

COUNTRY MANAGER TUNISIA VACANCY (0,5 FTE)

FOR THE PRODUCTION COUNTRIES TEAM AT FAIR WEAR FOUNDATION

At Fair Wear Foundation, we know there's a better way to make clothes. A fairer way. We want to see a world where the garment industry supports workers' rights to safe, dignified and properly paid employment. This is why we focus on the most labour intensive parts of the supply chain, to find answers to problems others think are unsolvable. We partner with brands and support workers. We take practical steps and test new solutions to show that it's possible to make clothes in a fairer way. With industry influencers, we push towards a new normal creating change that goes far beyond our reach.

Together, we're making fashion fair for everyone.

Fair Wear is an Amsterdam-based, international non-profit organisation. We support our 130+ member brands with practical knowledge and guidance and verify their efforts at their headquarters as well as in production countries. We have 50+ Amsterdam-based staff of very diverse backgrounds and work with expert teams in eleven production countries. For more about our work, see [here](#).

FAIR WEAR IS CURRENTLY LOOKING FOR A: COUNTRY MANAGER IN TUNISIA (0,5 FTE)

Fair Wear's Production Countries Team focuses on working with local partners and stakeholders to identify, create, document and share knowledge. We guide and facilitate brands to prevent and remediate labour rights violations. The team contributes to a better enabling environment, including strengthened capacity of local actors.

RESPONSIBILITIES:

The country manager will oversee Fair Wear's work of a team of three to four part-time service providers in Tunisia. Further, the country manager will be part of the FWF production countries team and will be asked to contribute to specific parts of the central Theory of Change. The country manager will be supported by the regional coordinator. The country manager:

- Act as first point of contact vis-à-vis external parties and represent Fair Wear during external events, conferences and stakeholder consultations;
- Coordinate, implement (when applicable), and ensure quality and consistency of Fair Wear member-facing activities, including social audits, management and workplace education programmes, and complaints helpline;
- Ensure/support Fair Wear member brands in implementing Human Rights due diligence;
- Organize and moderate supplier seminars and roundtable meetings (if and when needed);
- Coordinate research on labour rights (as and when required);
- Engages in lobbying and advocacy, and project-based activities such as pilots;
- In cooperation with the local team of service providers, manage relations and conduct consultation meetings with various in-country stakeholders, including unions and business associations, and relevant NGOs;
- Develop a strategic country plan and relevant work plans for FWF's activities in Tunisia, in consultation with the regional coordinator, production country team and other relevant teams in FWF;

- Is responsible for and will supervise the implementation of the work plan, maintain quality of Fair Wear tools and methodology, monitor the budget, M&E activities when carrying out the work plans;
- Take responsibility for the identification and elaboration of country-specific risks and solutions for remediation;
- Supervise the local consultants and service providers in Tunisia;
- Occasionally travel to FWF headquarters or to one of the other production countries;
- Participate in team meetings and learning events.

SKILLS AND QUALIFICATIONS:

The country manager should be based in Tunisia and possess the following qualifications and skills:

- University Degree in labour relations, CSR, social sciences, political science or a related field;
- At least five years relevant experience in team management;
- Excellent command of the English language. Fluent in local languages Arabic and French;
- Excellent communication skills; the ability to seamlessly liaise with the local team, FWF headquarters and local stakeholders, including relevant NGOs, trade unions, business associations and government officials;
- Extensive knowledge and experience in corporate social responsibility, labour rights and supply chains;
- Proven affinity with the garment industry and understanding of gender-sensitive issues;
- Accomplished at public speaking and external representation;
- Experienced in working in multi-cultural settings;
- Excellent administrative skills with an attention to detail.

WHAT WE OFFER:

Initially, 1-year contract (0.5 FTE) with the prospect of an extension upon good performance, subject to continuation of funding;

- Enthusiastic and passionate colleagues who put their heart and soul into their work;
- A monthly fee as payment;
- An international working environment; connections to European clothing brands, Fair Wear teams based in Amsterdam as well as 10 other garment producing countries;
- Extensive learning opportunities in the area of global supply chains and human rights due diligence;
- Opportunities to travel within the country and occasionally abroad.

If you are interested, please send your CV with a cover letter in English to vacancy@fairwear.org no later than **Wednesday 25 November 2021**.

Recruitment agencies are asked to refrain from approaching Fair Wear Foundation about this or any other vacancy.