



Recruitment Pack
Private Sector Adviser

September 2025

Dear Candidate,

Thank you for your interest in the role of Private Sector Adviser.

Anti-Slavery International (ASI) is the world's oldest human rights organisation. Our vision is freedom from slavery for everyone, everywhere, always.

We believe that modern slavery is a contemporary issue of the highest importance, and we are determined to work with others to make sure people can be free from slavery across the world.

We are at the end of a significant restructuring of the organisation and seeking to rebuild the charity after a period of instability and uncertainty. We have recently welcomed a new CEO and are about to embark on the development of a new organisational strategy. All staff will have the opportunity to contribute to shaping this vision, and we are looking for people who are excited to help us define the next chapter of our work and impact.

The Private Sector Adviser is a key part of the UK & European Advocacy team with responsibility for managing and delivering our private sector advisory work and managing our advocacy relationships with our business network.

This role will suit a committed and entrepreneurial individual who has experience working as a consultant or within a business, or expertise in addressing exploitation in global supply chains.

You will be ready to work directly with businesses to challenge the status quo and find worker-centred solutions to drive more meaningful action to prevent and remedy modern slavery.

The deadline for applications is 28 September 2025. Interviews will be held at some point during the first two weeks of October. The start date for this role is as soon as possible, to be discussed with the candidate.

If you think this fits with your expertise and ambition, we would love to hear from you.

Best wishes

Sian Lea
Head of UK & European Advocacy

Job Description

Private Sector Adviser

GRADE	Grade C1 to C6
SALARY	£40,777 - £46,233 per annum
CONTRACT TYPE	Fixed-term, 24 months with possibility of extension, subject to funding
HOURS	Full-time
LOCATION	Based in Vauxhall, London, with hybrid-working arrangements (minimum one day per week in the office or four days per month, if not London-based)
DATE	September 2025

CONTEXT

Our vision is freedom from slavery for everyone, everywhere, always.

We believe that modern slavery is a contemporary issue of the highest importance, and we are determined to work with others to make sure people can be free from slavery across the world. Our current strategy commits us to working on four focus themes to drive systemic change and help end slavery for everyone everywhere:

- Child Slavery
- Responsible Business
- Trafficking
- Climate change and slavery

You can read more about us and how we work in the 'About Us' document [on our recruiting webpage](#).

THE ROLE

The Private Sector Adviser will play the lead role in implementing one pillar of the responsible business strategy, by working directly with Anti-Slavery International's business partners and other organisations to advise them on strengthening their approaches to tackle modern slavery in their supply chains.

Anti-Slavery International has a long track record of engaging with a number of UK and EU businesses, peer charitable organisations, and UK government departments on how they address modern slavery in their supply chains. We reject tick-box and audit-driven approaches by businesses to tackle modern slavery risks. Instead, we strive to work with companies to improve their understanding of the root causes of modern slavery, including in their own business models, to advise them on prevention, mitigation and remediation strategies rooted in meaningful human rights due diligence and worker engagement, and to support them to engage with other external stakeholders, such as local NGOs and trade unions.

Our ambition is to strengthen and scale up this work by identifying companies with which we can build long-term partnerships to undertake work that will challenge current business processes, develop worker-centred and sustainable approaches to modern slavery risks, and use these learnings to drive forward global best practice. The successful candidate will know what to celebrate and what to criticise, and will always advocate for workers.

The Private Sector Adviser will be responsible for leading the implementation of advisory services and developing business partnerships, drawing on the expertise of internal thematic experts in Anti-Slavery International. The Adviser will be responsible for generating business leads, conducting due diligence, as well as managing relationships and contracts. The Adviser will also either lead projects or project strands that aim to change business practice to better protect workers in global supply chains, often at the industry level. These projects may be grant-funded and offer Anti-Slavery International the opportunity to build on a new area of work. The Adviser will work closely with the Fundraising Team to secure new contracts and partnerships, including by taking advantage of marketing opportunities.

In addition to leading and delivering our advisory work, the Private Sector Adviser will also play a key support role in our advocacy work, to drive forward strong corporate accountability laws and global best practice in addressing modern slavery in supply chains. They will be responsible for managing our business network relationships and mobilise our allies for advocacy when required. This will also involve bringing case studies of good and bad practice to our advocacy, to demonstrate the need for stronger corporate accountability laws and a level playing field.

There may be the need and opportunity to grow the private sector advisory team in the future. The Adviser would be responsible for developing such a strategy if needed, and for recruitment and management of team members.

MAIN TASKS

Role purpose

- Lead and deliver advisory work with business and other organisations (peer charities, government departments) on their steps to address modern slavery in their operations and supply chains.
- Identify, cultivate and secure new partnerships and clients.
- Support Anti-Slavery International's advocacy on corporate accountability laws.

Lead, deliver and co-ordinate advisory work with businesses (60%)

- To design and deliver high-impact programmes of work with businesses, investors or other organisations to improve how they address modern slavery risks in their operations and supply chains. This may be through trainings and workshops, policy reviews, development of worker-centred due diligence and assessment processes, advice on remedy procedures etc.
- To support or lead on projects that aim to shift business practice within global supply chains, often at industry-level, liaising with other teams within Anti-Slavery International as required. This may involve scoping, research, mobilising and advisory work.
- To prepare high-quality consultancy materials, such as training packages and guidance documents, which can be tailored for specific partners.
- To support businesses to develop contextually adapted and worker-centred approaches to addressing modern slavery, for example, by supporting engagement with local organisations, trade unions, and advising on the implementation of local initiatives in sourcing countries.
- To track and monitor workplans and budgets to make sure deadlines are met and workplans are fulfilled.
- To manage external associates supporting on business partnerships, as required, and identify new associates to fill capacity/expertise gaps as necessary.
- To manage, supervise and provide advice and support to private sector team members on their work, including the management of performance and development.
- To lead on the recruitment of new staff for private sector advisory work.

Identify and secure potential new partnerships and clients (20%)

- To work with the UK & European Advocacy Team and Fundraising Team to strategically identify new partners and develop Anti-Slavery International's strategy on business advisory work, in line with the organisation's ethics and priorities.
- To work with the Fundraising Team to proactively generate leads, and maximise reactive enquiries, to secure new high impact consultancy work

and partnerships.

- To review proposals, contracts and budgets prepared by the Fundraising Team.
- To undertake due diligence on any potential new contracts, to consider reputational and ethical challenges.
- To work with the Communications and Impact Team to promote the private sector advisory offer through various channels.
- To attend meetings and events, including as a speaker, in order to widen Anti-Slavery International's network and forge new relationships.

Support Anti-Slavery International's advocacy on corporate accountability laws (20%)

- To make sure that learnings from business advisory work is shared with the UK & European Advocacy Team, and wider organisation as relevant, on a proactive and regular basis, for example by providing case studies to support advocacy on corporate accountability laws.
- To manage all Anti-Slavery International's business relationships, including with trade associations and multi-stakeholder initiatives, maintaining an ongoing relationship for the purpose of allied advocacy on corporate accountability laws.
- Stay up to date on best (and worst) practice by businesses, investors and other organisations to address modern slavery in supply chains, and use this learning to design and implement Anti-Slavery International's own initiatives with business and to support advocacy.
- Support Anti-Slavery International's engagement with companies on how they are taking steps to eliminate Uyghur forced labour from their supply chains.

PERSON SPECIFICATION

Essential

Lead, deliver and coordinate advisory work with businesses

- Strong knowledge of labour exploitation/modern slavery in the private sector and how to address it.
- Proven strong experience of working on practical solutions to address labour exploitation/ modern slavery in the private sector, for example, as a consultant, in a company or with a peer NGO.
- Proven experience of delivering trainings/workshops, or other comparable experience demonstrating strong public-speaking and listening skills.
- Excellent and demonstrable verbal communication skills, including diplomacy, presentation, negotiation and influencing skills, with the confidence to represent Anti-Slavery International and its work to a wide range of often very senior-level external audiences, including board members and senior executives.
- Willingness and ability to challenge positions and the status quo, leveraging tact and influence to achieve positive outcomes.
- Ability to think strategically to solve problems and identify opportunities, make decisions and prioritise effectively and demonstrate leadership, initiative and a strong desire to achieve agreed objectives.
- Ability and willingness to work with a high degree of autonomy to deliver against agreed targets.
- Excellent and demonstrable attention to detail.
- Ability to manage budgets.

Identify and secure potential new partnerships and clients

- Strong networking skills with an ability to exude confidence and sell Anti-Slavery International's services and added value.
- Creativity in terms of service promotion and an ability to identify, develop and negotiate new business and secure new partnerships.
- Excellent relationship-building skills – must be both personable and diplomatic.

General

- Strong commitment to Anti-Slavery International's ethics, and to workers' rights.
- Commitment to being a team player.
- Ability to work well under pressure, meet deadlines and achieve solutions.

Desirable

- Expertise on human rights in particular sectors with high risks of modern slavery (for example textile/fashion, financial services, agriculture, electronics, warehousing).
- Demonstrable experience generating leads and converting to new business.
- Expertise on human rights in specific countries (particularly key garment production countries).
- Experience within an advocacy or campaigns related role.

Summary Terms and Conditions

- The position is based in Anti-Slavery International's office in Vauxhall, London with hybrid-working arrangements in line with our policy of a minimum of one day per week or four days a month, if not London-based.
- **Annual leave entitlement of 30 FTE plus bank holidays.**
- We pay **6% into our recognised contribution pension with TPT Retirement Solutions**, with a mandatory employee contribution of 2%.
- We offer a range of employee benefits, including an employee assistance programme, cycle to work scheme, annual flu jabs and annual season ticket loan. We also pay for eye tests and a contribution of £105 towards glasses every 2 years of working with Anti-Slavery International.
- There may be a requirement for some out-of-hours work, for which **time in lieu is given.**
- The role is subject to a probationary period of **6 months.**
- Unison is the recognised trade union.

How to apply

This pack includes a job description, person specification and other background information. If you would like more information, please visit our website: www.antislavery.org

If you wish to apply for this position, please email a CV along with a supporting statement of no more than two pages, setting out why you want this role and explain how your skills and experience support your application.

Employers are required to ensure that any prospective employee has the right to work in the UK. Please confirm in your cover letter whether you have the right to work in the UK. Please also include the earliest possible start date in your application.

Please submit your application to **jobs@antislavery.org** using the reference **Private Sector Adviser** in the subject line **before midnight on 28 September**.

Please also complete the equal opportunities monitoring form available as a downloadable link on the recruitment page. The form is anonymous and responses will be handled in strict confidence.

Interviews will be held the first or second week of October.

We appreciate the time and effort that applicants invest in applying for opportunities with Anti-Slavery International. Unfortunately, due to the high number of applications we receive, we regret that we will not be able to reply to candidates who have not been shortlisted for interview.

If you are shortlisted for an interview, you may request reasonable adjustments. This is to ensure that the interview process is accessible and inclusive.

Candidates must have the right to work in the UK.

We are committed to promoting equality, diversity and inclusion across the charity and workforce. We particularly welcome and encourage applications from survivors of modern slavery, Black and Asian candidates and those from a diverse ethnic background, and disabled, LGBT+ and non-binary candidates.

We have a zero-tolerance policy on bribery and corruption, recognising that bribery is contrary to fundamental values of integrity, transparency and accountability and undermines organisational effectiveness.

We are committed to safeguarding the children and adults that our staff and representatives encounter, virtually and in person. As such, candidates are required to commit to and uphold our organisational safeguarding principles, practices and procedures. These organisational policies include, but are not limited to, the Code of Conduct and Safeguarding policies. We maintain a strict zero-tolerance policy towards bullying, harassment, sexual exploitation or abuse, of any form, perpetrated by any representative of the organisation.

The purpose of this Code of Conduct is:

- To guarantee high standards of staff behaviour and integrity
- To safeguard our staff's, interns' and volunteers' welfare and that of external stakeholders with whom we work or come into contact
- To protect our reputation and interests

This role may require a DBS check for traveling to projects where there is access to vulnerable groups.

In accepting the appointment, you undertake to regulate your conduct in line with the requirements of this code and to undergo any background checks that may be required.

As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), we comply fully with the Code of Practice and undertake to treat all applicants for positions fairly. We undertake not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.



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antislavery.org