

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	Research Analyst
Location	Verité is located in Amherst, Massachusetts, USA. Remote applicants are welcome, but preference may be given to applicants based in a time zone within two hours of Eastern time.
Role	<p>This position is with the CUMULUS and Workplace Assessments team. CUMULUS is a technology-driven platform that remotely maps labor supply chains and proactively screens for forced labor and human trafficking risks in global supply chains. The Workplace Assessments team conducts social responsibility workplace auditing and assessments to ensure that workers' rights are respected and prioritized, and identified issues are addressed and remedied.</p> <p>Ideal candidates will have experience in vendor auditing, social compliance, fraud risk management, investigations, or a related field, and a demonstrated interest in labor issues in supply chains and international human rights.</p>

Responsibilities

	Compile, review, and analyze complex datasets, evidence, and documentation to assess labor practices and systems.
	Undertake due diligence research on third parties involved in international labor recruitment.
	Write and edit deadline-driven, client-ready assessments, reports, and projects in service of multiple departments and field offices.
	Support design, development, and implementation of new features for the CUMULUS platform.
	Conduct research on international labor laws, regulations, and practices, gathering and analyzing information from multiple sources for production of coherent, client-ready deliverables.
	Manage and track analysis time, deadlines, and deliverables, contributing to project estimates and forecasting while ensuring timely delivery of materials.
	Maintain accuracy and adherence to Verité analysis and reporting standards.
	Support staff in fostering positive client and partner relationships, promptly responding to assessment and project inquiries.
	Demonstrate problem-solving and independent decision-making abilities, and ability to discern when to solicit feedback prior to making decisions.
	Apply ongoing feedback from peers and senior team members and implement significant improvement in identified areas for production of client-ready engagement materials.
	Curate a library of legal knowledge and assessment findings for dissemination and use by Verité colleagues.
	Occasionally coordinate and supervise the daily activities of interns.
	Engage in ongoing training and professional development to stay up to date on standards and requirements.

Required qualifications	
	Bachelor's degree or equivalent experience in related field, e.g., economics, political science, or international relations.
	At least 2 years of relevant professional experience as a data analyst, researcher, or in similar work.
	Curiosity and a passion for critical thinking and learning new things.
	Meticulous attention to detail.
	Excellent organizational, writing, and editing skills.
	Experience tracking complex project components.
	Self-driven and able to work independently and as part of a team in a fast-paced environment.
	Extensive knowledge of MS Office package, with at least intermediate Excel skills.
	A commitment to strong privacy and security guidelines.
Preferred qualifications	
	Chinese language skills (written).
	Experience or a demonstrated interest in labor issues, international relations and policy studies, or social impact technology.
	Experience in auditing, social compliance, fraud risk management, investigations, or a related field.
	Willingness to occasionally travel to attend domestic and international assessment.
Qualifications for all Verité positions	
	Demonstrates strong personal commitment to Verité's mission or related social justice objectives in human rights, labor issues, international law, or corporate social responsibility.
	Demonstrates professional competency and/or personal experience thinking and working effectively across boundaries.*
	Demonstrates sensitivity and competency engaging with the diverse marginalized populations impacted by Verité's mission around the world.
	Personal reliability and commitment to organizational success.
	Fluent, clear, and concise writing in English.
	Maintains confidentiality in communications as appropriate.
Salary	\$40,000 - \$55,000 annually 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, LGBTQ+ 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.