Verité Research Internships
Fall 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 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. Interns may assist on a number of Verité projects and are not limited to only the projects detailed below.

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 successful completion of the internship.

Skills, abilities, and competencies:
- 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

- o   Ability to take initiative and work independently
- o   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
- o   Familiarity with organizing and manipulating data. Familiarity with programs like Excel, Infogram, and Airtable is a plus
- o   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 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.

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.

Please apply at this link. Any questions can be directed 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:
- o   Contributing to desk research on labor migration, recruitment systems, and emerging legislation in the Gulf Cooperation Council, Southeast Asia, and European Union regions
- o   Organizing research findings using reporting templates and assisting analysts in data entry
- o   Providing support for the transition to a new technology platform, including data entry, research tasks, and quality assurance testing
- o   Providing translation assistance for documents, correspondences, and other resources. Those with language skills in Mandarin, Thai, Malay, or Arabic, closely followed by Italian or Spanish, 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
- 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

Mexico Agricultural Research: Verité is working with key stakeholders in Mexico's sugarcane sector. This program aims to strengthen due diligence processes and management systems to effectively reduce labor risks for workers in the extended supply chain. It includes raising awareness, capacity building, tool development, and stakeholder engagement. In addition to supporting the implementation of a human rights program and ensuring labor practices monitoring, intern activities for this work may include:

- Ensuring data quality and collection
- Supporting the identification of potential gaps in suppliers' labor monitoring
- Creating a reliable and sustainable system to flag potential risks
- Meeting regularly with suppliers and other stakeholders
- Work in Spanish; superior Spanish fluency is required

Recruitment Cost Calculator: The Recruitment Cost Calculator (RCC) is a web-based tool designed to support companies, employers, recruitment agencies, and workers understand what the employer is expected to pay when hiring foreign migrant workers. It provides sector- and region-specific estimates on recruitment fees and related costs. Verité is expanding the RCC to include the manufacturing and fishing sectors in Thailand and Taiwan, and seeks to deepen the RCC's integration into employer operations in high-risk migration corridors, equipping businesses with actionable guidance, market cost benchmarks, and practical implementation strategies needed to quantify recruitment-related costs and incorporate them into standard operating expenses. Interns will assist in:

- Conducting desk research across regions and sectors and organizing findings into report templates
- Engaging in data-related work: data entry, organization of databases and aggregated data, quality assurance
- Providing support for the transition to a new technology platform