

JOB POSTING

Director of Strategic Research

The Worker Rights Consortium (WRC) is hiring for the position of Director of Strategic Research.

The WRC is dedicated to ending sweatshop conditions, holding brands and retailers accountable for abuses in their global supply chains, and protecting the rights of workers in factories around the world that produce clothing and other consumer products. Working in more than two dozen countries, we investigate factories producing for well-known brands and retailers, issue public reports on the labor rights violations we uncover, and help workers and worker organizations secure remedies and protect their rights. We also advocate for systemic reforms in global supply chains to alter the economic dynamics that are perpetuating abusive conditions and open the door to fundamental change.

The WRC is based in Washington, DC, and has 26 staff located in the US and in Latin America, Asia, and Africa. We work closely with unions and civil society organizations around the world.

Key Responsibilities

The Director of Strategic Research will conceive of, develop, and execute research and writing projects documenting the experience of garment workers and in particular patterns of worker rights violations at the factory level, regional and national levels, and globally. [Recent reports of this type by the WRC](#) covered the impact of the Covid-19 pandemic on garment workers (including food insecurity and wage theft), safety hazards at factories in Bangladesh, and analysis of the impact of brand and retailer purchasing practices on factories and workers. This research plays a key role in pressing for change in the industry and an end to specific violations and, in each case, is linked to our advocacy agenda. The Director of Strategic Research will also participate in the rollout of these reports, including press engagement and speaking publicly about the research. Much of the reports and research led by this person will address national, global, or regional patterns of worker rights violations. Some projects will also be focused on documenting violations and pressing for change at the factory level, which is a core element of the WRC's work. This individual will also coordinate and conduct corporate research into the multinational firms in the garment sector.

There is a preference for applicants prepared to work from the WRC's Washington, DC, office. As part of our Covid-19 precautions, all WRC employees are currently working remotely and not engaging in travel. As the situation improves, the position may require some travel.

This person will report to the Deputy Director for Policy & Research, who also serves as General Counsel.

Qualifications

Candidates must have:

- Five or more years of relevant experience, which may include time conducting relevant graduate work or research;
- A demonstrated commitment to workers' rights;
- Experience designing and conducting multicultural field research, such as surveys or interviews;
- Superior writing and communication skills, including experience writing research reports and summaries for a popular audience;
- Superior organizational and project management skills; and
- Ability to coordinate with a diverse team and academic research partners.

The following skills would be advantageous but not required. Candidates are encouraged to apply even if they do not have these skills.

- Language skills in one or more languages in key garment-producing countries;
- Experience working with the press and media;
- Presenting research publicly;
- Familiarity with the global labor movement and international labor standards;
- Experience with corporate research; and
- Academic research experience including statistical analysis.

Compensation

The salary range for this position is \$76,000 – \$95,000, depending on relevant experience. The WRC provides an excellent benefits package, including 100% employer-paid family health insurance, including dental and vision care, with an additional flexible spending plan with employer contribution; 401(k) retirement plan with employer contribution; and five weeks paid vacation. This position is covered by a union contract.

Equal Opportunity

The WRC is an equal opportunity employer. We strongly encourage and seek applications from women, people of color, including multilingual and multicultural individuals, and members of the LGBTQIA+ community. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, sexual orientation, gender identity, color, marital status, veteran status, or medical condition. Reasonable accommodation will be made so that qualified applicants with disabilities may participate in the application process.

Our Diversity, Equity, and Inclusion Committee is currently finalizing a new organizational roadmap to improve our organizational policies and practices in this crucial area; we are happy to share additional information upon request.

To Apply

Through our [application portal](#), please upload the following:

- A Word file with responses to these two questions (in lieu of a cover letter). Please keep your total answer to 1-2 pages, including both questions:
 - Please explain why you are a strong candidate for this position.
 - Please summarize your experience designing and conducting research, including any fact-finding/investigative work. Please note how, if at all, your research has contributed to advocacy purposes (including efforts to shift corporate behavior).
- A résumé or CV.
- Two writing samples, preferably including (1) a research report and (2) a shorter piece from a work setting such as a press release, blog post, advocacy-oriented letter, or opinion piece. To the extent possible, these samples should be written by the applicant with limited editing.
- Three references. (If you wish to be notified prior to any references being contacted, please so indicate.)

Applications that do not include all the required materials will not be reviewed.

Applications will be reviewed on a rolling basis. Applicants are encouraged to apply promptly and no later than Friday, March 11, 2022. Please email recruitment@workersrights.org if you experience any challenges with the application portal.