

# Consultant

Ergon is a leading international consultancy that promotes respect for labour standards, human rights and gender through our work with major international companies, development finance institutions, inter-governmental agencies and multi-stakeholder platforms.

We are growing as we experience ongoing high demand for our services and we are looking for highly motivated individuals to join our expanding team. We have openings for an entry-level Researcher position as well as Consultants with 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 has offices in Central London, UK, Haarlem, Netherlands and Berlin, Germany, but we operate globally delivering projects in more than 60 countries, through our network of expert consultants. We have an eighteen-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 have real impact on the lives of workers and communities.

## What we offer

We offer a team 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, discretionary bonuses. 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 the design and development of research methodologies, frameworks and client-focused outputs
- Interviewing business and NGO stakeholders by phone or in person, 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 delivering 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, responsible 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, manage 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, French 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](mailto:eva.mian@ergonassociates.net) by **08.00am UK time on 29 May 2023**.

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