

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.

Position title	Senior Program Manager, Traceability & Due Diligence
Job class	Senior Manager
Location	This position will be based remotely, with twice yearly travel to Verité headquarters in Amherst, MA and occasional international travel.
Role	<p>This position 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.</p> <p>This full-time position will support the technical oversight of a set of pilots of supply chain traceability technologies in the upstream apparel supply chain in India, as well as the analysis and distillation of pilot learnings into publicly available reports, resources, and stakeholder convenings that promote the use of traceability to advance labor rights and decent work in cotton, yarn, and fabric production, as well as in other industries and sectors.</p> <p>The Senior Program Manager will work closely with team members in the US and India, as well as with STREAMS implementing partner organizations, and retailers and brands and their India-based suppliers participating in pilot activities.</p>

Tasks and specific responsibilities	
	Provide leadership and expertise on due diligence and traceability for combating labor abuse in supply chain production.
	Ensure STREAMS project activities are informed by existing approaches and recent advances in due diligence and traceability.
	Manage desk research and stakeholder consultation to map tiers, actors, and characteristics of supply chains and labor vulnerabilities associated with specific supply chain segments or nodes.
	Advise on the technical implementation of traceability pilot projects in the India downstream cotton supply chain, with particular focus at the ginner, spinner, and fabric mill nodes.
	Work with STREAMS project team, implementing partners, suppliers, retailers, and brands to finalize pilot project approaches and gather feedback on experiences and potential for scalability.
	Lead the development of tools and resources that emerge from the traceability pilots, tailored for specific stakeholder groups in upstream apparel supply chains and other sectors.
	Support the dissemination and engagement of key stakeholders on project findings, project tools, and emerging best practices in traceability and due diligence for combating labor abuse.
	Represent the STREAMS project at hosted and external events such as conferences and other stakeholder engagement forums.
	Support strategic planning and evaluation with the project team.
	Willingness to work outside of regular hours when necessary.

Required qualifications for this position	
	At least 7 years’ experience in a leadership role managing or implementing projects related to human rights due diligence or traceability in global supply chains.
	Demonstrated experience developing and applying methodologies and tools for traceability and due diligence.

	Demonstrated ability translating complex concepts, data, and methodologies into tools and products.
	Demonstrated ability maintaining working relationships with a variety of partners and stakeholders.
	Self-driven, entrepreneurial, and able to work both independently and as part of a team in a fast-paced environment.
	Proven ability to develop and nurture collaborative and productive relationships with global colleagues.
	Extensive knowledge of MS Office package.
	Familiarity and comfort communicating across variety of digital platforms.
	A minimum of a graduate degree, such as a master's degree or equivalent, in social sciences.
Preferred qualifications for this position	
	Experience with extended apparel supply chains is preferred.
	Expertise in ethical labor standards and promotion of decent work preferred, with particular knowledge of child labor or forced labor issues desirable.
	Experience building the capacity of international brands and their suppliers to achieve decent work and human rights targets desirable.
	Familiarity with OECD Due Diligence Guidance for Responsible Supply Chains in the Garment & Footwear Sector preferred.
Qualifications for all Verité positions	
	Demonstrated strong personal commitment to Verité's mission or related social justice objectives in human rights, labor issues, or corporate social responsibility.
	Ability to uphold compliance guidelines, including strict confidentiality requirements
	Demonstrated professional competency and/or personal experience thinking, communicating, and working effectively across boundaries* and promoting inclusiveness and equity in complex multi-stakeholder contexts.
	Demonstrated sensitivity and competency engaging with diverse marginalized populations such as those impacted by Verité's mission.
	Fluency in spoken and written professional English required. Working proficiency in additional language(s) is preferred.
	Personal reliability and commitment to organizational success.
	Experience handling sensitive and/ confidential information including written, electronic, and other formats.
Salary	USD \$65,000 - \$77,000 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/careers . No telephone or email inquiries will be accepted for this position

*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.