

# Job description

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| <b>Job title:</b>  | Feline Welfare Associate Researcher    | <b>Department:</b>  | Feline Research            |
| <b>Reports to:</b> | Feline Behaviour and Welfare Scientist | <b>Directorate:</b> | Cat Welfare and Operations |
| <b>Date:</b>       | March 2025                             | <b>Pay band:</b>    | 12                         |

## 1. About the role

You will be required to work on domestic cat welfare related projects both internally in Cats Protection and in collaboration with academics and other organisations to increase the knowledge and data on cat welfare within a practical shelter landscape. Priority projects include the development and refinement of non-invasive measures to support biologically and practically appropriate cat welfare inferences. Consultations and practical engagement with cat care stakeholders will also form an important component of this post.

The role is home-based with daily tasks including supporting the completion of research papers, literature reviews, evidence synthesis and its critical evaluation as well as qualitative data analysis from ongoing projects. Substantial periods of cat based fieldwork including travel and stays away from home will also be required as part of the role, therefore the postholder must be willing to travel to a range of different locations within the UK and stay local to the research site to support with data collection.



## • Key responsibilities

- The Cat Welfare Tool development team comprises two Postdoctoral Research Fellows and a Cat Behaviour and Research Specialist Team Lead. The team work across a series of complex research workstreams which prioritise the development of non-invasive, biologically sound ways to support cat-wellbeing focused data gathering. The post holder will be required to work closely and collaboratively with the rest of the team, in order to support on varied research tasks subject to the needs of each ongoing project.
- Daily research tasks will include qualitative and quantitative data collection and management, data analysis and the preparation of peer-reviewed scientific journal articles and internal reports, coordinating multiple lines of work to meet deadlines. Current projects in collaboration with external universities include:
  - the automation of behavioural data extraction from video footage
  - the validation of novel, cat friendly ways to monitor movement, activity and physiological changes associated with cat wellbeing
- Other projects include systematic scoping literature reviews of unowned cat welfare assessment, and qualitative interviews with cat care stakeholders to understand their perspectives on the care of unowned cats.
- The Associate Researcher may also be required to carry out field work, including travel to cat centres in order to collect non-invasive behavioural and health data. This is likely to include the setting up and positioning of static video cameras, live filming of cats with thermal imaging cameras and well as collating data from clinical records and daily visual observations of cats.
- The post holder will be required to work closely and build positive working relationships with key cat care stakeholders both within Cats Protection (e.g. Rehoming & Welfare Assistants, members of the Behaviour and Welfare teams and Field Vets), and externally (e.g. individuals from other animal welfare organisations).
- Close collaborative working with academics from a range of different universities may also be necessary on an ad hoc basis as well as representing Cats Protection at external events such as delivering presentations at applied conferences.
- In common with all posts, ensure compliance with Cats Protection's policies and procedures, statutory obligations and best practice, and to undertake such other duties as may be reasonably required by the Chief Executive. This job description may be subject to review in the light of the developing organisation and in consultation with the post holder.

## 2. The person

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| <b>Experience</b>                   | <ul style="list-style-type: none"><li>• Undertaken non-invasive animal behaviour and welfare focused studies including literature searches, project design, data collection and analysis, manuscript writing</li><li>• Applied animal welfare and husbandry experience e.g. in shelter/zoo/animal charity/veterinary/community context</li><li>• Working closely with volunteers or working as a volunteer</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Skills and attributes</b>        | <ul style="list-style-type: none"><li>• Ability to work as a positive, supportive and proactive team member within a dynamic and ambitious research environment</li><li>• Ability to undertake field work including periods of travel and stays away from home, some evenings and weekends</li><li>• Excellent interpersonal and communication skills, both written and oral</li><li>• Self-motivation and the ability to effectively problem solve and work on own initiative</li><li>• Excellent planning and organizational skills, and an ability to meet deadlines</li><li>• Ability to multitask across different research workstreams and manage multiple work tasks simultaneously</li><li>• Pragmatic approach to undertaking applied research and subsequent practical implementation of research outputs</li><li>• High level of information literacy including ability to analyse complex data and produce reports in a clear and precise format</li><li>• Competent use of Microsoft Office Word, PowerPoint, Outlook, Excel</li><li>• Valid UK driving licence</li><li>• Empathetic to the aims and objectives of Cats Protection</li><li>• Committed to animal welfare</li><li>• Empathetic to other professionals, staff, volunteers and the public</li><li>• Diligent and conscientious</li><li>• Flexible and adaptable</li></ul> |
| <b>Knowledge and qualifications</b> | <ul style="list-style-type: none"><li>• Post-graduate degree in animal behaviour, animal welfare, veterinary medicine, psychology, biological science or related subject</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

| 3. Role dimensions                    |     |                           |                                                                           |
|---------------------------------------|-----|---------------------------|---------------------------------------------------------------------------|
| People accountability                 |     |                           |                                                                           |
| Direct reports                        | 0   | Team size (if applicable) | 3 x Feline Welfare Postdoctoral Researchers, 1 x Feline Welfare Scientist |
| Volunteers                            | 0   |                           |                                                                           |
| Financial accountability              |     |                           |                                                                           |
| Budget                                | N/A |                           |                                                                           |
| Direct/Indirect/Shared accountability | N/A |                           |                                                                           |

| 4. Values and behaviours                                                                                                                                                                                                                                                                                                                                                         |
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| <p>Our shared values act as a guiding compass to shape our behaviour and the decisions we make at work. They are a call to action for every one of us and the benchmark against which we measure ourselves, both current and future colleagues.</p> <p>Through our values and behaviours we help people see the world through cats' eyes. Together we can make a difference.</p> |

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## 5. Safeguarding

Cats Protection is committed to safeguarding children and adults at risk and protecting anyone that comes into contact with us from harm. We expect all employees and volunteers to share this commitment. You may be subject to an enhanced Disclosure and Barring Service (DBS) or equivalent check if required for the role.

# All for Cats • Our values

Embracing our behaviours will create a better and more positive organisation, achieving our purpose of helping people to see the world through cats' eyes. Take the time to think about these behaviours, what you already do and what you would like to do more of. Consider what is meaningful to you and how we can create a real movement of people.



## We put cats first

Our organisation exists because of cats, they are at the centre of all that we do. Putting cats first means we understand and apply good cat welfare and consider the wider implications of our actions and decisions.

We put cats first by ensuring the wellbeing, safeguarding and safety of our people, working in partnership with others, by adapting what we do and by listening to our customers.



## We work as one

We are one team with a shared purpose and ambition. True collaboration, consultation and meaningful inclusion often takes time, effort and can even mean compromise.

Sometimes working on our own or in separate teams or departments feels easier, is quicker and is less complicated but it doesn't present us with the best opportunities or approach to improving cat welfare.

Working as one doesn't mean agreeing on everything, taking everyone's opinion on board or not making decisions. It is about finding common ground and putting people first to deliver impact for cats.



## We are courageous

We are not all naturally brave. Courage doesn't mean taking risks everyday or being bold for the sake of it. It means standing up for what we believe in, speaking out when things are wrong or feel wrong, and stepping out of our comfort zone when we need to.

Being courageous can mean making a decision that doesn't please everyone. It can be about stopping doing an activity as well as developing something new. It can also mean challenging poor behaviours and recognising the people who are doing the right thing.

We can all be courageous.



## We are knowledgeable

Being knowledgeable doesn't mean we have to know everything and sometimes we simply don't know what we don't know. Being knowledgeable means recognising this and turning to others for answers when we need them.

It means being curious and keen to learn, keeping our knowledge up to date and contributing to conversations without forcing our opinions. It's about expressing what we know while also appreciating the views and perspectives of others.



## We are compassionate

We demonstrate compassion through our cat welfare activity and through our interactions with others. Being compassionate is about understanding that emotions and behaviours affect our activity and success.

By responding to others in a considerate and kind way, we do the right thing for cats, individuals and the organisation, and by helping people understand the reasons why we do things, we can make difficult decisions and communicate with compassion and understanding.