

Social Compliance Specialist – Mexico

Organization Overview

Verité is a global, non-profit, labor organization with a mission to ensure that people worldwide work under safe, fair, and legal conditions. Based in the United States, Verité works in more than 70 countries, collaborating with companies, governments, civil society groups, workers, and international organizations to improve understanding of labor rights problems in corporate supply chains and operations, and to advance approaches and tools to solve those problems. The impact of Verité’s work is tangible: more income for workers; increased opportunities for women, minorities and migrants; protection for children and those in forced labor; safer working conditions in factories, farms, fisheries, construction sites, mines, and other worksites; and empowerment for all workers.

To learn more about Verité, please visit <https://www.verite.org/>.

Position Summary

Verité is seeking a Mexico-based Social Compliance Specialist to support our work promoting fair, safe, and legal labor practices in the agricultural sector in Mexico. This specialist will work with US-based Verité staff to carry out risk assessments and provide capacity building, stakeholder engagement, and management consulting services for Verité’s growing portfolio of agricultural industry clients in Mexico. The Social Compliance Specialist may also act as a liaison to the private sector for one or more publicly funded grants to be implemented by Verité and its partners.

This mid-level program position is not contingent upon receipt of donor funding, and is anticipated to begin in Q4 of 2019. The position may require occasional travel within Latin America and to the US. Mexican nationals are particularly encouraged to apply.

Position Responsibilities

The Social Compliance Specialist will:

- Design, conduct, and manage supply chain risk assessments and other compliance-related desk and field research.

- Develop tools and training materials for use by both private- and public-sector actors to enable adherence to international labor standards in the agricultural sector.
- Provide trainings and management systems consulting to private-sector partners on issues of due diligence and adherence to international labor standards for child labor, forced labor, gender-based discrimination, occupational safety and health and other acceptable conditions of work.
- Represent Verité at industry, civil society, and government stakeholder events, and support stakeholder engagement activities by Verité private-sector partners.
- Design and manage the implementation of project workplans in conjunction with project staff and partners to ensure timely completion of deliverables.
- Assist in business development, including building relationships with clients and funders and developing scopes of work, concept notes, grant proposals, and budgets.
- Participation in calls and in-person meetings with clients and funders.
- Travel frequently within Mexico to oversee and participate in research, training, stakeholder engagement, other activities.
- Occasional international travel within Latin America and to Verité headquarters in Amherst, MA.
- Willingness to work outside of regular hours when necessary.
- Carry out other duties as required.

Position Requirements

- Minimum of three years of professional experience in the area of corporate social responsibility or private sector supply chain social compliance programs.
- Understanding of key labor issues, including child labor, forced labor, gender-based discrimination, and workplace exploitation.
- Familiarity with agricultural supply chains in Latin America (Mexico expertise preferred).
- Ability to maintain working relationships with diverse stakeholders, including coalition-building and partnership promotion.
- Ability to meet deadlines, achieve targets, and provide all required inputs to deliverables.
- Excellent organizational and prioritization skills, coupled with strong and creative problem-solving skills.
- Experience developing and managing budgets.
- Meticulous attention to detail.
- Ability to work well in groups and independently.
- Intellectual curiosity and the ability to learn quickly.
- Passion for global human rights issues.

- Bachelor's degree in relevant field (e.g. social science, agronomy, environmental science, human rights, business); Master's preferred.
- Native-level fluency in Spanish and at least intermediate level fluency in English required.
- Previous experience with US government-funded projects (USDOL, USAID, US Department of State, etc.) desirable.

To Apply

To Apply: Please email cover letter and CV detailing your relevant experience against the skills and qualifications above to: verite@verite.org with the subject line "Social Compliance Specialist, Mexico." Please clearly state your level of English and Spanish fluency in your cover letter. No telephone inquiries will be accepted for this position.

Verité is committed to a diverse workforce and is an Equal Opportunity Employer that does not discriminate against any employee or applicant for employment because of race, sex, age, national origin, religion, sexual orientation, gender identity and/or expression, status as a veteran, disability, or membership in any other federal, state, or local protected class.