



## **SENIOR EXTERNAL RELATIONS OFFICER**

### **AN AMBASSADOR FOR HUMAN RIGHTS DUE DILIGENCE DETERMINED TO TRANSFORM THE GARMENT SECTOR**

At Fair Wear Foundation, we know there's a better way to make clothes. One where the garment industry supports workers' rights to safe, dignified and properly paid employment. We partner with brands and support workers, taking practical steps to show that it's possible to make clothes in a fairer way. With trade unions, governments and other industry influencers, we push towards a new normal to create systemic change that goes far beyond our reach. Together, we're making fashion fair for everyone.

Fair Wear is an international non-profit organisation with around 45 highly diverse staff based in The Netherlands and Germany, as well as expert teams in eleven production countries. For more about our work, see [here](#).

### **FAIR WEAR IS CURRENTLY LOOKING FOR A SENIOR EXTERNAL RELATIONS OFFICER (32-36 HOURS/WEEK AMSTERDAM BASED)**

#### **OVERVIEW OF ROLE**

For Fair Wear, proper, OECD-based Human Rights Due Diligence (HRDD) is essentially about brands taking comprehensive supply chain responsibility. That starts with responsible purchasing practices and is rooted in equitable, collaborative sourcing relations with full access to remedy. The garment industry in general however, is still heavily stuck in a compliance approach based on audits, self-assessments, and certification. An approach in which brands merely follow up on issue-based audit findings rarely addresses the prevailing risks, power imbalances and systemic drivers of human rights violations.

Industry alignment on this HRDD approach is a crucial element to accelerate a new normal for the industry. One that puts the spirit and the letter of the UNGP and OECD guidelines in practice, one in which organised workers participate in realising their rights. Convening major industry stakeholders around common, ambitious goals and standards is essential to ensure that upcoming due diligence legislation pushes for a race to the top, rather than cause a fall back to the lowest common denominator. If successful, this strategy should be of use for other sectors as well.

To further strengthen our role in systemic change, Fair Wear is looking for a Senior External Relations Officer: an ambassador for this ambitious alignment approach and a forger of key partnerships to make it happen. Working closely with the Executive Director and the Associate Director for External Relations, the successful candidate is set to play a central role in the transformation of the industry. At the same time, the function requires diplomacy and modesty to focus on ambitious consensus.

Industry alignment is not only a matter of harmonising visions and goals; it should also translate into collective action. Using [The Industry We Want](#) and other relevant platforms, Fair Wear aims to co-create and help implement practical industry-wide protocols and standards for access to remedy, purchasing practices, commercial conditions, risk assessment, etc. This new colleague

will engage with key external parties to promote this approach and ensure alignment between Fair Wear's methodology and relevant standards, ranking, assessment, and mapping initiatives such as the ITC, Green Button, the Higg Index or SLCP.

## **RESPONSIBILITIES**

In addition to contributing to the overall strategy on external relations, The Senior External Relations Officer would divide their time between the following activities and responsibilities:

- Forging partnerships and alignment to enhance impact, specifically on access to remedy and grievance mechanisms
- Actively engaging with major industry ranking and mapping initiatives to ensure alignment
- Promoting the HRDD approach among key policy makers, public and private sector
- Following industry developments on HRDD, and connecting to Fair Wear's key activities
- Where money is a catalyst: bringing together key players externally and internally around creative ways of financing

## **SKILLS AND QUALIFICATIONS**

We are looking for someone who can function independently at a high level, with the following qualifications and skills:

- 7-10 years of relevant working experience
- University education (or equivalent) in a relevant field
- Relevant knowledge of the garment industry and its stakeholders
- Results oriented and ambitious while realising that flexibility and modesty are required to achieve lasting, industry-wide change
- Applying a helicopter view to create clarity on scenarios and steps needed to reach results
- Politically and culturally sensitive
- Able to work independently even with high-level external counterparts, while remaining grounded in jointly designed strategies and effective teamwork
- Experience with HRDD and grievance handling mechanisms is a strong asset
- Excellent English communication skills (writing and presenting); German is a plus

Please visit [www.fairwear.org](http://www.fairwear.org) for more information about our organisation. For more information about the position, you can call Margreet Vrieling, Associate Director, at the following number: +31 6 46601072.

The salary for this senior role will depend on relevant experience.. Range indication: Dutch BBRA scale 12. Fair Wear does its utmost to be an inclusive employer with people-centred, flexible working conditions.

If you are interested, please send your CV with cover letter to [vacancy@fairwear.org](mailto:vacancy@fairwear.org) no later than **Sunday 13 March 2022 midnight Amsterdam time**. Interviews will start in the first weeks of March on a rolling basis, so please do not wait until the closing date to send in your application.

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