

## *Bangladesh Accord Vacancy: Head of Monitoring*

*6<sup>th</sup> December 2017*

### **ABOUT THE BANGLADESH ACCORD**

The aim of the Bangladesh Accord is to make the Ready-made garments sector in Bangladesh safe and sustainable, where no worker needs to fear fires, building collapses or other accidents that could be prevented with reasonable safety and health measures.

The Accord was established in 2013 as an independent, legally binding agreement between apparel brands and retailers and trade unions. It was formed in the immediate aftermath of the Rana Plaza building collapse that led to the death of more than 1100 people and injured more than 2000. The agreement was renewed in June 2017 with a successor agreement known as the Transition Accord. The Transition Accord will enter into effect in May 2018 and is set to expire on 31 May 2021, unless a joint monitoring committee (comprised of Accord company signatories, Accord trade union signatories, BGMEA, ILO and the Bangladesh government) agrees that a set of rigorous conditions for a handover to a national regulatory body have been met prior to 31 May 2021.

This new position of Head of Monitoring is an exciting opportunity to join an unprecedented initiative at an important time as we monitor remediation completion at over 1600 inspected factories under the 2013 Accord and prepare to implement the Transition Accord.

### **ROLE OUTLINE**

The Head of Monitoring will be responsible for analysing performance of Accord obligations across all company signatories and completion of remediation across all Accord covered factories. The Head of Monitoring will manage the escalation meeting process, with the aim of ensuring all factories are given the support required under the Accord terms. Where necessary, the Head of Monitoring will facilitate the dispute resolution process amongst signatories.

This role is key to ensuring the Accord terms are implemented by company signatories such that factories are fully remediated. In this role you will:

- Supervise the escalation meeting and finance request meeting process to ensure prompt and effective follow up with factories with remediation delays
- Provide support and training for colleagues on effective escalation and finance request case management
- Monitor the performance of signatory obligations and refer potential breaches of the Accord for the Steering Committee
- Facilitate the dispute resolution process and monitor agreements resulting from dispute resolution meetings
- Develop regular reports on disputes for the Steering Committee
- Support the development and implementation of a protocol for dispute resolution under the 2018 Accord Article 3 provision for running initial investigations and presenting facts and recommendations for the Steering Committee.
- Contribute to strategy & policy development for effective Accord implementation.

The Head of Monitoring will work particularly closely with the Deputy Director for Implementation and the Manager of Case Handlers (Remediation).

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## **SKILLS & EXPERIENCE**

### **Essential**

- Bachelor's degree or equivalent
- At least 8 years of relevant work experience
- Understanding of global supply chains
- Good understanding of international human rights and labour standards
- Rigorous and systematic analytical skills
- Excellent facilitation skills
- Excellent report writing skills
- Fluency in written and spoken English
- Commitment to the goals of the Accord

### **Desirable**

- Understanding of judicial and non-judicial dispute resolution mechanisms
- Knowledge of occupational health & safety
- Knowledge of the Bangladeshi garment industry

## **EMPLOYMENT TERMS**

The Accord offers a competitive salary dependent on experience. This position is offered as a permanent employment contract, subject to successful completion of a probation period. The position is based in the Accord Amsterdam Office and will be expected to travel frequently to Dhaka. Working hours are 37.5 hours a week.

## **APPLICATION PROCESS**

Please submit your CV and a cover letter explaining your interest in and suitability for this position to [jobs@bangladeshaccord.com](mailto:jobs@bangladeshaccord.com)

**Application deadline:** Friday 29<sup>th</sup> December 2017, 5pm CET.

**Interviews:** Shortlisted candidates will be invited for initial interview to be held in mid-January 2018.

For more information, please visit [www.bangladeshaccord.org](http://www.bangladeshaccord.org).