

# JOB DESCRIPTION

<b>Position:</b>	Chief Executive Officer
<b>Responsible to:</b>	Chair of Trustees
<b>Responsible for:</b>	Directors x 5
<b>Works With:</b>	Trustees, senior management, supporters, external organisations and other interested parties
<b>Location:</b>	Hybrid working – office in Godalming and home

## Overview:

The CEO of the League Against Cruel Sports is a key leadership role, responsible for guiding the charity toward its mission of preventing and ending cruelty to animals in the name of 'sport'.

This involves a blend of strategic planning, advocacy, fundraising and organisational management. The CEO works closely with the board of trustees, staff and external partners to implement effective campaigns and initiatives aligned with the charity's goals.

As a forward-thinking, compassionate leader, the CEO is instrumental in building relationships with supporters, media and policymakers, in particular influencing and liaising with government and political representatives, while maintaining the charity's financial health, reputation and operational sustainability.

This role requires a deep commitment to animal welfare and the skills to navigate the complexities of both the charity and advocacy sectors, taking a leadership role within the broader animal welfare field to ensure the ending of cruel sports remains on the broader agenda within the third sector.

*The League Against Cruel Sports is Britain's leading charity working towards a kinder society where persecuting animals for 'sport' is in the past.*

*Redefining what is acceptable and inspiring change, we were instrumental in helping bring about the landmark Hunting Act 2004. Driven by compassion and empowered by knowledge, we manage sanctuaries to protect wildlife, carry out investigations to expose law-breaking and cruelty to animals, and campaign for stronger animal protection laws and penalties.*

*United, we will end animal cruelty in the name of 'sport'.*

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## Purpose of Job:

- **Leadership & Strategy:** Support the Board of Trustees in shaping the strategic direction and provide leadership to staff and wider animal welfare NGOs to achieve the charity's goals.
- **Compliance & Governance:** Ensure adherence to Charity Commission regulations and company legislation.
- **Financial & Resource Management:** Maximise financial performance and manage the charity's assets and resources effectively.
- **Operational Efficiency:** Oversee all operations to ensure campaigns are effective, processes are efficient, and funding is optimised for impact.
- **Sustainability & Growth:** Support the growth and sustainability of funding streams while enhancing the charity's reputation and influence as a thought leader in animal welfare advocacy.

## Principal Responsibilities:

- **Strategic Leadership:** Develop and execute the strategic vision in partnership with the Board of Trustees, ensuring alignment with the charity's mission and values.
- **Campaign Effectiveness:** Maximise the effectiveness of the charity's campaigns by ensuring a strong focus on impact and clear advocacy for legal and societal change.
- **Financial Oversight:** Oversee the financial health of the charity, ensuring balanced budgets, income growth and effective use of assets, including the charity's property portfolio.
- **Team Leadership:** Lead, motivate and inspire staff, promoting a culture of collaboration, inclusivity and accountability. Ensure robust safety, security, HR practices and performance management systems are in place.
- **Legal Compliance:** Ensure all statutory and legal obligations are met, including compliance with Charity Commission, FSA, employment and all other relevant regulations.
- **Stakeholder Engagement:** Cultivate relationships with key stakeholders, including politicians, donors, celebrities, trustees and staff. Build unity and trust across the charity and wider third sector via our Time for Change coalition.
- **Public Representation:** Act as the public face of the charity, representing it in the media and at public events. Confidently speak on animal welfare issues to raise awareness and support.

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Essential Skills/Knowledge	Desirable Skills/Knowledge
<ul style="list-style-type: none"> <li>▪ Proven leadership in a senior management role, ideally within the nonprofit sector.</li> <li>▪ Expertise in strategic planning, financial management and budgeting.</li> <li>▪ Strong understanding of charity regulations and animal welfare legislation.</li> <li>▪ Demonstrated experience in advocacy and public engagement.</li> <li>▪ Excellent communication, negotiation, and relationship-building skills.</li> <li>▪ Ability to lead teams and promote a positive, inclusive organisational culture.</li> <li>▪ Strong problem-solving skills, with the ability to manage risk and complexity.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Postgraduate qualifications in nonprofit management, business administration or a related field.</li> <li>▪ Experience with public speaking, media experience and a proven ability to represent organisations effectively in public.</li> <li>▪ Proven commercial experience of growing fundraising and sales pipelines.</li> </ul>

Personal Characteristics
<ol style="list-style-type: none"> <li>1. Passionate about animal welfare and committed to showing compassion and kindness to animals and people.</li> <li>2. Collaborative and open, fostering a culture of trust, accountability and inclusivity.</li> <li>3. Courageous and resilient, able to navigate complex challenges with maturity and calm.</li> <li>4. Visionary, with the ability to inspire and lead change in response to evolving needs.</li> <li>5. Credible, approachable and able to win hearts and minds for the cause.</li> </ol>

Acknowledgement	
I acknowledge receipt of this job description. I confirm that I have read, understood and accept the requirements of this role.	
<b>Signed by the employee:</b>	
<b>Printed name:</b>	
<b>Date:</b>	