

Research Fellow in Business, ESG and Modern Slavery

Salary: £30,000-£39,000 plus benefits
Location: Russell Square, London
Term: Fixed term contract until March 31 2024
Reports to: Research Leader
Hours: 37.5 hours per week

We are looking for a dynamic Research Fellow, at post-doctoral level or equivalent, with expertise in how businesses deal with Environmental, Social and Governance (ESG) issues, including modern slavery, to help develop and deliver a programme of research of direct relevance and interest to business and capable of influencing both policy and business practice.

Background

1. The Bingham Centre for the Rule of Law (part of the British Institute for International & Comparative Law) is leading a consortium of partners to deliver a major new [Policy and Evidence Centre on Modern Slavery and Human Rights](#) ("the PEC"). The new PEC was [announced](#) by then Prime Minister Theresa May in July 2019. The Bingham Centre has lead responsibility for the PEC's workstrand on Business and Modern Slavery.
2. The Bingham Centre also has a [Business Network](#) of leading companies who are committed to advancing the Rule of Law globally. The Network is founded on the understanding that the business community has a great interest in, and the ability to contribute to, stronger Rule of Law. One of the priority areas in which the Network would like to see more research is businesses' ESG responsibilities and how to meet them, including where businesses' contribution to the Rule of Law fits in ESG.
3. The Bingham Centre is now looking to recruit a Research Fellow with relevant expertise who will take forward research projects both on business and modern slavery for the PEC and on ESG more broadly for the Business Network, and in the intersection between the two. The post will be one of a cohort of PEC Research Fellows across the consortium.

About you

4. You will have substantive expertise in the field of businesses' ESG responsibilities, including in relation to modern slavery, and the relevant legal framework. You will also have a strong interest in and preferably some experience of applied research capable of having a real impact on policy and business practice.
5. In addition to your expertise in business, ESG and modern slavery, you will have some relevant knowledge and experience in the field of business and human rights, and an interest in proactively exploring the emerging overlaps and synergies between these fields as they relate to business practice.
6. Ideally, given the international nature of the challenge, you will also have experience in and an understanding of the ESG modern slavery and human rights challenges faced by multinational

corporations and financial institutions operating across a wide range of national markets and regulatory systems.

7. The PEC and the Bingham Centre are committed to being inclusive and diverse and particularly encourages applications from people with disabilities, Black, Asian and Minority Ethnic applicants, LGBTQ+ applicants, and other minorities who are currently under-represented in the Bingham Centre and the PEC.

The Role

8. The main responsibilities of the role are:

- Help to deliver the Bingham Centre's commitments under its Business and Modern Slavery workstrand for the PEC, including by conducting mapping exercises, producing evidence reviews and rapid expert analysis, contributing to policy briefs, monitoring significant relevant developments and holding relevant events, as agreed with the PEC's Director of Research and Director of Policy Impact;
- Help to develop a programme of relevant research for the Business Network on the place of the Rule of Law in relation to businesses' ESG responsibilities, including by producing concise and accessible reports/briefings for business, in close consultation with the Bingham Centre Director, the Bingham Centre Director of Research and the Chair of the Business Network;
- Undertake and publish high quality research in these areas of direct relevance and interest to business and capable of influencing policy and business practice;
- Develop and manage research projects effectively and efficiently;
- Promote cross-PEC collaboration by liaising and sharing learning with other PEC Research Fellows in other PEC partners;
- Develop and maintain partnerships with key organisations, including business;
- Supervise the work of research assistants;
- Engage appropriately and well with practitioners and others working in the field of business, modern slavery and ESG;
- Contribute to events in relation to business, modern slavery and ESG, directing and co-ordinating and speaking at such events as necessary;
- Liaise and collaborate with other researchers in BIICL working in related areas;
- Be a public advocate for both the PEC and the Bingham Centre; and
- Assist in a collegial way with both the partnership and management activities of the PEC and the Bingham Centre.

The Research Fellow will be line-managed by a Research Leader, and task-managed in close collaboration with the PEC Directors of Research and Policy Impact and the Bingham Centre Director of Research.

This is a full-time post, for a fixed term until March 31 2024. A salary package of between **£30,000 and £39,000 pa** is expected, with the starting point within the range depending on qualifications and experience.

A short period, or periods, of secondment to a relevant partner organisation may be possible, by agreement. It is hoped that the person appointed will commence as soon as possible.

Key working relationships

PEC Director

PEC Director of Research

Bingham Centre Director of Research (when appointed)

PEC Director of Policy Impact

PEC Partnerships Manager

Business Network

BIICL Business and Human Rights Team
 PEC Advisory Group
 Finance and Administration Manager

Person Specification

The successful applicant will demonstrate the following mix of experience, skills and attributes:

<p>Relevant Experience</p>	<p>Expertise in business, ESG and modern slavery is essential, preferably combined with expertise in business and human rights;</p> <p>Recent practical experience or research experience in these fields;</p> <p>Experience of working with/researching UK-based businesses, and of the relevant legal framework, as well as experience and understanding of the challenges facing businesses and financial institutions operating across different jurisdictions;</p> <p>A good degree in a relevant field, with a PhD or equivalent research experience being an advantage but not essential;</p> <p>Demonstrable ability in conducting research and independent writing;</p> <p>Leadership and co-ordination of research activity;</p> <p>A strong interest in, and preferably experience of, impact-oriented research of direct interest and relevance to business and which is capable of influencing policy;</p> <p>A record of interacting appropriately with others, including businesses, business associations, practitioners, civil society, policy-makers and external organisations;</p> <p>An ability to lead, organise and manage seminars, conferences, and other events to a high standard and to speak at, and chair, events;</p> <p>Experience of supervising more junior researchers and research assistants and assisting in their career development;</p> <p>Self-starting and self-sufficient, and able to deal efficiently and effectively with administrative responsibilities</p>
<p>Teamwork and Collaboration</p>	<p>An ability and willingness to work collaboratively and collegially with colleagues</p>

Communication Skills	Evidence of highly effective communication skills in disseminating research findings and other activities to a wide community; Ability to communicate in a compelling and influential way to a diverse range of audiences, internal and external, adapting the style and message accordingly
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About the Modern Slavery and Human Rights Policy and Evidence Centre

9. The Modern Slavery and Human Rights Policy and Evidence Centre is a consortium of partner organisations: the **Alan Turing Institute**, the **Bonavero Institute of Human Rights** at the University of Oxford, the **Centre for the Study of International Slavery** at the University of Liverpool, the **Rights Lab** at the University of Nottingham and the **Wilberforce Institute for the Study of Slavery and Emancipation** at the University of Hull. The PEC is led by the **Bingham Centre for the Rule of Law**. The [Modern Slavery PEC's Strategy 2021-24](#) sets out its vision and mission and how it is planning to achieve them, as well as the principles guiding its research.

About the Bingham Centre for the Rule of Law

10. The Bingham Centre is part of the British Institute of International and Comparative Law and exists to advance the Rule of Law worldwide. [The Bingham Centre Strategy 2018-22, Proactively Advancing the Rule of Law](#), sets out its strategic aims for the five-year period 2018-2022. The Centre aims to have a direct impact on law, policy and decision-making and to do so by carrying out and disseminating independent, high quality research on the major Rule of Law issues of the day.

How to apply

11. Informal enquiries about this post may be addressed to the PEC Director, Murray Hunt, c/o Kelly Ryan, the PEC's Operations Director k.ryan@modernslaverypec.org
12. To apply, please send the following by **23:59 on Sunday 23rd January 2022** by email to jobs@modernslaverypec.org:
- Your full CV, including the names and email addresses of three referees, at least two of whom may be contacted prior to interview; and
 - A covering letter (maximum 2 pages) setting out your reasons for applying and how you consider that you meet the person specification for the post.
 - A completed BIICL application cover form (available at www.biicl.org/vacancies) including the names and addresses of three referees.
13. It is expected that interviews will take place in the week commencing **31st January 2022**. It is hoped that the successful candidate will be available to start in post as soon as possible.
14. In order to be considered for this role, you must currently have the right to work in the UK or will have the right to work in the UK by the date of commencement of employment.