

Verité Research Internships

Winter/Spring 2025

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 sustainability 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; January

End date: Negotiable; April, 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

CUMULUS Forced Labor Screen™: The CUMULUS project is a forced labor risk screening tool that enables companies to unravel complex labor supply chains and identify risks of human trafficking and forced labor within them. Verité continues to conduct original research to expand the scope of CUMULUS into additional industries and geographic areas. Interns will assist in gathering desk research in a number of languages using a wide variety of sources including academic, corporate, business, NGO, media, and government reports. Additional CUMULUS intern tasks may include:

- Contributing to desk research on labor migration, recruitment systems, and emerging legislation in the Gulf Cooperation Council, Southeast Asia, and European Union regions
- Organizing research findings using reporting templates and assisting analysts in data entry
- Providing translation assistance for documents, correspondences, and other resources. Those with language skills in Mandarin, Thai, Malay, or Arabic, are encouraged to apply

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, including accessibility formatting
- Engaging in data-related work (trade and export data, organizing data in platforms, quality assurance)
- Supporting the development of general resources for the site

Supplier Assessment and Improvement Programs: For 25 years, through supplier assessments, Verité has brought clients clarity and solutions to address challenging issues in complex regions, including risks of forced labor and labor exploitation of foreign migrant workers. This internship offers a unique opportunity to gain insights into working conditions within global supply chains and best practices in human rights due diligence. Intern may:

- Review, update, and standardize internal resources, such as best practice recommendations, auditor guidance, and reporting templates to ensure alignment with current industry standards and organizational needs.
- Assist in identifying common audit issues, drafting summary blurbs, and supporting the development of informational materials for clients.
- Conduct desk research of migration corridors, recruitment fees, and relevant laws impacting migrant workers.
- Support the harmonization of templates and documents across teams to ensure consistency and accuracy.