

Consultant: Labour standards, human rights & gender issues

Ergon is growing as we experience ongoing high demand for our services in the field of business and human rights, gender and labour standards. We are looking for highly motivated individuals to join our expanding team. We are advertising for entry-level Researcher positions as well as Consultant positions for individuals with more technical and professional experience. Both positions provide an opportunity to progress through developing consultancy skills and technical knowledge, and to contribute your own ideas within a dynamic and supportive environment.

Ergon is committed to diversity and inclusion in the workplace and encourages applications from individuals from underrepresented groups including but not limited to Black, Asian and ethnically diverse people, people with disabilities, and people who identify as LGBTQ+.

This is the Job Specification for the Consultant position. To review the Researcher position, please see the equivalent job advert.

Who we are

Ergon is a leading specialist consultancy that 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 operate globally, have a seventeen-year track record, an international client list and an expert multi-disciplinary team. We deliver innovative client-focused consulting and research projects that aim to improve the lives of workers and communities. Our offices are located in Central London, UK and Haarlem, Netherlands with a new location opening in Berlin.

What we offer

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, flexible working arrangements and discretionary bonus. Appointment will be initially on a one-year fixed-term basis, and subject to a probationary period.

We have hybrid (office- home) working arrangements. We would expect successful candidates to work either in the UK, the Netherlands or Germany, and candidates must have the right to work in one of these countries.

Consultant role

A Consultant's key responsibilities include:

- Managing and delivering consultancy projects in consultation with clients and senior staff, and in co-operation with project teams, including monitoring milestones, outputs and budgets, and working with external consultants
- Managing and delivering Human Rights Impact Assessments in line with the Ergon methodology.

- Contributing to design and development of research methodologies, frameworks and client-focused outputs, and supporting Ergon colleagues
- Interviewing business and NGO stakeholders by phone as necessary as part of projects and undertaking field research as necessary
- Co-ordinating, undertaking and reviewing desk research and analysis including constructing research databases and undertaking quantitative analysis
- Undertaking client-facing activities (meetings, presentations, conferences)
- Contributing to Ergon's business development and communication activities
- Accompanying Directors and Senior Consultants at meetings and contributing to presentations

Essential qualifications and experience

- A minimum of three years' relevant consulting or equivalent professional experience e.g. within the fields of business and human rights, development finance, ethical supply chains, labour standards or broader corporate social responsibility
- A strong academic record in relevant discipline – e.g. in employment law, gender studies, human rights law, international development, industrial relations

Essential competencies

- High degree of fluency in English (equivalent to C2 CEFR) with excellent written and oral skills
- Proven ability to develop and deliver a broad range of projects, including building relationships with clients, identifying appropriate methodologies and outputs, meeting budgets and deadlines
- Proven ability to think creatively and develop innovative solutions
- Excellent organisational, administrative and inter-personal skills, including co-ordinating and motivating teams
- Outstanding written and oral English communications skills, including the ability to draft clear, accurate, concise summaries as well as lengthier research papers
- Commitment to customer service relevant for a client-focused consultancy business
- Excellent research skills including desk research, selection of material, analysis and outputting in appropriate formats
- Commitment to the labour standards, human rights and gender equality agendas.
- Excellent grasp of standard MS office applications
- Willingness to travel occasionally

Desirable

- Experience working on or delivering Human Rights Impact Assessments
- Fluency in at least one other relevant language is an advantage – particularly German and Spanish
- Experience of stakeholder engagement with range of different actors

How to apply

Applicants should provide a covering letter setting out your experience and why you are suitable for this role and a CV in the same PDF file. Please send to eva.mian@ergonassociates.net by **08.00 UK time on 29 August 2022**.

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