

**RSPCA.**

**Candidate Pack  
Deputy Chief  
Inspectorate Officer**





# Welcome

Thank you for your interest in becoming our Deputy Chief Inspectorate Officer at the RSPCA.

This is an exciting year in which to join as we celebrate our 200th anniversary. Having recently rebranded, we are in a new chapter in our story as we look to inspire one million more people to action and join our movement to keep creating a better world for animals.

We've been working hard to develop our culture and performance and we've also transformed our governance. Our new strategy to 2030 requires us to push our cause further into the public consciousness, inspiring society to defend and improve animal welfare, so we're also working to further strengthen our influence.

This is a pivotal role for the charity helping to lead a large, complex national directorate and in which you will get the opportunity to deputise for me and help to build a positive culture that ensures the wellbeing of staff who are spread geographically in multidisciplinary diverse teams. Exciting changes in technology and science around animal welfare have allowed us to reshape the whole Society and directorate and so we're looking for someone who embraces and can lead and support cultural change in order to be successful in this role.

We're looking for a strong people person who is able to build rapport easily and brings proven success in developing high performing teams. You'll be a resilient but flexible leader with a proven track record in translating strategy into operational delivery in a complex, dispersed organisation and will understand how to engage and influence across an organisation and with key stakeholders. We are open to where you come from, but you must be a strong communicator who can get people on side and can deal with challenge in a robust but open way. Detailed knowledge about animal welfare is not essential, although a demonstrable commitment to it is.

We recognise that a diverse and inclusive workforce is essential to achieving our core mission. For this reason, we actively encourage a wide diversity of applications - in particular from members of minority ethnic groups, and people with disabilities - as these candidates are currently under-represented at the RSPCA.

If you believe you can bring the experience, skills, and leadership attributes we're looking for, we very much look forward to hearing from you.



*S. Bennett*

Steve Bennett  
Chief Inspectorate Officer



# About us

In 1824, a small group of people met in a London coffee shop, determined to change animals' lives. They created the society that became the RSPCA, sparking a movement that spread around the world.

Before that time, cruelty to animals was widely accepted. Few people kept pets, and animals were used for working, food, or entertainment. Setting dogs on chained bulls or bears was considered a sport. Things had to change.

The first-ever law protecting animals was the Cruel Treatment of Cattle Act of 1822. It's often called Martin's Act, after Richard Martin who helped get the law passed. He was one of 22 people who went on to meet at Old Slaughter's Coffee House, St Martin's Lane, on 16 June 1824. With him was the Reverend Arthur Broome, credited as our founder, and anti-slave trade campaigner William Wilberforce. By forming what became the RSPCA, they prompted a vital social shift in how people thought about animals.

Today, we're the oldest and largest animal welfare society in the world – but our vision and mission honour these beginnings.

Our five core beliefs, drawn from our experience and evidence, underpin why animal welfare matters to us and forms a new part of our strategy:

- All Animals deserve a good life.
- Animals' lives are important in themselves.
- Animals have emotions, feelings and needs.
- Animals enrich and improve our lives.
- All of us should help to make animals' lives better.

## RSPCA 200

In two centuries, we've improved millions of animals' lives by changing laws, industries, and minds. Ours is a rich history, but we're not just reflecting on the past. As the world changes and the threats facing animals mount, the RSPCA must rise to meet them. The times we're living through – climate change, factory farming, wars, and a cost-of-living crisis – demand an urgent response.

That's why 2024 isn't just an anniversary, it's a new chapter in our story. This is our chance to work together, everyone for every animal. Let's celebrate the bond between us and inspire more people to action.

Because a world that's better for animals is better for us all.





## Our Vision

Our vision is to one day live in a world where all animals are respected and treated with compassion. And that is what we work towards every day. [Our strategy to 2030](#) will build on this strong platform as we celebrate 200th anniversary this year and the years that follow.

## Our Ambitions for 2030

- Reduce animal neglect and cruelty by half.
- Stop illegal puppy and kitten trading.
- See more than half of all UK farm animals reared to RSPCA welfare standards.
- End severe suffering for animals used in science.
- Secure legal protection for animals. Establish an Animal Protection Commission.
- Achieve statutory powers in England and Wales for RSPCA inspectors.
- Secure a UN declaration for animals.
- Inspire a one million-strong movement for animal welfare by 2030.

## Our Values



### COMPASSIONATE:

We care deeply about the lives of animals. We have empathy for people, we act with kindness and consideration at all times.



### 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.



### 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.



### 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.



### INTEGRITY:

We are honest and trustworthy, we act with integrity, we do what is right.



## People Strategy

In line with our new organisational strategy to 2030: Together for Animal Welfare, we have a new People and Culture Plan.

At the RSPCA, we intend to achieve an aspirational culture, where people can thrive, and the RSPCA is respected as a great place to work. Without our people the RSPCA will not achieve its bold ambitions and new strategy.

The five words that encompass the future desired state for the RSPCA culture are:

- Inclusive
- Open
- Collaborative
- Empowered
- Forward-thinking.

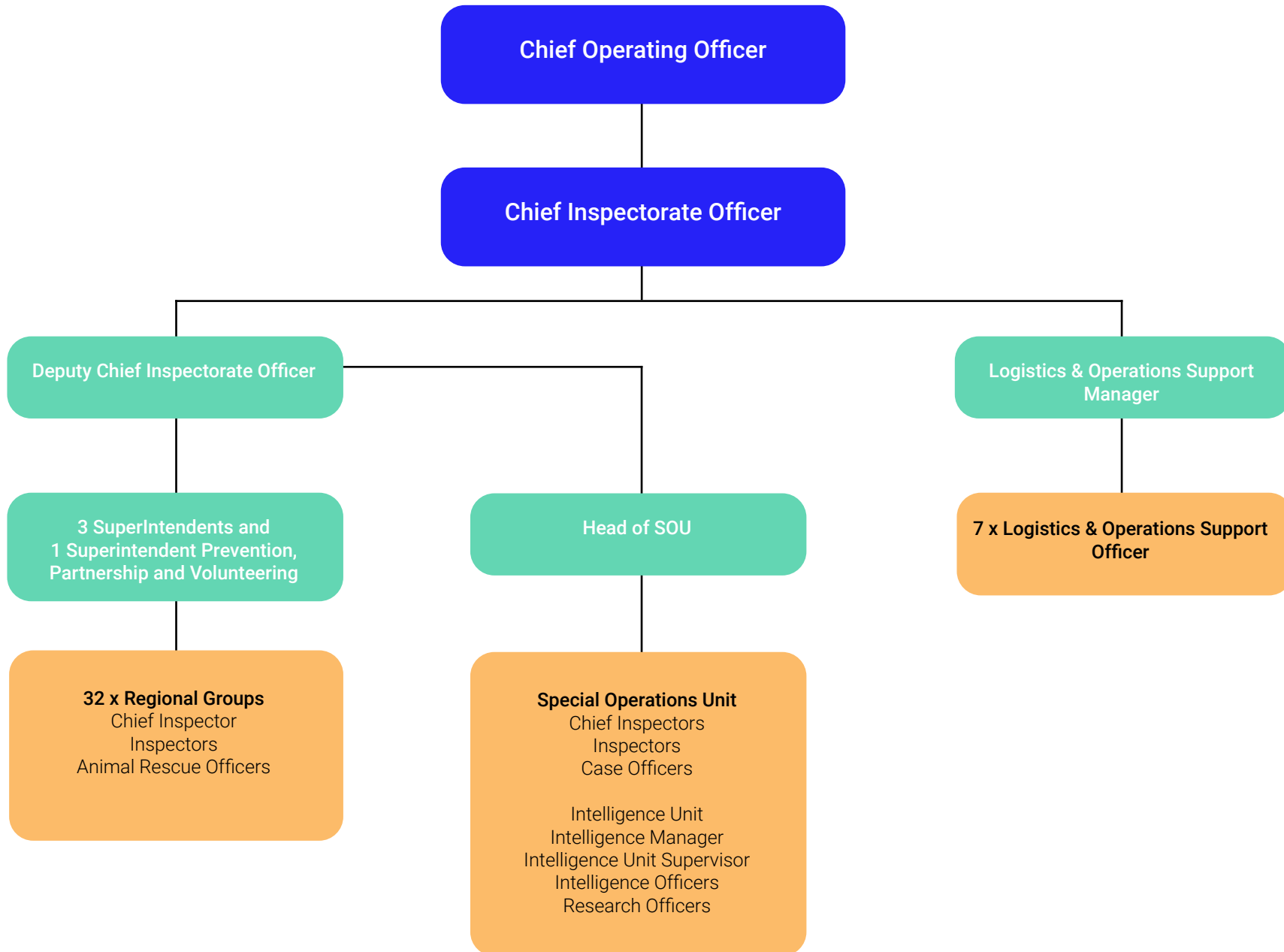
## EDI

In 2022 we appointed a new Head of Equality, Diversity and Inclusion who has developed and implemented our first EDI Plan. This sets out our commitment to ensure that our work is benefiting from the contributions, insights and reach of a bigger and more diverse cross-section of society. It supports and informs our overall People & Culture Plan and outlines the priorities in EDI required to achieve our overall strategy.

This plan is part of our commitment to wider cultural organisational effectiveness and will ensure our branches are accessible, by every local community, develop animal cruelty prevention programmes that speak to people from all cultures and walks of life, and ensure our messages continue to reach new audiences.



## Our Organisation





# Job Description

Job title:	Deputy Chief Inspectorate Officer
Reports to:	Chief Inspectorate Officer
Direct reports:	4 Direct Reports – 3 Super Intendents, 1 Super Intendent for Prevention, Partnership and Volunteering

## Role purpose

- Support the Chief Inspectorate Officer in delivering the strategic aims of the Society across the Inspectorate.
- Design and implement operational plans to ensure that the key activities of the Inspectorate underpin the aims and objectives of the Society.
- Making decisions on a wide range of topics including sensitive issues which are evidence based.
- Ensure that the Inspectorate achieves all key performance indicators including financials.
- Deputise for the Chief Inspectorate Officer as and when required.
- Through strong and inspirational leadership, promote a clear sense of purpose and direction within the Inspectorate.
- Work collaboratively as part of the Senior Leadership Team to promote cross functional working across the wider Society.

## Main responsibilities

- Responsible for the overall operational performance of the Inspectorate teams and line management of the Superintendents and department heads, building a positive culture which includes wellbeing, over geographically and multidisciplinary diverse teams.
- Responsible for delivery of effective strategies to ensure achievement of the Society's strategic and operational key performance indicators across the Inspectorate.
- Supporting the CIO on ensuring consistency and effectiveness of processes, practices and working practices within the Inspectorate.
- Supporting the CIO with the ongoing establishment management, which will include recruitment campaigns and analysis of ED&I information.
- Responsible for representing the Inspectorate agenda at strategic level and for engaging with and influencing key stakeholders across the Society.
- Responsible for developing robust future facing strategic plans for the Inspectorate, and for ensuring delivery of current and future change programmes.
- Supporting the Chief Inspectorate Officer with leading and supporting on change programmes.
- Supporting the Chief Inspectorate Officer in relation to identifying training requirements for teams to ensure operational effectiveness, development but also legal compliance.
- Inspectorate representative on the RSPCA Senior Leadership Team (SLT).
- Represents the Society at formal occasions and/ or with key external stakeholders/ supporters. Engages with and influences key stakeholders and supporters.



# Person Specification

## Knowledge and experience

- Significant experience in a senior operational leadership role gained within a complex, multi-site organisation with experience of developing and delivering strategic plans.
- Proven experience and track record of managing a wide range of stakeholders across functions up to the highest levels.
- Substantial experience and success in implementing change and managing projects.
- Experience of engaging with trade unions and/or knowledge trade union legislation is highly beneficial.
- Experience of managing and creating high performing teams across multi-site locations
- A degree or equivalent management qualification or significant practical experience

## Skills and abilities

- A high level of commercial acumen and strategic thinking combined with a pragmatic and objective led approach.
- A strong focus on quality and able to evidence examples of successful delivery.
- Ability to challenge the current status quo and influence thinking and behaviours to ensure a more robust financial future for the Inspectorate.
- Results focused with the ability to plan and execute at pace, whilst confidently managing conflicting priorities and multiple stakeholders
- Excellent communication skills with the ability to persuade, influence and negotiate.

## Styles and behaviours

- Natural ability to influence and engage with stakeholders at all levels of the Society, including when deputising for the Chief Inspectorate Officer
- Flexible and resilient balanced with a degree of pragmatism and objectivity to deal with resistance and challenge.
- Role model for the Inspectorate and the wider Society. Highly motivated and 'self- starter approach to leadership





# Terms of appointment

## Salary

The salary for this role is £70,000 per annum on a full-time permanent basis.

## Location

This is a remote role with extensive travel across England and Wales when required.

## On Call

Will be required to participate in "on call Rota" which covers weekends.

## Pension

Contributory pension scheme (employer contribution up to 11%)

## Annual leave

25 days annual leave plus Bank Holidays. This will increase annually, rising to 31 days maximum after 6 years in service, plus an additional Society Day around Christmas (pro rata).

## Health

The RSPCA contributes towards the costs of routine healthcare for employees with an option to upgrade the cover level.

## Vehicle

Car allowance



# How to apply

We hope you will consider making an application. Please contact Kieran Hughes [Kieran.hughes@starfishsearch.com](mailto:Kieran.hughes@starfishsearch.com) if you have queries about the process or would like an informal, confidential chat with a member of the team. To make an application, please go to <https://starfishsearch.com/jobs/rspca-dcio/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

The RSPCA is a disability confident employer. We would be grateful if you would complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date: Friday 23rd August 2024

Preliminary online interviews with Starfish: 9th & 10th September 2024

Final Panel Interviews: 19th September 2024  
(RSPCA Woodside Animal Centre, 190 Scudamore Road, Leicester, LE3 1UQ)

