

Associate - Business & Human Rights

Location: **Remote-based**

Reports to: **Embode Consultant**

Type of Contract: **Individual Contract**

Post Level: **National Associate**

Language Proficiency Requirements: **Thai**

Country of Expertise: **Thailand**

Embode is committed to achieving workforce diversity in terms of gender, nationality and culture. Individuals from minority groups, indigenous groups and persons with disabilities are equally encouraged to apply. All applications will be treated with the strictest confidence.

Overview

Embode is an international human rights consulting agency focusing on social protection, responsible business, labour, migration, and corporate accountability. With 9 years of experience, we have conducted groundbreaking work in Asia and Africa's agricultural and manufacturing sectors. As an independent expert voice, we bridge the gap between industry, governments, and civil society. Our diverse clientele includes UN organisations, NGOs, and corporations. Through research, field assessments, training, and policy development, our growing virtual team based in over 20 countries ensures the highest standards of accountability and worker protection.

See www.embode.co for more details about our work.

Types of Projects

Embode engages in diverse projects involving local businesses on subjects of labour standards and other human rights. This may include engaging with manufacturing and agricultural businesses, plantations, farmers, and workers from various backgrounds. The diversity of supply chains means that supply chain actors can come from all backgrounds across gender, socio-economic backgrounds, ethnicities, and nationality. Associates must have excellent communication skills to interact with communities, rights holders, and supply chain actors, ensuring a thorough understanding of their perspectives and developing collaborative action plans and recommendations for improvements. Associates will engage with businesses, conduct research using agreed-upon tools, collect data, provide technical support, and present insightful recommendations and reports.

Associate-specific duties and responsibilities may include:

- **Desk-Based Review:** Demonstrated ability in conducting comprehensive literature reviews, analysing and synthesising existing data from diverse sources, and effectively reporting findings that assess and address business and human rights issues.
- **Field Research:** Experienced in travelling to field sites to collect and record data through face-to-face and/or online consultations in accordance with co-designed and predetermined tools, practices and protocols.
- **Data Analysis:** Proven experience in proficiently analysing data, distilling voluminous information into concise and well-organised reports, and effectively presenting findings to diverse audiences.
- **Supply Chain Actor Engagement:** Experienced in preparing and conducting engagement with supply chain actors to gain trust and build and maintain productive relationships.
- **Advisory Support and Capacity Building:** Proficient in compiling and reviewing documents, processes, practices, systems and other data to among others elicit insights and perspectives, as well identify gaps to inform the joint development and execution of corrective action plans. Moreover in-depth knowledge of coordinating and executing technical advisory support and capacity building to supply chain actors; including, coordinating and providing training workshops, meetings, presentations, knowledge exchanges and other events.
- **Report Writing:** Demonstrated ability in preparing and contributing to intermediate and final reports, covering among others background, objectives, methodological approach, findings and recommendations.

Required Competencies and Qualifications

- **Relevant qualifications:** In the area of business and human rights, social sustainability, political science and/or international development, etc. Excellent knowledge of international standards related to business and human rights as well as labour rights, and progress in the global and local application of those standards.
- **English skills:** Professional level in spoken and written English and an ability to communicate in articulate and culturally-adaptive ways.
- **National language:** Fluency in the national language, both written and spoken, is essential. Familiarity with any other regional languages or dialects is considered a bonus.
- **Communication:** Proactively maintains regular and effective communication within the team through email, online platforms, and meetings, ensuring a collaborative and informed working environment. Basic Google Workspace, Excel, Word and PowerPoint knowledge required
- **Technical experience:** At least 3 years' accumulated work experience in applicable small-to-medium sized or large enterprises or a relevant social field of business and human rights, labour rights and/or social protection (or child protection).
- **Reliability:** Demonstrates professional competence and is conscientious and efficient in meeting commitments, observing deadlines, working to agreed timeframes and achieving results and deliverables. Maintain strong boundary relationships with clients and partners.

Application process

Interested applicants are requested to fill out the [Embode Consultant Application Form](#).