

VERITÉ

Fair Labor. Worldwide.

Verité is a growing, award-winning non-profit organization that illuminates and addresses serious human rights and labor rights violations in factories, farms, and other workplaces around the world. We serve private- and public-sector clients by building their understanding of labor rights problems in global supply chains and developing their abilities to solve those problems.

Title	India Program Manager, Traceability & Due Diligence
Job class	Manager
Location	This role will be based in India, with a preference for proximity to Maharashtra, Gujarat or Madhya Pradesh.
Role	<p>The Program Manager will be part of Verité’s Supply Chain Tracing & Engagement Methodologies (STREAMS) project, which is demonstrating how innovative approaches to supply chain tracing can be used to tackle challenging labor rights abuses. The Program Manager will support the development and implementation of a set of pilot projects for supply chain traceability technologies in the cotton sector of India, alongside the implementation of due diligence frameworks for responsible sourcing and observation of core labor rights in cotton production.</p> <p>The Program Manager will be the core representative of the STREAMS project in India and will work closely with a US-based project leadership team. This individual will be responsible for coordinating the delivery of all project activities in India.</p> <p>This is a full-time, 12- to 18-month, grant-funded role.</p>

Tasks and specific responsibilities	
	Provide leadership and expertise on due diligence and traceability in India downstream cotton supply chains.
	In collaboration with project partners, develop concepts, field- and desk-research methodologies and instruments, and implementation plans for traceability pilots in the India downstream cotton supply chain.
	Manage the implementation of traceability pilots among ginners, spinners and fabric mills.
	Engage effectively with suppliers to support and maintain participation in pilot activities. Work directly with suppliers to gather inputs on implementation approaches and feedback on results.
	Connect with stakeholders including political actors, business leaders, and civil society stakeholders, both internationally and in India.
	Participate in or oversee desk research and stakeholder consultation to map tiers and characteristics of downstream cotton supply chains and labor vulnerabilities associated with specific supply chain segments.
	Develop project communications materials, reports, or other public content, in English and Hindi.
	Represent Verité and the STREAMS project at external events, such as conferences and other opportunities to engage stakeholders.
	Participate in strategic planning with the US-based project team.
	Receive due diligence training and be a resource for supply chain actors on the concepts and implementation of management systems.
	Arrange for translation or interpretation of project materials into local languages.
	Frequent domestic travel in India and limited travel to/from the US.
	Organize trip logistics for the US-based project team and provide support on those trips as needed.
	Provide regular written and verbal updates on field activities.

Required qualifications for this role	
	At least 7 years’ experience managing complex projects entailing field and desk engagement.

	Demonstrated expertise in human rights due diligence or traceability in India apparel supply chains, including management of projects entailing work at or with ginners, spinners, and/or textile mills.
	Excellent communication skills with diverse audiences, including ability to communicate effectively with suppliers in the apparel supply chain, as well as with multinational companies, government officials and civil society representatives.
	Ability to meet deadlines, achieve targets, submit written reports in English and provide all required inputs to deliverables.
	Excellent organizational and prioritization skills, coupled with strong and creative problem-solving skills.
	Spoken and written fluency in Hindi and English.
Preferred qualifications for this role	
	Experience building the capacity of international brands and their suppliers to comply with international standards, due diligence concepts, and local laws related to labor and human rights desirable.
	Ability to maintain working relationships with diverse stakeholders, including building coalitions and promoting partnerships between the private sector, worker organizations, civil society, and government agencies desirable.
	Expertise in ethical labor standards and promotion of decent work preferred, with particular expertise in child labor or forced labor issues desirable.
	Familiarity with <u>OECD Due Diligence Guidance for Responsible Supply Chains in the Garment & Footwear Sector</u> preferred.
	Proficiency in local languages for areas of cotton production in Maharashtra, Gujarat and/or Madhya Pradesh would be of benefit to the role.
Qualifications for all Verité roles	
	Strong interest in Verité's mission or related social justice objectives in human rights, labor issues, international law, or corporate social responsibility.
	Professional experience thinking, communicating, and working effectively across boundaries* and promoting inclusiveness and equity in complex multi-stakeholder contexts.
	Sensitivity and competency engaging with marginalized populations such as those impacted by Verité's mission.
	Fluent, clear, and concise writing in English.
	Personal reliability and commitment to organizational success.
	Experience handling sensitive or confidential information including written, electronic, and other formats.
Salary	USD \$45,000 - \$50,000 commensurate with qualifications and experience
To apply	Please submit a resume and a brief cover letter through the Verité application portal at www.verite.org/ca-reers . No telephone or email inquiries will be accepted for this role.

*These include, but are not limited to: gender, race, religion, age, disability, gender identity, sexual orientation, marital status, pregnancy status, nationality, class, political opinion, union affiliation, or social or ethnic origin.

Verité is committed to a diverse work force and is an Equal Opportunity Employer that does not discriminate against any employee or applicant for employment because of race, color, sex, age, national origin, religion, sexual orientation, gender identity and/or expressions, status as a veteran, and basis of disability or any other federal, state, or local protected class. Verité's daily work to achieve our vision of a world where people work under safe, fair, and legal conditions is inherently linked to topics of diversity, equity, and inclusion. Recognizing that the labor market and institutions have long marginalized people of color, trans and LGB people, women, and people from working class background, we therefore feel the need to be particularly proactive in encouraging candidates who identify as such to apply.