



## JOB ANNOUNCEMENT

### Deputy Director, North America

Business & Human Rights Resource Centre

**Business & Human Rights Resource Centre**, a high-impact, global organization serving advocates around the world in the innovative field of business & human rights, is seeking a Deputy Director. The successful candidate will be our representative in North America and lead broad strategy for North America, working with the management team in New York. They will report to our global Executive Director in London. They will lead our global program on economic justice in business, our communications strategy, and help build our fund-raising. The successful candidate will be based in New York, or possibly Washington DC.

**Based in:** New York headquarters, or possibly Washington DC.

**Reports to:** Executive Director

**Salary:** Competitive civil society salary (commensurate with experience) plus 10% pension contribution

**Closing date for applications:** 14 March 2017 (5:00pm EST)

**Interview date:** 23-24 March 2017 (Candidates should be available on these days in case they are short-listed for interview.)

**Applicants must have:**

- the right to work in the United States (must have this before applying)
- at least 5 years demonstrable commitment and expertise in human rights, and social justice
- excellent English-language skills

**To apply:** Download and complete the application form from our website, and send it by email to Alex Janczenia: [janczenia@business-humanrights.org](mailto:janczenia@business-humanrights.org), putting "Deputy Director, North America" in the email subject line. The application form is required; we cannot accept CVs.

## THE ORGANIZATION

We work with others to put human rights at the core of companies' business models; to empower communities and workers to secure their rights and gain accountability for abuse; and to encourage governments to create the right regulation and incentives to facilitate these outcomes. We are a global organization that is rooted in fourteen regions. We have 36 members of our Global Team based around the world who work with a rich network of human rights advocates in eight languages including Chinese, Arabic, and Russian. Our work covers the full gamut of human rights in business, with three priority issues: economic justice and labor rights (led by this post); responsible resource use; and protection of civic freedoms and human rights defenders.

Our three primary approaches to deliver this vision are:

- Empower human rights advocates in civil society, business, and governments to stimulate bold leadership for human rights in business.
- Build corporate accountability to strengthen due diligence, and effective remedy for abuse.
- Increase transparency of the advances, challenges, and abuse of human rights in business.

## THE POSITION

*Lead our work in North America with the Management Team in New York, including high-level advocacy, and strategic partnerships, to enhance our impact with key actors on the continent, and internationally.* Represent the Resource Centre to business, government, civil society, and funders. With colleagues, build strategic alliances with civil society partners, and tactical collaborations with business and governments to promote common agendas. Advocate to business and government for changes in policy and practice.

*Lead and deliver high quality programs on economic justice and human rights in business for the whole organization.*

Lead the program, its strategy development, high level relations, operational management, resourcing, and impact measurement. Lead the economic justice and human rights team that delivers our programs on refugees and migrants in global supply chains, modern slavery, labour rights, living wage, and worker-driven corporate responsibility. Continue to develop this work rapidly, in our fast-changing environment, to enhance our impact on inequality, and exploitation.

*Lead our global communications strategy, using our interactive digital platform to empower human rights advocates in civil society, business, and governments.*

Lead our global communications strategy. Lead the development of our interactive digital platform for human rights in business. Oversee the editorial content of our website, mini-sites, and social media. Work with our Communications Officer and wider team to evolve the site to optimize the user experience of our diverse audiences in ways that empower human rights advocates in civil society, business and government.

*Regional Lead:*

Our senior management team members each provide leadership for regional researchers in a region of the world. This involves leading strategic reviews and plans, and empowering and line managing regional researchers who are experts and based in their region. The region will be allocated based on the successful candidate's skills and experience, and in consultation with the rest of management team.

*Work with our Development Director to build our partnerships with key funders across North America:*

Work with the Development Director and Executive Director to drive our funding strategy in North America. Provide high-level representation to funders, building constructive and close relations with key personnel. Work with the senior management team and program leads to help develop funding proposals that fit our strategic goals, and those of funders.

*Co-lead and -manage the Resource Centre as a member of Senior Management Team:*

Contribute to a high-performing management team, by playing a full role in the strategic direction, rapid organizational development, operational management, and the nourishment of a high-impact, global team culture. Support the Board of Trustees through timely provision of information and analysis.

## LINE MANAGEMENT RESPONSIBILITIES

**Economic Justice and Human Rights Team:** Senior Labor Rights Researcher; modern slavery lead; Gulf construction and labor rights program lead; lead for investment tracking on human rights due diligence in high-risk countries.

**Regional Lead:** two or three regional researchers. Most of these individuals will not be in New York, and so day-to-day line management will be remote via skype and email.

## KEY COMPETENCIES

- *Strategic leader:* At least 4 years' experience in middle or senior leadership position. Ability to inspire and build high performing teams with vision and purpose, and compelling high-impact programs.

- *Communications leadership*: At least 3 years' experience leading communications strategy and high-level representation.
- *Entrepreneurial success*: Proven experience in attracting substantial funding to programs of work. Proven ability to build strong partnerships with funders. External awareness, and drive to build the resources of the Resource Centre to deliver our mission.
- *People Manager*: At least 4 years' experience in line management and project management of people. Ability to delegate, and empower team members with accountability. Ability to train and nurture talent. Experience of remote management an advantage.
- *Senior project manager*: At least 3 years' experience and demonstrable success in managing complex and large programs to make change happen with teams, partners, funders and targets.
- *Human rights, social justice expertise*: Demonstrable commitment and expertise in human rights, social justice, and internationalism. At least 5 years work in this area.
- *Team Player*: Experience of, and commitment to, working in and helping build high performing teams which are highly collaborative.
- *Commitment to our values*: Demonstrable commitment to the values and model of change of the Resource Centre.

### **TERMS AND COMPENSATION**

- This is a full-time position
- Salary: Competitive civil society salary (commensurate with experience), plus 10% pension
- 24 vacation days per year
- Opportunity to play a central role in an enthusiastic and international team

### **MORE ABOUT THE ORGANIZATION**

The Resource Centre covers the full range of human rights impacts by business – from labour rights in the supply chain to pollution damaging health; from displacement of indigenous peoples to access to essential medicines; from workplace discrimination against disabled people to killings and torture by private military and security firms.

**Empowering advocates:** The Resource Centre provides access to tools, guidance and the most comprehensive database on the subject for everyone working in this field. It aims to ensure widespread participation in international debates on business and human rights. It highlights good practice by companies, so that others can follow suit.

- *“Without your site to offer a taxonomy of the issues, and organize the materials, companies simply will not move along the learning curve from confusion to action. I cannot tell you how many times I have met with business folks whose eyes light up when I alert them to your site.”*

**Elliot Schrage**, currently Vice President at Facebook, then Fellow on Business and Foreign Policy at Council on Foreign Relations

- *“The Resource Centre has become the single most effective enforcer of human rights practices by corporations...it is a small, smart organization; the mechanisms it uses are simple, straightforward and powerful.”*

**Michael Conroy**, economist, author of *Branded!*, former Program Director at Rockefeller Brothers Fund, former Senior Program Officer at Ford Foundation

**Strengthening public accountability:** The Resource Centre strengthens public accountability and ensures balanced coverage by seeking responses from companies to allegations of misconduct. When civil society raises concerns about company conduct, it seeks a response from the company. These companies may be well-known multinationals, or small firms or factories being asked to go on the record about a human rights issue for the first time. The Resource Centre has invited over 3000

companies from across the world to respond to concerns, and over 75% have done so. It publicizes the allegations and company's response (or non-response) on its website and in its Weekly Update. Advocates thank the Resource Centre for bringing global attention to their concerns and for eliciting responses from companies. Companies thank it for providing them the opportunity to present their responses in full. This process encourages companies to address concerns and has led to positive change on the ground.

- *"The Resource Centre provides a high-impact dissemination channel for civil society groups around the world, an excellent news source, and an important forum for dialogue because it solicits responses from companies."*  
**Lisa Misol**, Human Rights Watch
- *"Environmental groups like mine in China do not have the special skills to deal with companies, so it's really good to have an ally like you."*  
**Yao**, Director of Law & Public Participation, Civil Society Watch, China
- *"The Resource Centre, by drawing international attention to my report (about widespread torture of artisanal miners by private security firms working for diamond companies in Angola), and by eliciting responses from the five diamond companies, helped stir up a debate on these issues, which is having an impact in Angola."*  
**Rafael Marques**, independent Angolan journalist

**Building corporate transparency:** The Resource Centre monitors the human rights conduct (positive and negative) of over 6,500 companies globally. It gathers reports from a wide range of sources – ranging from grassroots human rights and environmental organizations to investigative journalists to companies themselves – and channels them to a large and influential audience. It builds on the work of local groups in all regions by getting their concerns heard by people who will take action on them.

- *"An essential guide to the world's companies and their records on human rights."*  
**Guardian**
- *"No debate can move forward, no positive change can be made, without facts. The Business & Human Rights Resource Centre is the only website to provide such a broad range of balanced information on business and human rights."*  
**Mary Robinson**, former UN High Commissioner for Human Rights and President of Ireland; Chair of the Resource Centre's International Advisory Network
- *"The Resource Centre's online library is the most comprehensive, objective source available... You provide a critical public good from which we all benefit... The Resource Centre has been an invaluable resource in moving this debate in constructive directions, not to mention your importance as a platform for dialogue."*  
**John Ruggie**, Professor in Human Rights & International Affairs at Harvard University; former United Nations Special Representative on business & human rights

The Resource Centre was named to the inaugural Phoenix 50 List at the Skoll World Forum 2009: *"50 pioneers in the business of social innovation making significant contributions to building a more sustainable, more equitable global economy and to resolving social, environmental and financial challenges"*. The award said of the Resource Centre:

*"There are many organizations dedicated to promoting human rights, but very few that focus on the interface with business — and none that do it as well as the Business & Human Rights Resource Centre. It is the leading player helping grow a whole generation of organizations and networks which promote human rights issues within global business."*

Further information is on our website: [www.business-humanrights.org](http://www.business-humanrights.org).