

1

2

Interviewee	Proportion of time spent on management	Number in team [6]	Number of direct supervisees	years since first started managing in animal advocacy [7]	Years of pre-effective animal advocacy M&L experience [8]	Total M&L experience	Years from first animal advocacy role to first animal advocacy M&L role	Hours per day	Prefers animal advocacy experience, M&L experience, or answer flipped depending on (named, specified) circumstances [9]
Paweł Rawicki	65	30	8	8	1.25	9.25	0	9	Flipped
Gabrielė Vaitkevičiūtė	65	6	6	5.5	0	5.5	0	10	M&L
Jens Tuidar	Not estimated	5	Not asked	2.5	3	5.5	4.5	9.5	M&L
Elaine Siu	33	5	5	0.5	0	0.5	1	7	Not asked
Ricardo Laurino	Not estimated	41	Not asked	10.5	18.5	29	0	9	M&L
Fernanda Fernandes	20	2	2	1	5.5	6.5	1.2	8	M&L
Erin Rees Clayton	45	2	2	0.5	5	5.5	3	8	M&L
Vicky Bond	66	15	5	7	6	13	2.1		Animal advocacy
Catalina Lopez	50	Not asked	Not asked	2	2.25	4.25	0.5		Animal advocacy
Brian Alexander	70	6	2	2.5	1	3.5	1.5	10	M&L
Caroline Mills	70	3	3	Not asked	Not asked	NA	Not asked	9	Not asked
Kalista Barter	90	7	Not asked	Not asked	Not asked	NA	Not asked		Not asked
Jakub Stencel	25	Not asked	Not asked	Not asked	Not asked	NA	Not asked		Not asked
Anonymous								10	
Average	54.5	11.1	4.1	4.0	4.3	8.3	1.4	9.0	
Variables			Correlation	Number of individuals					
Proportion of time spent on management and number in team			0.3	9					
Proportion of time spent on management and number of direct supervisees			0.32	8					
Number in team and years since first started managing in animal advocacy			0.91	9					
Number in team and total M&L experience			0.86	9					
Years from first animal advocacy role to first animal advocacy M&L role and years of pre-animal advocacy M&L experience			-0.28	10					
Of course, with such low numbers of data points, these trends may not be very representative of the wider animal advocacy movement.									
Pearson's r correlations calculated with https://www.socscistatistics.com/tests/pearson/default2.aspx									

[1] e.g. of managing: communicating with them directly or preparing resources for them.

[2] E.g. average 10 minutes before being interrupted or needing to switch? Or a whole day? Or an hour or two?

[3] Imagine that you are leaving your current role and your organisation needs to find a replacement. Imagine that one candidate for the position has excellent experience and understanding of the animal advocacy / animal-free food community, but lacks management experience. Another candidate has excellent experience with management but lacks direct experience in animal advocacy / animal-free food. Which candidate do you think would be better at performing your role? (Assume that all other variables are equal, including their level of commitment to the cause.)

[4] Do you have any personal favourites?

[5] We currently think that management and leadership expertise is one of the top 5 talent bottlenecks in the movement. In other words, it's one of the most urgent problems to address in terms of either upskilling current employees or bringing in new people to the movement with that sort of expertise. Do you find this surprising, or do you share our current view?

[6] I.e. supervised by the interviewee or supervised by their supervisees or supervised by their supervisees' supervisees' supervisees

[7] Here, I decided to count only formal management responsibilities

[8] Here, informal or partial M&L experience was counted as one-half or one-third of the number of years.

[9] Arguably, some of these could be recategorised. E.g. Catalina did flip her answer in named, specific circumstances, but seemed to lean in favour of EAA experience in general, so I categorised her answer as "EAA" rather than "flipped."