

Researcher

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 Researcher position. To review the Consultant 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.

Researcher role

A Researcher's key responsibilities include:

- Conducting focused desk-research and drafting research reports and risk analyses on labour, gender and human rights issues
- Analysing and assessing technical legal and policy documents, as well as quantitative data
- Drafting high-quality written outputs tailored to specific audiences
- Contributing to the development of research methodologies and client-focused outputs
- Participating in interviews with companies, civil society and human rights defenders, international organisations, subject experts and others
- Supporting directors and consultants at client meetings and contributing to presentations

Essential qualifications and experience

- Completed university degree
- One to two years of employment experience relevant to the essential competences below, **or** a strong academic record in a relevant postgraduate discipline – which could include employment law, gender studies, human rights law, international development, industrial relations.

Essential competences

- Sound conceptual and analytical research skills, including the ability to identify relevant sources and analyse large amounts of complex information quickly and accurately, including both qualitative information and quantitative data.
- High degree of fluency in English (equivalent to C2 CEFR) with excellent written and oral skills
- Well-developed organisational and administrative skills, including ability to self-organise, multi-task and work both independently and collaboratively, and to strict deadlines
- Strong communication and interpersonal skills
- Attention to detail and comfort with complexity
- Commitment to a high standard of customer service relevant for a client-facing consultancy working in a commercial environment
- Demonstrable interest in human rights, labour rights and gender equality and motivation to learn
- Excellent grasp of standard MS office applications

Desirable

- Familiarity with employment rights and/or gender studies
- Working and professional fluency in another relevant language – particularly German, French and Spanish

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 **08.00am UK time on 29 May 2023**.

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