

Researcher: Labour standards, human rights & gender

Interested in the labour, gender and human rights impacts of business? We are looking for a highly motivated Researcher to join our growing team.

Who we are

Ergon promotes respect for labour standards and human rights through our work with major international companies, development finance institutions, inter-governmental agencies and multi-stakeholder platforms. We deliver innovative client-focused consulting and research projects that improve the lives of workers and communities. Ergon is committed to diversity and inclusion in the workplace and welcome applications from individuals from underrepresented groups including Black, Asian and Minority Ethnic (BAME), people with disabilities, and people who identify as LGBTQ+.

The role

This is an ideal position from which to develop or build on a research or consulting career in this field. You will have first-rate research ability, excellent communication skills, and a keen interest in our professional areas of work. Knowledge of employment rights would be an advantage. Examples of projects you can expect to work on include: advising companies on risks in supply chains, analysing international legal developments on human rights due diligence, developing gender action plans at companies, or drafting guidance notes and good practice case studies on challenging workplace issues. Occasional international travel is possible.

Our offices are located in Haarlem in the Netherlands and Central London, though given the current Covid-related restrictions we would expect candidates to work remotely within a time zone that shares the majority of the working day with our offices. We offer a network of supportive colleagues, the opportunity to progress through the development of transferable skills and experience, and great terms and conditions including competitive salary, 25 days holiday plus public holidays and discretionary bonus. This is a one year fixed-term contract.

How to apply

Applicants should provide a covering letter setting out why you are suitable for this post and a CV in the same PDF file. Please send to Eva Mian: eva.mian@ergonassociates.net by 08.00 on Monday 23rd November 2020.

Essential attributes

- A minimum of two years' relevant employment experience or strong academic record in relevant graduate / postgraduate discipline – e.g. in employment law, human rights law, international development, industrial relations, gender studies
- Ability to work creatively and flexibly, including producing innovative outputs
- Commitment to customer service relevant for a client-focused consultancy business

- Exceptional conceptual and analytical research skills, including the ability to identify relevant sources, analyse large amounts of complex information quickly, accurately and concisely, including quantitative information
- Outstanding written and oral English communications skills, including the ability to draft clear, accurate, concise summaries as well as lengthier research papers
- Commitment to the labour standards, human rights and gender equality agendas.
- High level of organisational and administrative skills, including multi-tasking and ability to work independently, in a small team, and to strict deadlines
- Fluent written and spoken English. Fluency in at least one other relevant language is an advantage – particularly German, Arabic, Russian, Spanish, or Turkish
- Excellent grasp of research and standard office applications, including social media platforms.

Key responsibilities

- Drafting research reports, risk analyses and country profiles on labour, gender and human rights issues as they affect international businesses, workers and communities.
- Analysing and assessing complex legal and policy documents
- Constructing research databases and undertaking quantitative analysis
- Contributing to development of research methodologies, frameworks and client-focused outputs
- Interviewing business and NGO stakeholders by phone and undertaking field research as necessary
- Accompanying directors and consultants at meetings and contributing to presentations

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