



**Working  
Animals  
International**

• Candidate Pack

# Appointment of CEO Working Animals International

Saxton Bampfylde

May 2026

Reference RBZQA





Working  
Animals  
International



# Working Animals International Appointment of CEO

## Contents

4	Welcome from the Chair
5	About
6	Purpose of the Role
7	The Role & Key Responsibilities
9	Person Specification
10	Terms of Appointment
11	How to Apply





Working  
Animals  
International

*We're turning the spotlight on working animals who are often overlooked. Because the more you know about their reality, the more we can change it for the better.*





Working  
Animals  
International



**Marianne Davies**  
**Chair, Working Animals**  
**International**

# Welcome message

Dear Candidate

As Chief Executive of Working Animals International (formerly SPANA), you will be leading a 100+ year old global charity into its next chapter. You will steer our strategy, shape our culture and ensure we deliver on our ambitions for working animals and their communities. This is a role that calls for vision, courage and deep compassion, someone who can convene and empower others, and build a shared sense of purpose across our people, partners and supporters worldwide.

This is a pivotal moment to join Working Animals International. For more than 100 years, we have provided life-saving veterinary care to working animals in some of the world's most vulnerable communities. Today, these animals are facing more complex and urgent challenges than ever before, from climate stresses and conflict to rapid urbanisation and economic instability. At the same time, our recent rebrand and refreshed strategy give us a powerful platform to raise the profile of working animals and the people who depend on them.

Our strategy focuses on three interconnected pillars, Welfare, Worth, World, so that working animals receive the care they need today and the protection they deserve tomorrow. Through our enabling goal of harnessing our global potential, we are also strengthening our advocacy and influence, ensuring that working animals feature in the global conversation on sustainable development, climate resilience and poverty reduction.

As Chief Executive, you will lead a dedicated team in the UK, alongside a network of partners internationally, to deliver impact at scale. You will champion our mission on the international stage, build high-impact partnerships, and speak up for working animals in forums where their contribution is too often ignored.

Working Animals International is already in the midst of exciting transformation. Our new name and brand more clearly reflect our global mission and are helping us reach new supporters and partners, while honouring the legacy and expertise built over a century of work as SPANA. With a stronger, more recognisable identity and a clear strategy for 2023–27, we are poised to increase our impact for working animals in greatest need.

This is an exceptional opportunity to lead a charity with deep roots, global reach and huge untapped potential. With your leadership, we can change how the world thinks, feels and acts towards working animals, and, in doing so, help communities everywhere to thrive alongside them.

If this inspires you, we would be delighted to hear from you.

**Marianne**

**Working Animals International** Appointment of CEO



# About

For over a century, Working Animals International has been dedicated to transforming the lives of working animals. We are dedicated to transforming the welfare of working animals in greatest need globally. By increasing access to skills, knowledge and resources and campaigning for policy change we're building a world where working animals are healthy and valued, communities are stronger and livelihoods are more secure.

Horses, donkeys, mules, camels and other animals are the quiet, driving force behind countless communities, helping millions of people earn a living and access food, water and transport yet their welfare is often overlooked. That's why we work with a network of partners around the world to make sure the needs of working animals are supported at a local level. We also encourage our partners to work together to share their collective expertise.

We share knowledge and skills with owners and animal health professionals so they can look after their animals with confidence and care. This helps to reduce recurring injuries, treat disease and improve animals' welfare while building resilience within their community.

We're also inspiring the next generation through our education programme, helping them to value, respect and protect the welfare of working animals for years to come.

We support local clinics and community-based centres that provide veterinary care, widening access to treatment for working animals and essential advice for their owners.

When and where natural disasters strike, we help communities prepare and provide lifesaving support and care for working animals and the people who depend on them.

We campaign for working animal welfare to be recognised and prioritised at every level from local policy to national legislation and global development agendas. Changing the way the system works means more working animals will live better lives now and in the future.





Working  
Animals  
International



# Purpose of the Role

As a well-established charity with a history spanning over 100 years, we are proud of our heritage and the impact we have achieved over that time. In recent years, we have undertaken a significant modernisation programme. Our systems and processes are now more robust, our governance has been strengthened, and we have greater clarity on how we can deliver the greatest impact for the working animals we serve and the communities who rely on them.

Our CEO will join at a moment of real momentum. Morale across the organisation is high, we have a strong and highly capable executive team, and awareness of animal welfare and its importance to families who depend on working animals continues to grow.

However, there is much more to do. Our CEO will work closely with the Board to set the strategic direction and lead the charity into its next phase of growth. Building on recent modernisation, they will position the organisation as a confident, global animal welfare leader at the intersection of animal welfare and community resilience. They will translate a powerful mission and an evolving international partnership model into greater depth and scale of impact for working animals and the people who rely on them.

They will consolidate and embed the significant organisational changes already underway, from strengthened governance and an expanded, capable Senior Leadership Team to a bold new brand, while accelerating the charity's pace, profile and influence. Our CEO will accelerate the shift from a historically treatment-led, UK-focused approach to a strategically driven, globally oriented organisation that combines veterinary care, education, advocacy and disaster response to influence the wider ecosystem for working animals.

We are looking for a CEO who will inspire, support and develop a highly motivated and collaborative workforce, and who will deepen our partnerships with locally led organisations. You will lead the organisation in becoming a global champion for working animals, both in the UK and internationally.

**Working Animals International** Appointment of CEO

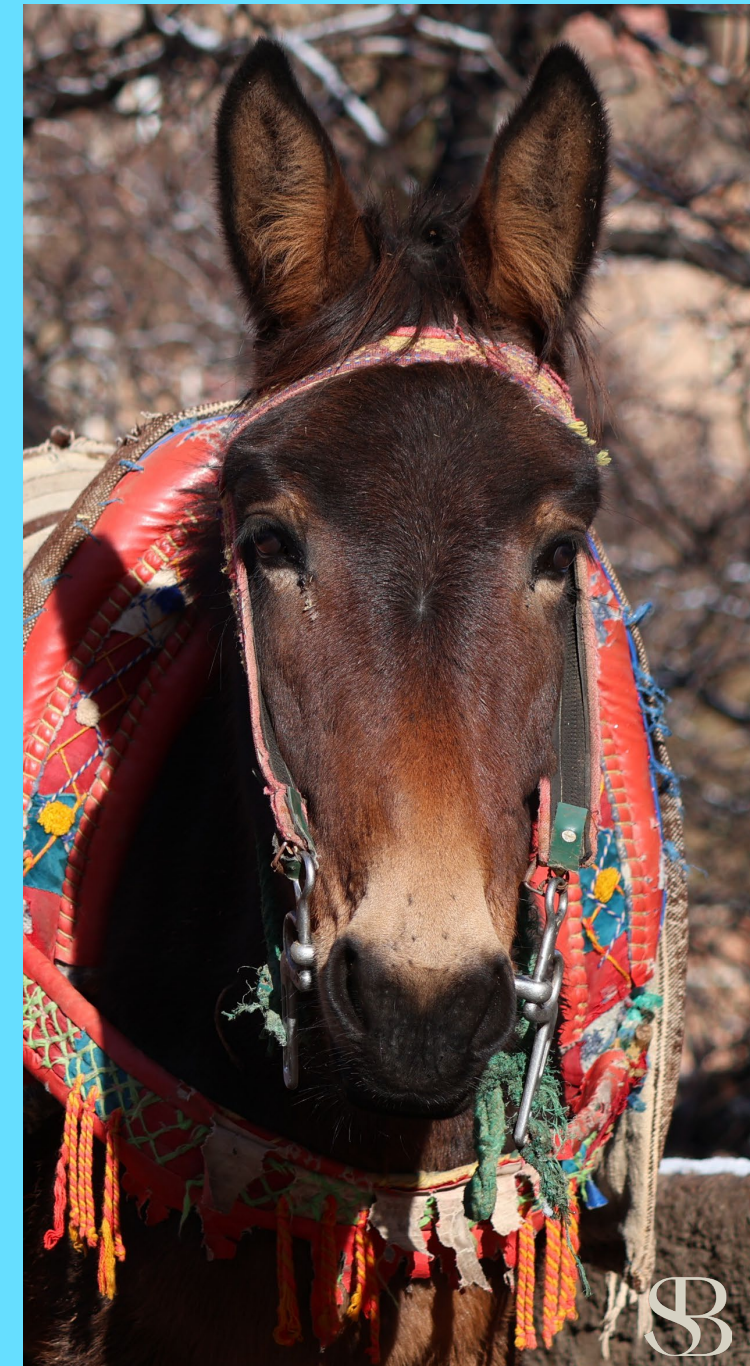


# The Role & Key Responsibilities

Working Animals International is seeking a dynamic CEO to lead its next chapter of growth and impact. As our CEO you will be responsible for providing visionary leadership, strategic direction, and operational oversight to ensure Working Animals International fulfils its mission and maximises its global reach and influence.

## Key Responsibilities

- **Strategic Leadership:** Articulate, drive, develop and implement Working Animals International's vision and long-term strategy, ensuring alignment with the charity's mission and values.
- **Implement Change:** Consolidate and embed the significant changes already delivered, ensuring they are fully adopted across the organisation and translated into sustained operational impact.
- **Building Followership:** Inspire, motivate, and cultivate a high-performing team, fostering trust, engagement, and a shared sense of purpose across diverse geographies.
- **Stakeholder Management:** Engage and influence multiple stakeholders (including international partners, donors, governments and staff), seeing challenges from their perspectives and building consensus in support of our charitable aims.
- **Governance & Compliance:** Ensure robust governance structures and processes are in place, maintaining accountability to the Board of Trustees and compliance with all legal and regulatory requirements.
- **Team Development:** Recognise personal strengths and areas of development, and build a leadership team that complements and enhances these, focusing on balanced and effective organisational capacity.
- **External Awareness:** Stay attuned to global trends in animal welfare, charity operations, and the broader external environment, integrating new learning into Working Animals International's strategic approach.
- **Operational Excellence:** Oversee the effective delivery of all programmes, ensuring measurable impact and value for the working animals we support and the communities who depend on them, while delivering at pace.
- **Financial Stewardship:** Ensure sustainable financial management and resource allocation, supporting both growth and resilience.





Working  
Animals  
International

**200M+**

Working animals around the world help families earn a living

**500K+**

Working animals are supported each year through Working Animals International projects

**7500**

Animal welfare lessons for children – the next generation of working animal owners

**117,212**

Animal owners trained in 24/25



# Person Specification

- **Passion for Animal Welfare:** Deep understanding and commitment to animal welfare and the role it plays in communities, ideally demonstrated through previous professional or voluntary roles.
- **International Exposure:** Substantial experience working with international organisations or markets, with a nuanced understanding of global contexts and cross-cultural considerations.
- **Leadership:** Strong, credible leader who brings energy and pace to the organisation, while consolidating recent changes and continuing the modernisation of the charity and ways of working
- **Influencing & Relationship Management:** Sophisticated influencing skills and the ability to manage complex stakeholder relationships, seeing challenges from multiple vantage points.
- **Self-Awareness & Team Building:** High degree of self-awareness regarding strengths and limitations, coupled with the ability to build and lead balanced, effective teams.
- **Strategic & Pragmatic Approach:** Able to think big-picture while remaining hands-on and responsive to operational realities.
- **Learning Orientation:** Demonstrates curiosity, learns from external trends, and integrates new insights into organisational strategy.

- **Delivery Focus:** Proven ability to deliver results at pace in dynamic environments.
- **Governance Expertise:** Experience with governance frameworks and Board engagement, ideally in the charity or not-for-profit sector.

## Preferred

- **Charity Sector Experience:** Direct experience in the charity sector preferred but not essential if other core leadership traits are strongly evident.
- **Lived Experience in Relevant Markets:** First-hand experience living or working in Working Animals International's focus regions is considered highly desirable.
- **Current CEO Experience:** Demonstrable success as a CEO, with a proven track record of impactful leadership and organisational achievement.

*Note: while experience in the animal welfare or charity sector is ideal, candidates with outstanding leadership credentials from other sectors are also welcomed.*

## Personal Qualities

- Resilient and adaptable
- Empathetic and culturally aware
- Visionary yet pragmatic
- Outstanding communicator and relationship builder
- Integrity, transparency, and authenticity in all actions

Working Animals International Appointment of CEO





Working  
Animals  
International

# Terms of Appointment

## Salary

£120,000 plus benefits.

## Location

Our office is located near Borough Market. We operate a hybrid working model.

## Annual Leave

26 days annual leave, plus bank holidays.

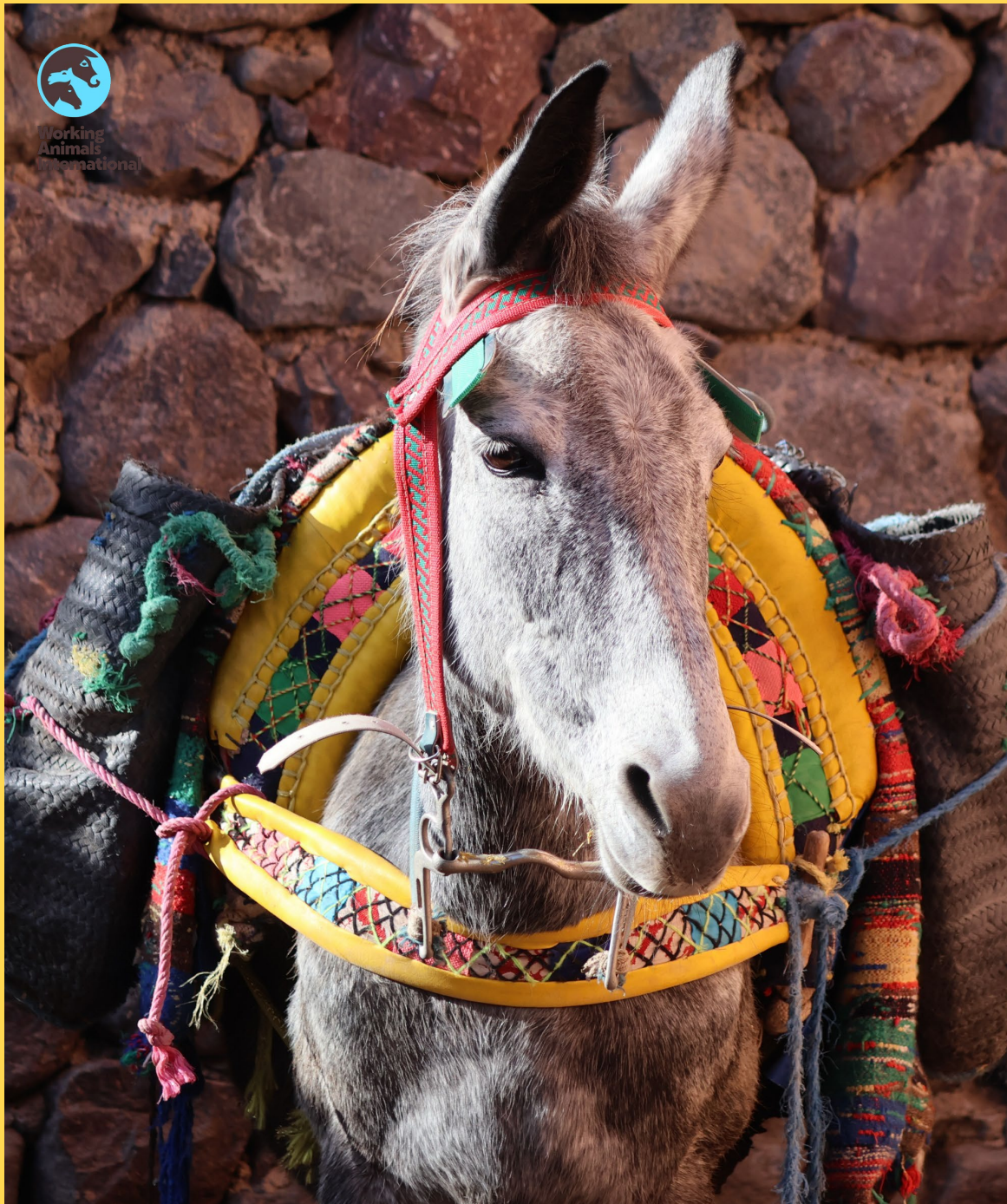
## Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.





Working  
Animals  
International



# How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Working Animals International on this appointment.

Candidates should apply for this role through our website at [roles.saxbam.com](https://roles.saxbam.com) using code **RBZQA**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring\* form.

The closing date for applications is noon on **Tuesday 26<sup>th</sup> May 2026**.

\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

## **GDPR personal data notice**

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

- [Read our guide to writing cover letters](#)



**Working  
Animals  
International**



Changing the world one leader at a time. [saxbam.com](http://saxbam.com)

