

Animal Welfare Officer

Reports to:	Programme Manager
Responsible for:	None
Location:	Based in Dakar with regular (at least monthly) travel within Senegal; and occasional wider international travel for meetings or workshops.
Salary details:	Commensurate with experience
Hours:	Normal Senegal working hours, plus out of hours work as required

Key outcomes

- Brooke's existing Service Providers Theory of Change is well embedded within the West Africa programme, so that all staff members and partners have a shared and consistent understanding of our approach and work towards local Service Providers
- All Service Providers (private/Government vets + artisans (farriers, saddlers)) have a basic knowledge of animal welfare notions and concepts and apply them in their daily work
- Health care providers provide good quality health services, in accordance with their legally recognised scope of role/work "prerogatives" and Brooke's standards and ethics
- All artisans apply better techniques and practices, promoting good equine health and welfare
- Service providers' offer is based on a better understanding of the needs, preferences and constraints of their customers (owners/users)
- Veterinary Service providers develop coordination and information channels favourable to good working relations between Auxiliaries (i.e. CBAHW), ATE, ITE (i.e. paravets) and Dr Vets
- Veterinary Service providers and artisans develop mutual learning mechanisms (mutual learning), promoting peer referral
- Institutions (Min of Livestock Equine Development Department, Vet school and training institutions...) promote and disseminate the values, tools and practices, inspired by Brooke

Key responsibilities and tasks

The key responsibilities relate to supporting Local Service Providers to develop health and welfare knowledge, skills, technics, practices favourable to Animal Welfare and good quality services that are accessible and sustainable; and to supporting institutions and government which play a role in improving animal welfare.

Animal Welfare Programme Development and Support

- Support the implementation of the Brooke WA Service Provision strategy, which complements the Community Engagement and Advocacy programme strategies
- Participate in process of new partners identification and conduct potential Welfare assessments to enable Brooke WA to expand its work in line with the Service Provision strategy
- Act with other AWO as technical focal point for training and advice on animal welfare and be at all times a role model for sympathetic and compassionate handling, treatment and management of working equine animals and an ambassador for the Brooke's work.
- Coordinate key principles/ advice which will be provided to the partners on the principles of applied animal (equine) behaviour and welfare, humane handling and compassion building, ensuring that the welfare needs of working equids are understood and prioritised within partner programmes.
- Cultivate and encourage learning amongst the partners in animal welfare, ethical decision-making, equine behaviour and compassionate handling of working equines and their application in practice.
- Provide animal welfare/ veterinary/farriery knowledge and skills to the LSPs intervening in Brooke West Africa areas
- Build capacities of other actors such as government and private veterinary service providers, to ensure they deliver quality, accessible and sustainable services to equine owning communities

Training

- Train LSPs on all relevant Brooke Animal Welfare policies and standards.
- Develop holistic training strategy, modules and tools/materials based on TFAL principles and methods
- Lead specific technical trainings related to specific Health/Welfare issue (including farriery) identified in each partner area
- Evaluate trainees on application of animal welfare principles within their daily work routines and practice
- Assist in developing / strengthening the capacity of service providers on business planning, pricing, market research, customer feedback

Monitoring/mentoring

- Ensure that Farriery Mentoring Framework and Animal Health Mentoring Framework Management Tools are understood by Service Providers
- Collaborate with Resource Network to implement Quality Monitoring of LSP (AHMF, FMF).

- Ensure close support for and assessment of application of new skills that will lead to improvements in equine welfare (develop mentoring and feedback agenda)
- Support peer referrals systems and mutual learning between LSPs

Coordination and Communications

- Assist the Programme Manager to build effective working relationships with local animal welfare/health services and other relevant Government departments, national and local organisations in order to promote the Brooke as the leading working equine welfare organisation within the Region.
- Assist the Programme Manager to ensure the Brooke annual/multiyear plan and the budget provide the roadmap, human and financial resource for operationalisation of the Service Provision strategy
- Seek advice and inputs from colleagues in Programme Team working directly with Community Engagement and provide advice and inputs as requested to maximise an integrated approach
- Collaborate with colleagues working on delivery of the Brooke WA advocacy strategy to ensure partners are supported in planning and undertaking local advocacy in relation to prioritised welfare issues
- Assist in development of organisation development plans for community based partners, bearing in mind weaknesses identified in initial partner assessments and Brooke's emphasis on bringing about sustainable change in animal welfare
- Review partner narrative and financial reports, ensuring expenditure and activities are in line with workplans and approved budgets, updating the Programme Manager on specific points of interest, successes to celebrate and challenges to be addressed
- Draft narrative reports to donors on Service Provision projects, ensuring compliance with donor accountability requirements and ensuring Programme Manager sign-off on finalised reports
- As required, work closely with the Research Team to support the identification, development and implementation of relevant animal welfare research in West Africa, where this is needed in order to inform a higher standard of animal care.

General

- Be at all times a role model and change agent for humane handling and compassion towards equine animals, continuously seeking opportunities to interact directly both with animals and people
- Perform such additional tasks as may reasonably be requested from time to time by the Programme Manager
- In undertaking the role, comply with all Brooke global and regional policies and procedures.
- As part of this role there is a need to travel as required, sometimes at short notice, within Senegal, the West Africa region and internationally.
- This list of tasks may not be exhaustive and will be reviewed from time to time.

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	At least a first degree (Bachelors) in a relevant animal health/ welfare discipline such as veterinary degree, with evidence of formal equine training / specialism	√	
2	Significant experience (minimum 5 years) working with a development NGO, including programme development, implementation, monitoring and evaluation.	√	
3	An understanding of the evidence-based approach to veterinary medicine and animal welfare	√	
4	Experience and field practice in animal welfare or working with equines especially working horses and donkeys		√
5	Experience developing and implementing projects through partners at grass roots and national levels	√	
6	Proven practical experience in identifying, establishing and managing animal welfare/ health issues	√	
7	Proven experience in planning, delivering and evaluating trainings	√	
8	Experience of building professional external networks at senior level		√
9	Knowledge of basic animal welfare concepts and an understanding of the importance of working equines to the economies of developing countries	√	
10	Experience working in other countries in West Africa and an understanding of the political, social and economic situation in the region.		√
Skills and abilities		Essential	Desirable
1	Clear, strategic thinker with strong analytical and problem solving skills. Energetic and incisive – able to translate vision into reality	√	
2	A culturally sensitive communicator and manager, and excellent negotiation skills especially in the context of another culture	√	

3	Motivation to engage and learn and be at all times a role model	√	
4	Good information management skills including the ability to write clear concise reports for a variety of audiences in French and English	√	
5	Strong and engaging communication and presentational skills to a variety of audiences	√	
6	Training and facilitation skills in both formal and informal environment	√	
7	Good interpersonal skills, working diplomatically with people at a senior level to develop trust, shared understanding and motivation	√	
8	Empathy to suffering of any animal including humans, and ability to inspire others to improve equine welfare	√	
9	Excellent organisation, planning and follow up skills	√	
10	Ability to prioritise and handle a diverse and heavy workload, working under pressure and often to tight deadlines	√	
11	High level of fluency in French and English and at least one local language (Wolof, Pulaar, Serere)	√	
13	Strong IT skills (Word, Excel, PowerPoint, Outlook)	√	
14	Ability to travel and work independently in Senegal and other countries in the region	√	
15	Willingness to work flexibly and, on occasions, outside of office hours	√	
16	Good team player	√	
17	Committed to the aims of the Brooke, animal welfare and community development	√	