

WORKING AT THE VEGAN SOCIETY

ABOUT THE VEGAN SOCIETY

The Vegan Society is a campaigning and educational charity, as well as a membership organisation. We seek to raise awareness of the benefits of veganism for the good of other animals, people and the environment. We work to inspire others to adopt and maintain a vegan lifestyle, and to make living as a vegan as easy and accessible as possible.

Our vision is a world in which other animals are no longer exploited by humans. We take steps towards this reality through a number of effective and innovative campaigns, projects and initiatives aimed at the public and institutional policy and practice. We make veganism more accessible and easily adopted by supporting individuals, policy and decision makers, caterers, manufacturers, healthcare professionals and the media.

Established in 1944 we are the original vegan organisation, recognised as the authority on vegan matters. Our approach is evidence-based and solution-focused, and our tone is positive, welcoming and inclusive.



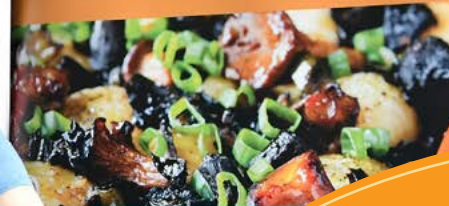


WHO WE'RE LOOKING FOR

Do you care about animal rights and environmental protection? Do you want to play a part in creating a more compassionate world? We have big plans for the next few years, and we are looking for individuals with a range of skills to help us make our vision a reality. If you are a hardworking, approachable and adaptable person who is passionate about veganism, you may well be a good fit for The Vegan Society.

Kinder to animals

The **60 billion** land animals who are killed or used by humans every year are all individuals who can feel pain and fear. All animals deserve life and freedom.



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WHAT WE CAN OFFER



The Vegan Society has one office located in central Birmingham, UK. Staff are currently working remotely due to Covid-19, however our roles are typically office-based. Given this, after restrictions are eased, a flexible work schedule could be considered.

CULTURE

Our office culture is friendly and inclusive. Many staff members choose to spend their lunchtimes in the shared communal space. We also organise regular potluck meet-ups at which members of staff bring a dish to share. During

Covid-19, we have encouraged staff to stay in touch with each other socially through video catch ups.

Sustainability is important to us. We have taken steps to ensure that we are conscious of the social, economic and environmental impact of all that we do, and that we actively work towards becoming more sustainable in our practices. All members of staff are welcome to join the Sustainability Team, and to directly feed into this work.

We are committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination. The aim of our workforce is to be truly representative of all sections of society, and for each employee to feel respected and able to give their best. We encourage applications from people of all backgrounds.

WORKING LIFE

We offer a compassionate and supportive working environment, with a solution-focused and hardworking atmosphere.

Staff work towards Key Performance Indicators identified from our organisational strategy, and have their own Individual Targets which are reviewed twice a year. Staff have an annual appraisal with their line manager, which is an opportunity to celebrate achievements, solidify learnings and highlight areas of focus for the coming months.

STAFF BENEFITS INCLUDE

- Flexible working hours
- Employee Assistance Programme and health cash-back scheme
- Cycle-to-work scheme
- Childcare vouchers scheme
- Animal companion compassionate leave
- Ethical pension scheme (5–7% employer contribution)
- Death in service benefit
- 28 days leave plus 8 bank holidays
- One day community volunteering per year
- Extra annual leave allowance for sustainable holiday travel (ie choosing to travel to a holiday destination by coach or train rather than plane)

SALARY SCALE

Our salaries are in line with the National Joint Council payscale.

Salary tiers (as of April 2021)

Assistants	£21,216–£24,372
Officers/Coordinators	£23,894–£30,020
Senior Officers/ Junior Managers	£25,863–£36,281
Managers	£28,157–£40,478
Senior Management Team	£37,475–£49,951
CEO	£45,535–£61,786

Initial salaries offered are based on the role and your previous working experience. Salaries are reviewed annually in line with cost of living increases and any changes to your responsibilities and duties.



STAFF

The Vegan Society is a growing organisation, with over 60 staff members at the start of 2021. Our workforce is split over the following departments.

CAMPAIGNS

We are working to create a world where all animals are respected, for their benefit as well as the protection of the planet. Our

Campaigns Team is driving this vision forwards through public-facing campaigns and those targeted at experts. We bring together the many compelling arguments for veganism and create engaging ways for people to learn about the issues and join the movement.



TRADEMARK

Our Trademark Team has the vital role of working with manufacturers to correctly label their products as suitable for vegans. Implementing our rigorous criteria, we check that products contain no animal ingredients and haven't been tested on animals under the control of the manufacturer. We also work with companies to find alternatives to animal ingredients, as well as keeping the vegan community updated on the latest products and developments.

COMMUNICATIONS

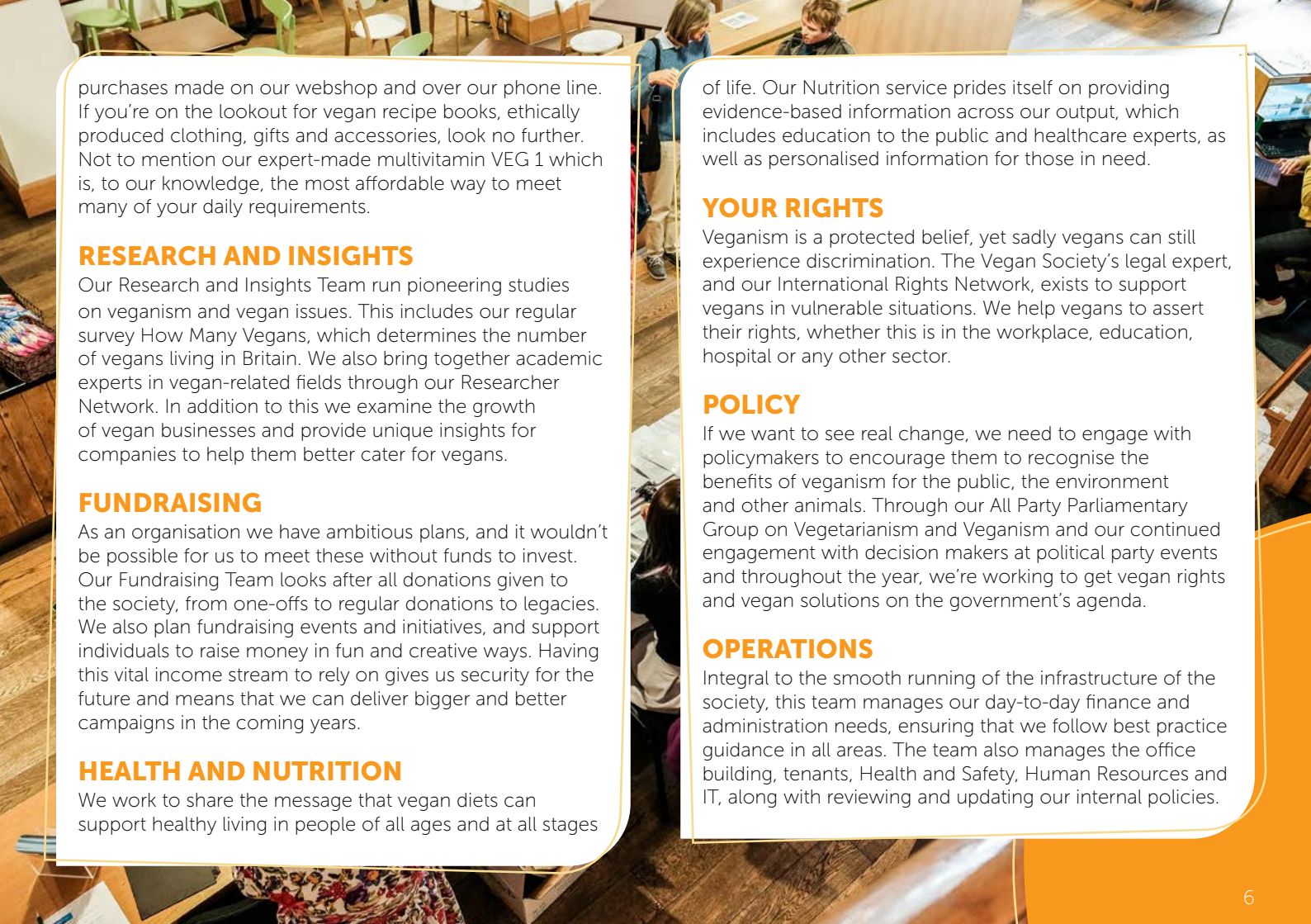
The Communications Team promotes the benefits of a vegan lifestyle and the work of the society, as well as managing the organisation's messaging, tone and brand. Through our website, social media platforms, blog, media work, newsletters and more, we keep the public, our supporters and members up to date and engaged with the latest news and developments.

MEMBERSHIP

The Vegan Society wouldn't be what it is today without the support of our members. Our Membership Team spreads the word about the benefits of Vegan Society membership to individuals and the society. We look after all of our members, answering their queries and keeping them up to date with our latest news and campaigns.

SALES

Everyone who makes a purchase with us helps to fund our charitable aims. Our Sales Team facilitates and fulfils all



purchases made on our webshop and over our phone line. If you're on the lookout for vegan recipe books, ethically produced clothing, gifts and accessories, look no further. Not to mention our expert-made multivitamin VEG 1 which is, to our knowledge, the most affordable way to meet many of your daily requirements.

RESEARCH AND INSIGHTS

Our Research and Insights Team run pioneering studies on veganism and vegan issues. This includes our regular survey How Many Vegans, which determines the number of vegans living in Britain. We also bring together academic experts in vegan-related fields through our Researcher Network. In addition to this we examine the growth of vegan businesses and provide unique insights for companies to help them better cater for vegans.

FUNDRAISING

As an organisation we have ambitious plans, and it wouldn't be possible for us to meet these without funds to invest. Our Fundraising Team looks after all donations given to the society, from one-offs to regular donations to legacies. We also plan fundraising events and initiatives, and support individuals to raise money in fun and creative ways. Having this vital income stream to rely on gives us security for the future and means that we can deliver bigger and better campaigns in the coming years.

HEALTH AND NUTRITION

We work to share the message that vegan diets can support healthy living in people of all ages and at all stages

of life. Our Nutrition service prides itself on providing evidence-based information across our output, which includes education to the public and healthcare experts, as well as personalised information for those in need.

YOUR RIGHTS

Veganism is a protected belief, yet sadly vegans can still experience discrimination. The Vegan Society's legal expert, and our International Rights Network, exists to support vegans in vulnerable situations. We help vegans to assert their rights, whether this is in the workplace, education, hospital or any other sector.

POLICY

If we want to see real change, we need to engage with policymakers to encourage them to recognise the benefits of veganism for the public, the environment and other animals. Through our All Party Parliamentary Group on Vegetarianism and Veganism and our continued engagement with decision makers at political party events and throughout the year, we're working to get vegan rights and vegan solutions on the government's agenda.

OPERATIONS

Integral to the smooth running of the infrastructure of the society, this team manages our day-to-day finance and administration needs, ensuring that we follow best practice guidance in all areas. The team also manages the office building, tenants, Health and Safety, Human Resources and IT, along with reviewing and updating our internal policies.

QUOTES FROM STAFF MEMBERS

I joined the Vegan Society this year (2021) and have received a very warm welcome! I already feel very much embedded within the organisation, the values, ethos and work environment. Changing jobs during a pandemic brings its own challenges of not being able to have the usual new starter social interactions. I have not felt disconnected, and staff have been brilliant in reaching out and making me feel very much part of the team. *Gurminder Kenth, Head of Operations*



My favourite thing is to help people make the most of their vegan lifestyles. *Heather Russell, Dietitian*

I've worked at The Vegan Society as a dietitian since 2016, establishing the nutrition service from scratch. This job has given me the opportunity to apply my knowledge and skills to a specialist area close to my heart. I enjoy working with like-minded people and find it satisfying to see how my colleagues and I make a difference to vegan lives in a range of ways, from individual support to structural changes.

Working at The Vegan Society and being able to align my beliefs with my professional life is a dream come true. I'm driven by the satisfaction of knowing what I'm doing is making real change in the world. Since starting in June 2019, I quickly progressed from an Assistant to an Account Manager and then more recently to a Team Leader looking after a team of three. The Vegan Society is a fantastic employer – from ethical pension schemes to the level of professional and personal support from management and my peers, I really couldn't ask for more.

Lisa Williams, Trademark Team Leader



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Since joining The Vegan Society I have found it incredibly empowering to work in an organisation, and with other people, with similar values to myself. I have felt supported whenever I have needed it, that my ideas are listened to and valued, and I have always been praised and recognised for my achievements. Most of all, I find The Vegan Society to be a very friendly and welcoming organisation to work for.

Stephen Sanders, Senior Supporter Services Officer



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