

Verité Research Internships

Fall 2024

About Verité: Verité is a Northampton-based non-profit and award-winning pioneer in the social auditing, training, research, and consulting field with a vision to ensure that people worldwide work under safe, fair, and legal conditions. The organization has over 25 years of experience working with Fortune 500 corporations and their local suppliers through our global network of NGO partners. Verité works in over 70 countries to empower companies, factories, NGOs, governments, and workers to create sustainable workplace practices in the factories and communities where our consumer goods are made and the raw materials that go into them are sourced. For more information, please visit <https://www.verite.org>.

Internship: Verité research interns do interesting and substantive work and are exposed to the vast world of corporate social responsibility (CSR) and human rights. They contribute to a variety of research projects addressing forced labor, human trafficking, and human rights abuses worldwide. Interns perform tasks such as conducting desk research, updating various databases that Verité maintains, completing various administrative tasks, drafting reports, and proofreading texts. Research interns read and analyze reports published by the U.S. Department of State, the U.S. Department of Labor, and the International Labour Organization (ILO) and become familiar with the work of these entities as well as the work of many different stakeholders. Interns support our work with brands and our large-scale federally funded research projects across supply chains, sectors, and commodities. See below for the projects that are seeking interns this session.

Start date: Negotiable; September

End date: Negotiable; December, end of academic semester

Hours: Interns are expected to **work 8-10 hours per week during the academic semester for at least 12 weeks** (for a minimum of approximately 100 hours). Exact start and end dates and weekly hours are otherwise negotiable.

Location: All internships are currently remote. If interns are local to Western Massachusetts, working in the office is an option that can be discussed.

Benefits: Verité offers interns a stipend in the amount of \$650 for the duration of the session. If your school also provides either funding or academic credits for intern work, Verité is happy to assist with the required paperwork. It is the responsibility of the student to check with their institution to be sure they meet any requirements prior to accepting a position.

We plan various events for interns to interact with senior and other staff and provide opportunities for mentoring and networking. We also provide references upon request after successful completion of the internship.

Skills, abilities, and competencies for all research interns:

- Ability to find, evaluate, analyze, and summarize a wide range of complex source materials
- Ability to meet deadlines, prioritize assigned tasks, and work independently and proactively, all with an attention to detail
- Excellent writing, grammar, and editing skills
- Ability to take initiative and work independently
- Previous knowledge of (or interest in/willingness to learn quickly) issues related to countries and regions of focus, relevant regulatory frameworks, human trafficking, and/or corporate responsibility efforts
- Familiarity with organizing and manipulating data in Excel. Familiarity with programs like Infogram and Airtable is a plus
- Demonstrates sensitivity, professional competency, and/or personal experience thinking and working effectively across boundaries and engaging with the diverse marginalized populations impacted by Verité's mission*
**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, intern, or applicant for employment or internship on the basis of race, ethnicity, national origin, age, sex, sexual orientation, gender identity or expression, class, religion, veteran status, ability, and any other federal, state, or locally protected classes.

How to Apply:

Please include the following attachments with your application: **cover letter, resume, and an academic writing sample of 3-5 pages. If you are particularly interested in one or more of the specific projects outlined below, please address it in your cover letter.** It is preferable that writing samples pertain to international studies and demonstrate research and analysis skills. Multilingual applicants may be asked to provide a writing sample in additional languages; see project descriptions below for further details.

Please apply [via this link](#). Any questions can be addressed to the *Internship Coordinator* at verite@verite.org.

Projects

Responsible Sourcing Tool: In 2016, Verité launched the [Responsible Sourcing Tool \(RST\)](#), a free interactive web platform designed to help visualize, understand, and eliminate human trafficking in global supply chains. The tool was initially developed as a resource for federal contractors to utilize in meeting U.S. anti-trafficking compliance measures, and it has since expanded to provide companies, advocates, investors, and consumers with a comprehensive assessment of country- and industry-based risks of human trafficking and a suite of resources to address those risks. The website currently contains extensive research on 11 key sectors and 43 commodities at risk for trafficking or trafficking-related activities, ten comprehensive risk management tools, various case studies, and links to guidance from other expert organizations. RST intern tasks may include:

- Conducting desk research and media scans on specific commodities and sectors
- Drafting and updating reports
- Engaging in data-related work (trade and export data, organizing data in platforms, quality assurance)
- Supporting the development of new sector-specific tools and general resources for the site

Supplier Assessment and Improvement Programs: For 25 years, through supplier assessments, Verité has brought clients clarity and resolution to some of the most challenging issues in the most difficult regions, such as on risks of forced labor and other risks of labor exploitation faced by foreign migrant workers. This intern will support some of the behind-the-scenes data gathering, benchmarking, and research that makes that possible. This opportunity offers an intern the opportunity to gain valuable insight into working conditions in supply chains and the latest emerging industry best practices for human rights due diligence. Intern activities may include:

- Review and update of internal materials such as as best practice recommendations for companies, auditor and reviewer guidance, and reporting templates
- Benchmarking companies' and stakeholders' Codes of Conduct and standards to track shifts in best practice
- Benchmarking assessment standards and recommendations against emerging regulations, such as the EU Corporate Sustainability Due Diligence Directive (CSDDD)
- Researching migration corridors, fees and expenses charged to workers, and laws impacting their recruitment
- Creating and maintaining databases, data collection, and analysis of publicly available information

STREAMS Project: The Supply Chains Tracing Engagement and Methodologies (STREAMS) Project is an exciting new initiative to enhance the downstream traceability of goods made by child and forced labor in global supply chains. Funded by the U.S. Department of Labor, the STREAMS Project is focused on developing an analytic framework to map and categorize supply chains and methods for tracing and validating supply chain connections, conducting pilots of supply chain tracing and validation methodologies in India's garment sector, and creating accessible tools to enable diverse actors across sectors and supply chain tiers to adopt innovative tracing approaches. STREAMS intern tasks may include:

- Conducting desk research on topics related to traceability and labor rights due diligence
- Supporting the development of graphics and visuals to communicate complex ideas in actionable ways
- Supporting the design of accessible tools, toolkits, and capacity building materials, including proofreading and reviewing content