



## Terms of Reference: Senior EU Adviser Consultant

- Type of contract: self-employed 3 days per week consultancy contract.
- Length of contract: to start in January 2025 and extend until 31 December 2027.
- Location: the consultant must be based in Brussels, or within the vicinity of Brussels.
- Travel: some travel will be required (limited to within the EU and to London approximately once per quarter). Travel costs will be reimbursed or paid in advance directly by Anti-Slavery International.
- Deadline: 11 December 2024. Interviews are expected to begin 13 December 2024.

## ANTI-SLAVERY INTERNATIONAL

Anti-Slavery International is the world's oldest international 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 and migration
- 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 the UK. This is notably 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 been central to advocacy around the EU's Corporate Sustainability Due Diligence Directive (CSDDD) for a number of years and have co-led advocacy alongside our partner European Center for Constitutional and Human Rights (ECCHR) on the Forced Labour Regulation (FLR). 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 in producer countries around the world to support their involvement in these debates.

With both laws passing in 2024, the consultant's role will be to represent Anti-Slavery International working with key partners in Brussels and elsewhere to

develop and start implementing an effective advocacy strategy for the meaningful implementation of the laws.

## CONSULTANCY DESCRIPTION

The consultant will play an integral role in supporting Anti-Slavery International's advocacy for corporate accountability legislation in the EU. Specifically, this role will work on the next steps for advocacy on both EU laws we have been advocating for: the CSDDD and FLR.

Anti-Slavery International has been advocating for these laws since 2017. Our EU advocacy work is in partnership with peer NGOs and trade unions in Brussels and is informed by our network of global partners working in producer countries (NForce). We are also a member of the Coalition Against Forced Labour in Trade, a network of CSOs around the world advocating for import bans in the major importing economies.

Our broader strategy for the next three years aims to work towards the following outcomes:

1. Businesses in, and within the supply chains of those in target EU member states meaningfully comply with CSDDD.
2. EU member states adopt laws that reflect a high standard in line with CSDDD particularly in countries that have been identified as strategic.
3. Policymakers ensure supplementary legislation like the EU FLR and relevant legislation in the UK are passed and drive adherence to CSDDD and strong routes to remediation.
4. CSOs from producer countries effectively support workers' voices and participation to influence decisions around CSDDD implementation.

Working within Anti-Slavery International's Business and Human Rights (BHR) Team, the Senior EU Adviser will be responsible for: direct advocacy in the EU to shape relevant Commission-level guidance; influencing decision-makers on specialist issues that impact corporate action; collaborative working with coalitions to enhance advocacy; and strategically working with Anti-Slavery International colleagues to ensure a joined-up approach across our business advisory work and UK-focused advocacy.

The successful candidate is expected to lead Anti-Slavery International's work and represent the organisation at the EU level. They will bring senior-level experience of advocacy in Brussels, and the influence, connections and knowledge required to meet our advocacy goals. Specifically, they will have deep knowledge of EU institutions and, ideally, experience with the two files. They will be able to engage with the technical debates on the proposals and lead advocacy to ensure the groundwork is laid for effective implementation of the laws, bringing Anti-Slavery

International's positions to the fore in engagement with peer CSOs and policymakers. The candidate must be able to demonstrate examples of achieving advocacy goals at the EU-level within their application.

Specific tasks will likely include:

- Building and managing relationships with key targets within the EU, including in the Commission (i.e. in DG Trade and DG Just), in Parliament (particularly in INTA), EEAS, European Council and target EU member states, on our legislative asks and increasing Anti-Slavery International's visibility. Bringing other relevant Anti-Slavery International colleagues and partners to advocacy meetings and events where appropriate.
- Regularly engaging with our CSO partners in Brussels and supporting coordination of the FLR CSO coalition on related outputs, bringing Anti-Slavery International's particular expertise, informed by the BHR Team, and reverting back accordingly.
- Strengthening the capacity of CSOs and trade unions in target member states, with support from BHR team, to support national level advocacy on CSDDD and FLR implementation; and how to effectively make use of the laws once in place.
- Support engagement with CSOs and coalitions outside of the EU (i.e NForce partners, the Cotton Campaign and Coalition to End Forced Labour in the Uyghur Region and Coalition to End Forced Labour in Trade) on relevant EU matters.
- Support BHR Team's engagement with progressive EU-based businesses to support our advocacy aims.
- Working with other colleagues in the Thematic Advocacy Programmes Team on intersecting areas where corporate accountability and the EU laws specifically are relevant to internal strategies.
- Working with the Communications Team on advocacy strategies and publications when they serve our advocacy goals, supporting media engagement.
- Identifying opportunities for events to elevate our advocacy and supporting the organisation of events as relevant.
- Tracking debates and developments at European Parliament, European Commission and member state level, where they are relevant to BHR Team, but also Anti-Slavery International's broader work.
- Providing insight from EU advocacy to inform UK advocacy where relevant.

The consultant will report to Anti-Slavery International's Business and Human Rights Manager, based in London. The consultant will be expected to come to London every few months for team strategy days. This is a senior-level role, and the consultant will be expected to show a high degree of autonomy combined with

regular engagement with the BHR team.

## REQUIREMENTS

### Essential

- A minimum of 7 years directly relevant experience.
- Excellent knowledge of EU institutions and policymaking.
- Existing networks within EU institutions, with appropriate connections and influence to achieve business and human rights advocacy goals.
- Experience in developing advocacy strategies to influence EU legislation, with demonstrable success in achieving advocacy goals and targets.
- In depth knowledge of ongoing business and human rights debates at EU-level.
- Experience of working with and supporting partner CSOs operating outside the EU to advocate at EU level.
- Experience of working collaboratively with other civil society organisations or trade unions at EU-level.
- Experience of representing NGOs at senior levels.
- Experience in public speaking.

### Desirable

- Knowledge of CSDDD and/or the FLR.
- Experience of working on the theme of forced labour.
- Existing relationships with NGO partners in the business and human rights field with whom Anti-Slavery International currently closely collaborates in Brussels.
- Networks with human rights civil society in and/or experience of conducting advocacy directly in EU member states (specifically target member states, e.g. Spain, Italy, Netherlands).
- Experience with worker-driven initiatives.
- Willingness to engage with businesses.

To apply, please email [jobs@antislavery.org](mailto:jobs@antislavery.org) with a CV and a cover letter of no more than two pages, setting out how your experience meets our needs as set out above by **11 December 2024**. Please also indicate your preferred start date and day rate for this project. The subject line of the email must state "Senior EU Adviser".