Terms of Reference: Legal Researcher Consultant for Anti-Slavery International

- Closing date: 6 August 2023 (however applications will be considered on a rolling basis)
- Type of contract: self-employed consultancy contract for three days of work for a period of 12 weeks, beginning ASAP.
- Location: home-based (able to have calls within BST time zone working hours)
- Travel: travel may be required for some in-person meetings with Anti-Slavery International colleagues and partners in London. These will be decided by Anti-Slavery International and will be reimbursed.

ANTI-SLAVERY INTERNATIONAL

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. 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

As a focus of our Responsible Business work, Anti-Slavery International has advocated for stronger legal protections in the European Union and UK, through our calls for mandatory human rights and environmental due diligence laws and laws which prohibit trade in goods produced with forced labour. We have adopted a range of insider and outsider campaign tactics in this advocacy, including working through coalitions, advocating directly to political stakeholders, engagement with businesses, communications and media, and building a network of partners around the world to support their involvement in these debates. A key part of our work is working directly with businesses and other organisations to advise them on strengthening their approaches to tackle modern slavery in their supply chains.

Anti-Slavery International requires a Legal Researcher to conduct research, provide analysis and advise on the various laws and principles we advocate for. This is particularly relevant as we negotiate the actual development and application of the
laws. There are key legal elements and principles that require further research and analysis to inform and strengthen our advocacy.

CONSULTANCY DESCRIPTION

This consultant will be required to pull together, analyse and synthesise expert information into internal and external policy documents. The analyses will be based on legal proposals or existing legal instruments and will provide Anti-Slavery International’s perspective on these documents or similar texts we’d advocate for. Not only will these analyses represent the position of Anti-Slavery International, but some may bring in multiple perspectives from key Civil Society Organisation experts and so collaborative working skills are crucial for this role.

The role will require deep investigation of different areas of business and human rights law (including soft law) and therefore the consultant should have a wide degree of business and human rights knowledge and experience. It will be important for the consultant to understand Anti-Slavery International’s view, tone of voice and branding guidelines for publications.

Specific examples of the outputs expected of this role include:

- **UK legal campaign support:**
  - Draft position paper on the need for import controls in the UK
  - Analysis of a model Business Human Rights and Environment Act (what Anti-Slavery International is calling for in terms of mandatory human rights and environmental due diligence in the UK)
  - Review of our Business Human Rights and Environment Act briefing

- **EU legal campaign support:**
  - Analysis of the differing evidentiary standards between the US Tariff Act and the Forced Labour Regulation proposal and the expected impact of uneven standards
  - Forced child labour vs child labour under scope of the EU’s proposed Forced Labour Regulation
  - Ongoing support to our Brussels-based team for trilogue negotiations on the EU Corporate Sustainability Due Diligence Directive

- **Other:**
  - Support for and legal input on an OECD National Contact Point complaint in the UK which Anti-Slavery International is joining (being led by one of our CSO partners)
  - There may be other tasks requested over the course of this consultancy period
The consultant will work with Anti-Slavery International’s Business and Human Rights Manager, based in London and will liaise with the wider Business and Human Rights team and Communications team as required. The consultant is expected to show a high degree of autonomy.

ROLE REQUIREMENTS

Essential

- Substantial background, knowledge and experience in law, on a relevant subject to business and human rights, supply chains, or forced labour/human trafficking;
- Current understanding of key business and human rights legal debates and developments in Europe (including the UK);
- Demonstrable experience researching and distilling complex legal concepts for broader audiences in public facing publications;
- Experience working collaboratively with other civil society organisations;
- Experience and passion for working in a team and closely collaborating with people with different skills and experience;
- A demonstrated and advanced ability to think analytically, strategically, and creatively.

Desirable

- Experience in or deep knowledge of using supply chain laws against businesses (e.g. WRO petitions, litigation);
- Experience communicating with policymakers;
- Strong understanding of the UK and/or EU legislative process;
- Experience developing legal strategies

To apply, please email Sian Lea, s.lea@antislavery.org, with a CV, a cover letter of no more than 2 pages, an indication of your availability and an estimate of your daily rate for this project.

Please submit your application by 23.59 on 6 August 2023. Applications may also be considered on a rolling basis, and Anti-Slavery International reserves the right to identify a suitable candidate prior to the closing date. We regret to inform that we will not be able to respond to unsuccessful applications.