

Job Description

Job Title: Senior Collective Action Advisor - Food, Farming & Fisheries (FFF)

Band: D

Reports to: Head of Collective Action

Critical dimensions: Owns and leads the delivery of ETI's strategy, mission and organisational objectives in FFF sector
Convenes company, NGO and trade union members on meaningful and impactful collective action
Leads external stakeholder engagement relevant to the sector
Ensures learning and good practices are captured and shared
Direct line management of the Collective Action Officer: Food, Farming & Fisheries

Main purpose: The Senior Advisor leads ETI's work across the FFF sector, developing and implementing a sector-specific workplan to deliver ETI's mission and strategic objectives. This involves engaging ETI's tripartite members to identify and address human rights issues, manage disputes, and develop impactful and engaging collaborative initiatives and workstreams. They play a role as convener and facilitator according to established ETI working practices, and also provide leadership on the implementation of the ETI Base Code and human rights due diligence in global food supply chains.

Key relationships: **Internal** - all other units within ETI's secretariat to ensure cross functional activities are delivered consistently.

External – Existing and potential ETI members - company, trade union and NGO representatives, donors, global institutional and programme partners, multilateral organisations, government and industry leaders, other relevant food industry organisations.

Key responsibilities:

1. Lead the delivery of ETI's strategy and mission in the FFF sector through the development and delivery of an effective sector workplan.
2. Provide direction and leadership for members to identify and prioritise meaningful collective workstreams with clear, timebound objectives. Facilitate the agreed workstreams to deliver strategic objectives within the FFF sector.
3. Provide leadership for FFF members in the application of robust human rights due diligence underpinned by meaningful stakeholder engagement, to prevent, manage and mitigate risks to workers' rights, and support access to remedy in global supply chains.

4. Provide or access high level technical advice and support relating to the ETI Base Code, human rights frameworks, legislation and recognised sector good practice for company members in the FFF sector.
5. Convene members in response to ETI Base Code violations and severe supply chain impacts, following established organisational processes. Ensure that approaches to address violations and impacts are underpinned by meaningful stakeholder engagement and that opportunities for wider improvement are captured and shared.
6. Develop and deliver relevant and engaging workshops, webinars and knowledge exchange sessions on key human rights topics relevant to the FFF sector, ensuring participation and contribution from tripartite members.
7. In collaboration with ETIs Senior Fundraising and Partnerships Manager, identify funding requirements for workstreams and initiatives and participate in the development of fundraising proposals for specific activity.
8. Contribute to the development of functional operating plans and budgets for the relevant funded workstreams. Ensure all workstream related expenditure is properly documented and justified; and where needed, contribute to timely narrative and financial reports that meet ETI member and donor requirements.
9. Establish and maintain robust monitoring, evaluation and learning approach for all workstreams, establishing objectives and means of measurement, capturing outcomes for reporting purposes and ensuring learning is shared internally and externally.
10. Provide an authoritative expert voice on human rights in FFF supply chains by representing ETI at international and national conferences and events and providing information and interviews to press and media.
11. Engage with government, industry bodies, multilateral organisations and other key FFF sector stakeholders at local and international levels to advocate for and influence policy in support of labour rights.
12. Contribute to organisational growth, recruitment and member retention objectives, and support the Membership team with identification, outreach and onboarding of potential new members in the FFF sector.
13. Ensure effective planning, prioritisation and reporting across relevant workstreams, making best use of available resources and providing regular updates and insights to support reporting to ETI Board.
14. Provide line management, guidance and support to relevant team members, including performance management responsibilities, to ensure effective delivery of agreed workstreams.

This is not an exhaustive list of duties and is subject to review.

Person Specification

Criteria	Essential	Desirable	
Qualification	Educated to degree level or equivalent	Further qualification in a relevant subject area	Application Form
Knowledge & Experience	<p>7+ years of experience in the application of human rights due diligence within complex supply chain and business context.</p> <p>Experience working in or with the Food, Farming & Fisheries sector from a company, trade union or NGO perspective.</p> <p>Understanding of global food supply chains and sector-specific salient human rights risks.</p> <p>Experience working with diverse and challenging stakeholders to achieve mutually agreed outcomes.</p> <p>Expertise in international labour standards and related human rights issues.</p> <p>Experience in monitoring, evaluation and learning.</p> <p>Experience leading complex multi-stakeholder group work involving companies, trade unions and NGOs.</p>	<p>Experience working within multi-stakeholder initiatives and collaborative programmes.</p> <p>Experience working with partners in the Global South.</p> <p>Direct experience managing multi-stakeholder initiatives.</p> <p>Proven ability to influence companies and contribute to policy change.</p> <p>Experience analysing supply chains within manufacturing, retail or related sectors.</p> <p>Experience leading, managing and developing teams to deliver agreed objectives.</p>	<p>Application Form</p> <p>Interview/ Assessment</p>
Skills	<p>Exceptional written and verbal communication skills – confident and engaging presenter, able to communicate complex issues clearly and persuasively to a range of audiences.</p> <p>Strong relationship-building and stakeholder management skills – able to influence, negotiate and build credible partnerships across diverse stakeholder groups.</p> <p>Strong problem-solving and decision-making skills – able to exercise sound judgement and develop practical solutions in complex multi-stakeholder environments.</p>		



<p>ETI Values</p>	<p>The ETI way For human rights, for better business</p> <p>Our vision ETI’s vision is of a world of work where everyone’s human rights are protected and respected.</p> <p>Our mission To advance human rights in global supply chains through collaboration between businesses, trade unions, and NGOs. We work to address systemic barriers, strengthen respect for human rights, and drive lasting change</p> <p>Our values & principles</p> <p>Integrity: <i>Honesty, Trustworthy, Truthful</i> We act with integrity, we seek to tell the truth based on evidence, we can be trusted to work in line with our mission, and we are honest in our actions.</p> <p>Collaboration: <i>Partnerships, Supportive, Teamwork</i> We foster collaboration, we develop effective partnerships, we support our members and seek to excel in working as a team.</p> <p>Impact: <i>Purposeful, Innovative, Courageous</i> Impact for workers is our focus, so we will be purposeful in our approach, innovative where needed and courageous in challenge prevailing norms.</p> <p>Inclusivity: <i>Equality, Fairness, Respect</i> To be effective as a membership organisation we will be inclusive of different perspectives, ensure equality, treating members, colleagues and partners with fairness and respect.</p>
<p>Other Requirements</p>	<p>Occasional travel in the UK and overseas.</p>