



## The Global Business Initiative on Human Rights (GBI)

**Role** | Programme Director - Member Peer Learning

**Fixed term contract** | Full time

**Commencing** | 16 February 2024

**Applications close** | 17:00 GMT 15 January 2024

GBI is seeking a dynamic new Director for our Member Peer Learning programme who has expertise in international business and human rights standards and legal frameworks, and who is committed to working with major companies as they seek to strengthen respect for human rights. The successful candidate will join for an initial 8-month contract, which may be extended to a permanent contract, starting earliest 16 February or by no later than early April 2024.

The role will involve working closely, but remotely, with the [core team, together with GBI's advisors](#) and [our corporate members](#), to lead and develop our Member Peer Learning work in a collaborative work environment. It offers an exciting opportunity to continue to grow our flagship programme with dedicated business practitioners and to engage with key developments in the field. Reporting to the CEO, this role includes leadership and delivery of GBI's Member Peer Learning programme, involving:

- Planning, delivery and facilitation of our biannual Member Peer Learning meetings, co-creating a dynamic agenda and activities with our members, team and advisors.
- Coordination of thematic working groups and ad hoc discussion groups.
- Undertaking research on emerging business and human rights-related issues, including the evolving regulatory environment.
- Managing the production of content by other team members for our online Legal and Policy Tracker and in-depth briefings.

The successful candidate will need to display excellent interpersonal skills, fluency in English (the operating language of the organisation) and have significant proven experience of facilitating large and small groups. You should have a strong background in working in business and human rights and be knowledgeable about the UN Guiding Principles on Business and Human Rights (UNGPs) and their implementation in practice within a business context. You should also be highly knowledgeable about the emerging regulatory landscape and key standards, including the revised OECD Guidelines for Responsible Business Conduct.

You should have a minimum of 5 years' experience in business and human rights practice and a strong interest in working with, and learning from, companies and on international human rights issues. The ability to work independently and remotely while functioning as a member of a small team is essential. Availability to attend and lead in-person meetings abroad will be required.

## THE ROLE

- **The opportunity:** The successful candidate will receive an initial 8-month fixed term contract. This will include a 3-month probation period. You will be inducted, supervised and supported by GBI's leadership team, and have opportunities to interact with GBI's members and advisors, and with business practitioners from our member companies.
- **Location:** It is preferable for team working purposes, reduced travel and carbon footprint that you live in Europe/United Kingdom. We will consider applications from those living in time zones within 1 hour of GMT. You must have the right to work in your location.
- **Remuneration:** GBI offers competitive salaries and a good range of benefits for all employees. Full details available on request.
- **To apply:** email GBI COO Jo Reyes at [jo.reyes@gbihr.org](mailto:jo.reyes@gbihr.org) **no later than 17:00 BST on 15 January 2024** with a one-page cover letter explaining your interest, skills, experience and motivation, and appending your CV.

The first round of interviews will be carried out remotely. If we invite you to interview in person for this position, GBI will reimburse any carer's costs or IT access costs incurred to participate in an online interview. Please email [jo.reyes@gbihr.org](mailto:jo.reyes@gbihr.org) to ensure we can accommodate any access or support needs.

---

## Linking our work, our team culture and diversity, equity and inclusion

GBI works to ensure all positions within the organisation are accessible to all, regardless of race, colour, national origin, ethnicity, age, disability, assigned gender, gender expression or identity, sexual orientation or identity, religion or creed, and marital or parental status. We strongly encourage recruitment of team members (whether employed or contracted) with diverse backgrounds and life experiences. We know that this is not only the right thing to do, but that it truly enhances our work, broadens its impact and leads to improved outcomes.

We are very proud of our team culture at GBI. Respect for everyone we work with and everyone our work impacts runs through everything we do on a daily basis. Members of our team actively support each other's professional growth and intellectual curiosity. We've learnt that creating an inclusive, encouraging environment in which the team can strive to understand and learn from different approaches and viewpoints helps us to incubate new and better solutions to continuously improve our work and its impact.

If you have any questions about our team, how we work and diversity, equity and inclusion in practice within the organisation, please email [jo.reyes@gbihr.org](mailto:jo.reyes@gbihr.org)

## CANDIDATE SKILLS AND REQUIREMENTS

CRITERIA	STANDARD
Knowledge	<ul style="list-style-type: none"> <li>• Expert-level knowledge of the UNGPs (essential).</li> <li>• Expert-level knowledge of the current business and human rights regulatory landscape (essential).</li> <li>• Familiarity with emerging company human rights practices across diverse industries and geographies (essential).</li> <li>• Professional experience of working with business and managing relationships with company representatives and other stakeholders (essential).</li> <li>• Postgraduate degree in a relevant discipline.</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• 5+ years practical experience working in business and human rights.</li> <li>• Facilitation and training experience (essential).</li> <li>• Legal training or experience in legal practice (desirable).</li> </ul>
Analytical skills	<ul style="list-style-type: none"> <li>• Strong ability to analyse and synthesise information.</li> <li>• Strong ability to extract key insights and create new knowledge.</li> </ul>
Language skills	<ul style="list-style-type: none"> <li>• GBI's operating language is English. Fluent written and spoken English (essential).</li> <li>• Other language skills – French, Portuguese, Spanish (desirable).</li> </ul>
IT skills	<ul style="list-style-type: none"> <li>• Proficient computer skills, including Microsoft Word, Outlook, online engagement platforms (e.g., Teams, Zoom) and online research tools (essential).</li> </ul>
Initiative	<ul style="list-style-type: none"> <li>• Ability to use own initiative and to work independently and remotely.</li> <li>• Ability and willingness to adjust work quickly and efficiently in response to feedback.</li> </ul>
Team and organisational skills	<ul style="list-style-type: none"> <li>• Ability and willingness to work effectively as part of a small, close-knit team.</li> <li>• Strong work planning and project management skills.</li> </ul>
International knowledge and interest	<ul style="list-style-type: none"> <li>• Interest in human rights, business and international affairs.</li> <li>• General knowledge of international social and environmental issues.</li> </ul>
No conflict of interest	<ul style="list-style-type: none"> <li>• No activities or membership/affiliation with organisations in conflict with the aims and objectives of GBI which may jeopardise its reputation, impartiality and independence (essential).</li> </ul>
Confidentiality	<ul style="list-style-type: none"> <li>• Commitment to confidentiality and willingness to sign a legally binding confidentiality agreement (essential).</li> </ul>

## ABOUT THE GLOBAL BUSINESS INITIATIVE ON HUMAN RIGHTS (GBI)

GBI is a unique business-led organisation committed to advancing respect for human rights through peer learning and by strengthening business practice. We do this by sharing leading practice, examining challenges and potential solutions, and ensuring our members have greater insight into emerging trends and issues.

GBI comprises a community of business practitioners from diverse business functions who are responsible for leading member companies' human rights journeys. We convene multiple times a year (in-person and remotely). We regularly engage with representatives of other companies, organisations, governments, civil society and academic institutions so that members and the GBI team can add value to ongoing efforts to address governance gaps and advance business respect for human rights.

Our work to inform good practice, inspire corporate commitment and build capability to advance business respect for human rights builds on the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and other relevant international standards.

Visit [www.gbihr.org](http://www.gbihr.org) for more information on our work, our members and our team.