

## **BRAND DEVELOPMENT OFFICER (36 HOURS) TO ONBOARD NEW BRANDS FOR HRDD ACADEMY AND FAIR WEAR MEMBERSHIP AND FACILITATE BRANDS IN THEIR HUMAN RIGHTS DUE DILIGENCE (HRDD) PROCESS**

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 garment and footwear 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](#). Since the last 25 years, Fair Wear is a membership-based organisation, with [100+ member brands](#). In February 2024 Fair Wear launched the [HRDD Academy](#), a platform for industry-wide learning tailored to brands in the garment and footwear sectors. Our HRDD Academy facilitates brands on how to conduct impactful human rights due diligence (HRDD).

### **OVERVIEW OF ROLE**

This position is for 36 hours/week and is based in Amsterdam, The Netherlands. Your tasks will be divided between brand acquisition officer and brand liaison.

### **RESPONSIBILITIES**

#### **1. BRAND DEVELOPMENT OFFICER**

- Identify potential brands that align with Fair Wear's vision and values
- Research market trends to identify acquisition opportunities
- Develop and maintain relationships with potential brands
- Facilitate the acquisition process with potential brands
- Collaborate with brand liaisons to ensure the transition and onboarding process for HRDD Academy and Fair Wear membership
- Attend events that are relevant and interesting for acquisition purposes (trade fairs, conferences, forums, visit brands, etc.)

#### **2. BRAND LIAISON**

- You are the main contact person within Fair Wear to several member brands
- You will provide guidance to member brands and support them in their responsible human rights due diligence process, including their responsible purchasing practices and remediation programs, to enhance their impact towards improving labour conditions in their supply chains
- You will advise member brands on how to build internal management systems to monitor their supply chains

Fair Wear Vacancy – Brand Liaison and Brand Development Officer

- You conduct annual performance checks of allocated member brands and deliver a performance check report for each of them.

## SKILLS AND QUALIFICATIONS

We are looking for someone with the following qualifications and skills:

- Relevant education on (applied) university level
- Experience in member/user acquisition and/or marketing
- Excellent written and spoken English; proficiency in other languages is advantageous.
- Enthusiasm and open attitude to represent Fair Wear outside the organisation with a customer service and acquisition mindset
- Understanding of the garment and footwear sector
- Understanding of human rights due diligence and a risk-based supply chain approach
- Service-oriented and enjoys helping others on things that may look obvious to you but can be a challenge for them.
- Good planning, prioritisation, decision-making and problem-solving skills
- Can meet tight deadlines and work independently.
- Ability to engage with companies at different levels.
- A willingness to regularly travel and flexibility to work in different time zones.
- Affinity with Fair Wear's vision and mission

## WE OFFER

- Initially, 1-year service provider contract with the prospect of an extension upon good performance, subject to continuation of funding
- We offer a salary in accordance with the Fair Wear's remuneration policy with a range of € 48.862-€ 57.485 p.a. based upon a 36-hour working week.
- Extensive learning opportunities in the area of global supply chains and human rights due diligence
- An international working environment; connections to European clothing brands, Fair Wear teams based in Amsterdam as well as 10 other garment producing countries;
- A diverse organisation, culture and teams that take the time to celebrate, reflect and champion each other's work
- A hybrid work setting with an office at the World Fashion Centre in Amsterdam

For more information about the function, you can contact Victoria Lauer [lauer@fairwear.org](mailto:lauer@fairwear.org). If you are interested, send your English application of a CV and a one-page cover letter to [vacancy@fairwear.org](mailto:vacancy@fairwear.org) no later than **Friday 17 May 2024**.

Note: we will be interviewing candidates on a rolling basis and will close the vacancy if the right candidate is found before the stated deadline.

Visit our [website](#) for more about Fair Wear. For more information about this application process in general, you can contact us [here](#).

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