



PARENTAL LEAVE COVER – FIXED TERM CONTRACT

THE GLOBAL BUSINESS INITIATIVE ON HUMAN RIGHTS (GBI)

Fixed term contract | full time | commencing September 2021 - 8-12 months (TBC)

Applications close 17:00 BST 26 May 2021

GBI is seeking Director-level parental leave cover to lead our external engagement programme for an initial 8-month contract, potentially extending to 12 months, commencing September 2021. This is a fixed-term temporary contract.

The role will involve working closely, but remotely, with the core team, together with GBI's advisors, our corporate members and our networks and partners in diverse geographies to deliver key aspects of our external engagement work plan. It offers an exciting opportunity to continue to grow GBI's external engagement around the world and engage with key developments in the field.

Reporting to the CEO, this role includes leadership and delivery of GBI's external engagement programme, involving:

- Planning, delivery and facilitation of regional workshops and other engagement opportunities in cooperation with our international partner organisations.
- Participation in key high-level regional events.
- Leading GBI's thematic engagement at a global level, including on emerging mandatory human rights and environmental due diligence and on climate change and human rights.
- Participating in GBI member peer learning activities.

Candidates will need to display excellent oral and written communication skills and have significant 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 will have a strong interest in working with and learning from business around the world.

You should have a minimum of 5-8 years' experience in business and human rights practice and a strong interest in working with 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 a requirement once travel recommences.

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.

THE ROLE

- **The opportunity:** The successful candidate will receive an initial 8-month fixed term contract, potentially extending to 12 months. 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 and partner organisations in diverse geographies.
- **Location:** It is preferable for team working purposes, reduced travel and carbon footprint that you live in the UK. We will consider applications from those living in time zones within 2 hours 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. Details available on application.
- **To apply:** email GBI Director Jo Reyes at jo.reyes@gbihr.org **no later than 17:00 BST on 26 May 2021** with a covering letter explaining your interest and motivation, appending your CV.

Interviews will be carried out remotely due to Covid-19. If we invite you to interview for this position, GBI will reimburse any carer's costs or IT access costs incurred to participate in the interview. Please email jo.reyes@gbihr.org to ensure we can accommodate any access or support needs.

CANDIDATE SKILLS AND REQUIREMENTS

CRITERIA	STANDARD
Knowledge	<ul style="list-style-type: none"> • Expert-level knowledge of the UNGPs (essential). • Strong familiarity with emerging company human rights practices across diverse industries and geographies (essential). • Professional experience of working with business and managing relationships with company representatives and other stakeholders (essential). • Postgraduate degree in a relevant discipline.
Experience	<ul style="list-style-type: none"> • 5-8 years practical experience working in business and human rights. • Facilitation and training experience (essential). • Legal training or experience in legal practice (desirable).
Strong analytical skills	<ul style="list-style-type: none"> • Ability to analyse and synthesise information. • Ability to extract key insights and create new knowledge.
Language skills	<ul style="list-style-type: none"> • Fluent English: reading, writing and speaking (essential). • Other language skills – French, Portuguese, Spanish, Russian (desirable).
IT skills	<ul style="list-style-type: none"> • Proficient computer skills, including Microsoft Word, Outlook, online engagement platforms (e.g., Teams, Zoom) and online research tools (essential).
Initiative	<ul style="list-style-type: none"> • Ability to use own initiative and to work independently and remotely. • Ability and willingness to adjust work quickly and efficiently in response to feedback.
Team and organisational skills	<ul style="list-style-type: none"> • Ability and willingness to work effectively as part of a small, close-knit team. • Strong work planning and project management skills.
International knowledge and interest	<ul style="list-style-type: none"> • Interest in human rights, business and international affairs. • General knowledge of international social and environmental issues. • Established network in the business and human rights community at global level or in Southeast Asia, India and/or Brazil (desirable).
Conflict of interest	<ul style="list-style-type: none"> • 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).
Confidentiality	<ul style="list-style-type: none"> • Commitment to confidentiality and willingness to sign a binding confidentiality agreement (essential).

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 when viable, remotely under current restrictions). And we regularly engage with representatives of other companies, organisations, governments and civil society 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 and other relevant international standards.

Visit www.gbibr.org for more information on our work, our team and our members.

