



Recruitment Pack

Private Sector Adviser

November 2021

Dear Candidate,

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

Anti-Slavery International 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. Over the past eighteen months we have argued hard that the pandemic has hit the poorest hardest, making more people vulnerable to slavery. Our work has never been more necessary. Our staff, supporters, members and partners have helped us to navigate the challenges of the pandemic well.

This is a newly created role in the Business and Human Rights team. Your role will be to advise business partners of Anti-Slavery International on how they address modern slavery risks in their operations and supply chains. You will implement existing partnerships with companies like ASOS and TFG London and forge new relationships. You will also support our advocacy and campaigns, by building in learnings from businesses' practice into the messaging and case studies we use to call for stronger corporate accountability laws.

This role will suit a committed and entrepreneurial individual, who has experience working as a consultant or expert to address exploitation in supply chains.

You will be someone who is 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 17 November 2021. Interviews will be held 24-26 November 2021. The start date for this role is from 12 January 2022, though flexibility for a later date will be considered for the right candidate.

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

Best wishes

Chloe Cranston
Business and Human Rights Manager

Job Description

Private Sector Adviser

GRADE	Grade C
SALARY	£35,400 - £42,063 per year
CONTRACT TYPE	Permanent
HOURS	This role is offered as a full-time position at 35h per week
LOCATION	Based in Stockwell, London Currently predominately home-based due to Covid 19 safety measures. There is flexibility on working primarily from home long-term, but the role must be based in London or the vicinity in order to regularly attend meetings and events in London.
DATE	November 2021

CONTEXT

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

In the past five+ years Anti-Slavery International has engaged 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 business 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 work on the side of workers.

Marking this ambition, in January 2022 we will enter into a new three-year partnership with the UK retailer ASOS, and this role is being hired in anticipation of this partnership. In 2022, this partnership will focus on advising ASOS on core risk areas in its supply chain including not-for-resale and migrant workers' access to remedy, to develop strategies for ASOS to implement from 2023 onwards to address these areas. The partnership will also explore developing next steps for the fashion industry to address child slavery.

The Private Sector Adviser will be responsible for leading the implementation of this partnership, drawing on the expertise of internal thematic experts in Anti-Slavery International. The Adviser will also lead the implementation of work on other existing contracts and partnerships which will run in 2022, including with TFG London and Fidelis Insurance. They will also work together with the Fundraising Team to secure new contracts and partnerships.

In addition to leading and delivering our advisory work, the 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.

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 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

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

- To work with the Business and Human Rights Manager and Fundraising Team to strategically identify new partners and develop Anti-Slavery's strategy on business advisory, in line with Anti-Slavery'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 attend meetings and events, including as a speaker, in order to widen Anti-Slavery'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 wider Business and Human Rights Team on a proactive and regular basis, for example by providing case studies to support advocacy on human rights and environmental due diligence
- 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's own initiatives with business and to support advocacy
- Support the Business and Human Rights Manager'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 co-ordinate advisory work with businesses

- Strong knowledge of labour exploitation/modern slavery in the private sector
- 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 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 the apparel and textile/ fashion sector
- Expertise on human rights in particular sectors with high risks of modern slavery (for e.g. agriculture, electronics, warehousing)
- Demonstrable experience generating leads and converting to new business
- Expertise on human rights in specific countries (particularly key garment production countries)

Summary Terms and Conditions

- The position is based in Anti-Slavery's office in Stockwell, London or from home during the UK-wide lockdown
- Annual leave entitlement is 30 days (on a pro rata basis initially) including 3 days that must be taken between Christmas and New Year
- There may be a requirement for some out-of-hours work, for which time in lieu is given
- We pay 6% into our recognised contribution pension with TPT Retirement Solutions, with a mandatory employee contribution of 2%
- The role is subject to a probationary period of 4 months.
- We offer a range of employee benefits including an employee assistance programme and cycle to work scheme
- 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. Candidates must have the right to work in the UK, please confirm in your covering letter if you have the right to work in the UK. Please include your 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 17 November**.

Please also complete the equal opportunities monitoring form [via this link](#). The form is anonymous and responses will be handled in strict confidence.

Interviews will be held 24-26 November.

We regret that it will not be possible for us to reply to candidates who have not been shortlisted for interview.

Candidates must have the right to work in the UK.

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, practice and procedures. These organisational policies include, but are not limited to, the Code of Conduct policy and Safeguarding policy. 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 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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