



JOB ANNOUNCEMENT
Researcher and Representative: South Asia
Business & Human Rights Resource Centre

Details

- Location: India
- Fee: Regionally competitive consultancy fee
- Contract Type: Consultancy
- Closing Date: 7 July 2017

Applicants must have:

- 5+ years' work in the field of human rights, labour rights or equitable development, 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 India

How to apply

Please send the following in English by 7 July 2017 to Anna Liberadzki, Administration & Programme Support Officer - liberadzki@business-humanrights.org, with a cc to Bobbie Sta. Maria, Asia Program Officer - stamaria@business-humanrights.org:

- A CV providing full details of current and previous employment and education (and clarifying any gaps in employment);
- A two-page cover letter describing why you are applying for this position, and why you are a good fit (see the person specification below). In the letter please also confirm that you currently have the right to work in India.

Please put "Application: South Asia Researcher and Representative" in the subject line.

Job description

Business & Human Rights Resource Centre, an international non-profit organization tracking the human rights impacts of over 6500 companies worldwide, is seeking a highly-motivated person to be its South Asia Researcher and Representative. The representative will join our global team, which includes 13 regional researchers based in other regions.

Job Purpose

To work closely with organizations 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 organization's plans for South Asia in 2017 are focused on: building active, effective networks and interaction between groups that are confronting the human rights impacts of various business-related projects; safeguarding freedoms of speech and association of human rights defenders including labour leaders; promoting improved labour conditions and living wages in the manufacturing and agricultural sectors; protecting rights linked to the environment; and putting women's, children's, migrants' and indigenous peoples' rights at the centre of all our efforts.

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

Empower others to act: Work with organizations (civil society and other sectors) in the region to ensure that their priorities and concerns are heard by relevant actors at the regional and international level, 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 website information in English and local languages from a wide range of sources about the human rights impacts of companies operating in South Asia.

Specific activities include:

- Develop an effective, practical network of organizations working on business and human rights issues in South Asia, including by convening and participating in trainings, meetings, and discussions.
- 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 agencies.
- Communicate regularly with local civil society groups, and work with some of them in developing effective strategies for change in specific cases of abuse.
- Conduct regional missions to establish and strengthen relationships with civil society organizations to be able to hear about and highlight their concerns.
- Conduct trainings or discussion on business and human rights for community and labour leaders alongside local partners, on topics such as documentation, international standards and complaints mechanisms, and mapping global supply chains.
- Research and share materials on business and human rights with actors in the 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 2500 times to respond to concerns, with a global response rate of 70%).
- Design targeted questions for companies operating in the region about their approach to human rights due diligence, invite public responses from those companies and present the responses / non-responses in a compelling interactive online format.
- Profile lawsuits under our corporate legal accountability program, and highlight key issues in the legal accountability bulletins.
- Participate in global team projects as needed, and in one-hour skype-meetings with all the Centre's global team, every two weeks.
- Lead the periodic review and identification of strategic priorities of the organization in the region.

- Work with the development team in developing funder proposals and reports.

Person specification

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, equitable development, law and policy, or advocacy – including in South Asia.

Subject matter expertise: Advanced 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.

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

Existing networks: Established networks and contacts with relevant stakeholders in South Asia.

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.

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

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

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

Teamwork: Able to operate effectively and constructively as part of a global team, and ensure smooth communication despite geographical distances between team members.

Self-initiative and motivation: Able to use own initiative, and work independently within agreed framework; motivated by achieving results and completing tasks.

Organization and prioritisation: Strong organizational 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 consultant 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. 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.

Reports to: Asia Program Manager, based in Washington DC

Fees: Regionally competitive consultancy fee

The consultant will have the freedom to organise paid days off from doing consulting work for the Resource Centre, in an amount expected to be 10 days during the year (70 hours) – i.e. equivalent to four weeks per year for full-time work. The consultant will not be expected to work on national holidays in the country where she/he is based.

Workplace: From home, or if the consultant does not wish to work from home, from an agreed hosting institution.

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