Round-Up email, within each edition you'll find information on:

- **OUR CURRENT ROLES AVAILABLE AT COMPASSION IN WORLD FARMING INTERNATIONAL**
- **ANYTHING ELSE REGARDING RECRUITMENT OR CAREER OPPORTUNITIES**
- **NEWS AND UPDATES**
- **CV AND INTERVIEW ADVICE**

Opt-in to receive alerts, you can opt-out at any time.

[Read our Privacy Policy](#)



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Compassion in World Farming International is a registered charity in England and Wales, registered charity number 1095050; and a company limited by guarantee in England and Wales, registered company number 04590804.