



South Asia Researcher and Representative

Business & Human Rights Resource Centre

Details:

- Location: South Asia, preferably in any of the following countries: India, Nepal, or Sri Lanka (must already have work authorisation)
- Fee: In range of USD 1,800 – 2,200 per month for 17.5 hours per week; amount determined by country in which appointed candidate is based
- Contract Type: Consultancy
- Closing Date: 15 August 2019
- Interview dates: between 26 and 30 August 2019 (candidates should be available for an in-person interview during these dates in case they are short-listed for interview)

The Business & Human Rights Resource Centre, an international non-profit organisation tracking the human rights impacts of over 9,000 companies in over 180 countries, is seeking a highly motivated person to be its South Asia Researcher and Representative. The Researcher will lead the development and implementation of our strategy for the South Asia sub-region and will be part of our global team, which includes 17 regional researchers.

Applicants must have:

- 5+ years' work in the field of human rights, labour rights, social justice, law and policy, or advocacy, including in South Asia
- Fluency in at least one South Asian language and excellent English-language skills
- Commitment to advancing human rights in the business sector
- Strong ability to work constructively with a range of stakeholders (from civil society, business, government)
- The right to work in any of the following countries: India, Nepal, or Sri Lanka

How to apply:

Please follow [this link](#) and fill and submit the application form on the website by 15 August 2019. There is no need to submit a CV.

About the organisation:

The [Business & Human Rights Resource Centre](#) works 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 organisation that is rooted in fifteen regions and committed to cooperation with diverse actors in our movement.



We have over 50 members of our Global Team based around the world who work with a rich network of human rights advocates in eight languages. Our work covers the full gamut of human rights in business, with three priority issues: labour rights; responsible natural resource use; and protection of civic freedoms and human rights defenders.

Our three primary global 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;
- Strengthen corporate accountability, due diligence, and effective remedy for abuse;
- Build transparency of the advances, challenges, and abuse of human rights in business.

The position:

The Researcher will work closely with organisations in South Asia to advance human rights in business and work towards eradicating abuse, with a particular emphasis on issues related to labour rights, natural resource extraction, and civic freedoms and human rights defenders when such issues touch on business activities.

Our organisation's plans for South Asia in 2019 are focused on, among other engagements: bringing transparency to the conduct of business in the sub-region; building and expanding effective networks and interaction among groups that are interested in confronting the human rights impacts of business; empowering local communities, NGOs, and human rights defenders (including labour leaders) to engage with companies to improve human rights protections; promoting improved labour conditions and living wages in the manufacturing and agricultural sectors; protecting rights linked to the environment; and identifying and addressing risks to the most vulnerable groups, including women and children.

The work will be aligned with the Resource Centre's organisational aims of empowerment, accountability and transparency:

- **Empower others to act:** Work with organisations (civil society and other sectors) in the sub-region to ensure that their priorities and concerns are heard by relevant actors at regional and international levels, and to share insights and expertise on human rights approaches to business.
- **Promote accountability:** Invite companies operating in South Asia to respond publicly to specific concerns of alleged abuse and exploitation, and/or questions about their approach to human rights due diligence; also engage strategically with representatives of government and international financial institutions, and international agencies.
- **Build transparency:** Collect and publicise via the Resource Centre's website information in English and local languages from a wide range of sources about the human rights impacts of companies operating in South Asia.



The Researcher will also play an important role in helping the Resource Centre achieve organisational priorities in areas including deeper regionalisation of its work and approach, smart strategies regarding government and business, and enhanced communications efforts.

Specific activities include:

- Participate in the development and implementation of strategies and priorities for the Resource Centre's engagement in South Asia, and lead the periodic review and identification of strategic priorities of the organisation in the sub-region.
- Represent the Resource Centre in South Asia, meeting not only with civil society actors but also relevant representatives from business, government, international financial institutions, and international organisations.
- Develop strong networks, communicate regularly with local civil society groups, and work with some of them in developing effective strategies for change in specific cases of abuse.
- Develop a strong network of organisations working on business and human rights issues in South Asia and communicate regularly with local civil society groups, and work with them to develop effective strategies for change in specific cases of abuse, including undertaking missions and visits to hear directly from local NGOs and affected communities.
- Conduct trainings and workshops on business and human rights for community and labour leaders alongside local partners, on topics such as documentation of abuse, international standards, and global supply chains.
- Research and share materials on business and human rights with actors in the sub-region, in English and local languages – via the Resource Centre's website, social media channels, and e-newsletters, and in external publications.
- Invite companies to respond to specific allegations of misconduct raised by civil society (the Resource Centre to date has invited companies over 4,000 times to respond to concerns, with a global response rate of 75%).
- Profile lawsuits under the Resource Centre's corporate legal accountability programme, and highlight key issues in the legal accountability bulletins.
- Participate in regularly scheduled Global Team and Asia Team calls, as well as ad-hoc calls and meetings as needed.
- Work with the Development Team to develop and draft proposals for new work and report on outcomes of ongoing work.



Key competencies and attributes:

Values: Strong, demonstrated commitment to human rights. Shares values and ethos of the Resource Centre.

Human rights experience: 5+ years' work in the field of human rights, labour rights, social justice, law and policy, or advocacy – including in South Asia.

Subject matter expertise: Knowledge and understanding of the business and human rights field in general, including standards and developments, and of the relevant South Asian context in particular.

Languages: Fluent in at least one South Asian language and excellent in English (reading, writing, and speaking).

Research & analytical skills: Able to search and identify relevant information online and offline; persistent in seeking out difficult-to-find information; creative in identifying new sources of information.

Strategic insight: Able to identify new opportunities to increase the Resource Centre's impact and role in South Asia.

Communications: Strong writing skills, including succinct writing for the web, and strong public speaking skills.

Representation skills: Able to foster productive, professional relationships with a broad range of contacts, including representatives of civil society, business and government.

Outreach and networking: Able to foster productive, professional relationships with a broad range of contacts, including activists, company representatives, and government officials.

Self-initiative and motivation: Able to take initiative and drive work forward independently within the agreed frameworks; motivated by achieving results.

Team-work: Able to operate effectively and constructively as part of a multicultural and diverse Global Team, and ensure smooth communication despite geographical distances between team members.

Organisation and prioritisation: Strong organisational and prioritisation skills, enabling efficient and effective work.



Terms and conditions:

Note that this is a part-time consultancy position. Payment will be made on the Researcher's presentation of invoices. The Researcher will be responsible for paying from the fees his/her own taxes, health insurance, pension, etc., and those costs are taken into account in calculating the fees. The Resource Centre will reimburse necessary work-related expenses such as for travel.

Hours: The Researcher will be expected to work 2.5 days (17.5 hours) per week. The hours worked are flexible, provided that there is effective communication with team members in other regions, and that the hours are spread reasonably throughout a week.

The Researcher will have the freedom to organise paid days off from doing consulting work for the Resource Centre. The Researcher will not be expected to work on national holidays in the country where she/he is based.

Reports to: Asia Programme Manager, based in Jakarta, Indonesia

Fees: In range of USD 1,800 – 2,200 per month for 17.5 hours per week; amount determined by country in which appointed candidate is based

Workplace: From home, unless the Researcher is able to secure an alternative workspace at no cost or at his/her own expense.

The consultancy contract will be a one-year contract, which can be extended by a mutual agreement.