

JOB DESCRIPTION

Post:	North West Animal Group (NWAG) Behaviour & Welfare Adviser
Employer:	RSPCA Southport, Ormskirk & District Branch (Reg. Charity No: 232258)
Location:	Home Based with regular travel to RSPCA animal centres across the North West including Accrington, Blackpool, Preston, Southport and Warrington and such other locations as may from time-to-time be required (n.b. whilst a home-based role there will be a need to attend supervision meetings with the employer)
Reports To:	Chief Executive Officer (CEO)
Role Supports:	North West RSPCA animal centres and branches
Responsible For:	N/A

1. Overall Purpose of the Job

To assess the behaviour and welfare of dogs in the RSPCA's care across the NW that have been identified as needing additional behavioural support. This will include devising behaviour plans and carrying out behavioural and training interventions in agreed circumstances to maintain high standards of welfare, support successful rehoming and reduce return rates.

To ensure that all activities are carried out in compliance with current legislation, Branch and Society policy, relevant Health & Safety regulations and any associated statutory or legislative requirements.

2. Principal Responsibilities

- To assess the behaviour and welfare of dogs that have been identified as needing additional BWA support to ensure their suitability for rehoming and to complete detailed and accurate behavioural and welfare records of each animal.
- To guide and assist relevant staff and volunteers to produce behaviour and welfare plans where required for dogs in RSPCA care. To support local staff & volunteers in implementing the plans and ensure ongoing observation, assessment and documentation of progress for each dog.
- To advise/ discuss with the relevant animal centre team whether a dog presenting challenging behaviours is suitable for rehoming or needs to be referred to a Clinical Animal Behaviourist for outcome planning and decision making.

- To provide feedback to local management regarding any dogs of concern and to escalate concerns about animals that are subject to ongoing case proceedings (i.e. case dogs) to the National RSPCA Behaviour Team, such escalation to be undertaken in conjunction with local management.
- To provide support on animal welfare, behaviour and training to RSPCA management, animal care staff and volunteers.
- To undertake visits to animals under the care of branches to assess their behaviour and welfare and to contribute to decisions relating to the animal's onward journey.
- To plan and deliver agreed training on dog behaviour and welfare where appropriate.
- To provide regular reports to both individual branches and the NW Animal Group on the work undertaken, highlighting the type and level of support provided.
- To work collaboratively with the NW Animal Group Administration Assistant.
- To undertake other job-related activities as assigned and where appropriate.

While at work staff are required:

- To take care of their own health and safety and that of others.
- To ensure that they follow all procedures laid down in the health and safety manual and as instructed.
- To follow all Branch and Society policies and procedures relating to health & safety.

General

- To keep up-to-date with developments in canine behaviour within and outside of the RSPCA, ensuring consistency in the assessment and provision of behavioural advice and support.
- To attend meetings and training courses as required, including professional CPD training.
- To undertake such other duties as directed from time-to-time by line/senior managers.

3. Additional Information

- The role may, on occasion, include weekend working and involve some unsocial hours.
- Whilst management supervision will be undertaken by the RSPCA Southport, Ormskirk & District Branch the postholder will be expected to provide direct support to local animal centres and branches.

(n.b. This job description is a statement of the job as of June 2026. It should not be seen as precluding future changes that may be deemed necessary by senior management or the Trustees)

Person Specification

Post: North West Animal Group (NWAG) Behaviour & Welfare Adviser

<i>Requirements</i>	<i>Essential</i>	<i>Desirable</i>
<i>Education, Skills & Experience</i>	<ul style="list-style-type: none"> • Practical experience of the application of dog behaviour modification and training principles • Holder of a level 5 Animal Behaviour Technician (ABT) qualification • Proven experience of working with dogs in an animal rescue & rehabilitation environment including those who may be fearful or aggressive • Good oral and written communication skills • Good interpersonal skills including the ability to communicate at all levels • Proven IT literacy including use of business software and email • Able to work on own initiative and to display good judgment when escalating issues or seeking guidance • Proven ability to prioritise workload and meet tight deadlines 	<ul style="list-style-type: none"> • Registered member of the Animal Behaviour & Training Council (ABTC) at ABT level or above • Understanding and experience of the RSPCA including policies and procedures • Knowledge of data protection requirements • Knowledge of health and safety regulations • Knowledge of the Animal Welfare Act 2006 and other related animal welfare legislation
Personal Attributes	<ul style="list-style-type: none"> • An open, positive approach to new ideas coupled with drive and enthusiasm • A team player with a flexible and collaborative approach to working with colleagues • A pragmatic approach to animal welfare • A calm and friendly approach particularly when working under pressure • Highly organised with good time management skills 	<ul style="list-style-type: none"> • Willingness to learn and acquire new skills through training

Other	<ul style="list-style-type: none">• Sympathy for animal welfare and the work of the RSPCA• Full valid UK driving licence• Willingness to work flexibly when the job demands including occasional unsocial hours (i.e. evenings and weekends)	
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