

Director of Supplier Assessment and Improvement Programs

Join the dedicated leadership team at Verité, a committed and experienced labor and human rights non-profit organization with more than 25 years of impactful presence in the field. We partner globally with corporations, governments, and civil society organizations across many sectors to realize our vision of a world where people work under safe, fair, and legal conditions.

Title	Director of Supplier Assessment and Improvement Programs
Location	Remote (preference for U.S. eastern standard time zone) with occasional domestic and international travel, including to Verité headquarters in Northampton, MA
Role	As we embark on expanding and improving our work with suppliers, we seek a strategic thinker and leader to serve as our Director of Supplier Assessment and Improvement Programs (SAIP). This pivotal role will develop and implement innovative strategies to maintain our organization as a leader in rigorous, worker-centered human rights due diligence assessment and audits, prioritizing impact and improving workplace labor practices worldwide.
Responsibilities	
	Design and implement comprehensive strategies for supplier assessment and improvement programs within a due diligence framework.
	Oversee the execution of human rights due diligence audits and assessments, ensuring high-quality standards focused on remediation and improving suppliers' labor practices.
	Administer the development and implementation of innovative virtual assessment services and strategies to gather and analyze information collected.
	Drive continuous improvement and increased adoption of Verité's patented forced labor screening platform, CUMULUS.
	Strengthen our international pool of consultants and CSO working relationships.
	Expand client relationships and foster new engagements to enhance business development.
	Strengthen our international pool of consultants and CSO working relationships.
	Lead a global team in effectively managing online and remote auditing processes.
	Spearhead knowledge-sharing initiatives across the organization to elevate our social compliance expertise.
Required qualifications	
	Proven experience organizing, tracking, and conducting global human rights due diligence audits and assessments.
	Solid understanding of online tools and methods for information gathering and analysis.
	Experience implementing supplier improvement interventions.

Adept in business development with a proven successful project development track record. Eager to cultivate and maintain strong client relationships, ensuring needs are understood and SAIP solutions are tailored to unique workplace contexts.

Proficiency in working with cross-functional teams to align social compliance efforts with other suppliers' business areas, including sustainability and procurement, to increase impact.

Strong communication skills to facilitate the dissemination of social compliance assessment knowledge, sharing insights, experiences, and best practices with stakeholders at all levels, both internally and externally.

A record of collaborative leadership and problem-solving at an organization-wide level.

Willingness and ability to travel up to 15% domestically and internationally.

Preferred qualifications

Experience managing online and remote audits.

Knowledge of Excel, R, SQL, and QuickBase; familiarity with business intelligence tools (e.g., Tableau, SAS).

Experience effectively encouraging businesses to work collaboratively with diverse stakeholders, such as civil society and workers' organizations, inside and outside the U.S.

Knowledge of international human rights frameworks, including experience working with key and emerging labor and human rights issues.

Familiarity with best practices in labor and human rights auditing and assessment standards.

Experience working with legally privileged and confidential data; familiarity operating within requirements such as GDPR.

Fluency in a language(s) in addition to English.

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.

Maintains confidentiality in communications, as appropriate.

Why join us

Embrace the opportunity to drive change and make a significant impact on global labor and human rights issues.

Engage with a wide range of stakeholders from different sectors and geographical areas.

	Be part of a team of passionate and dedicated colleagues around the world that value diversity, equity, inclusion, and accessibility.
	Enjoy the flexibility of remote work with a team that respects work-life balance.
	Receive a generous compensation package including eligibility for benefits and PTO.
Salary	\$90,000.00 - \$110,000.00 annually, commensurate with qualifications and experience
To apply	If you are passionate about making a difference and possess the required qualifications, we would love to hear from you. Please submit your resume and a cover letter through the Verité application portal at www.verite.org/careers detailing your experience in social audits and your vision for supplier improvement programs. Join us in our mission to create a world that values human dignity at work.

**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.