



MSI Integrity: Human Rights Analyst

Title: Human Rights Analyst

Location: Berkeley, CA

Start Date: January - April 2019 (Flexible)

MSI Integrity is a non-profit human rights organization that investigates whether or how multi-stakeholder initiatives (MSIs) can be effective instruments to protect and promote human rights and the environment. Through rigorous research, the facilitation of debate and dialogue, and the development of tools for evaluation, we seek to reduce the harms and human rights abuses caused or exacerbated by the private sector. We have a particular interest in how MSIs include, empower, and impact affected communities.

MSI Integrity was incubated by the International Human Rights Clinic at Harvard Law School. We are currently funded by the Hewlett Foundation and Open Society Foundations.

While MSIs such as Fairtrade International and the Forest Stewardship Council have become popular as human rights, environmental, and governance instruments, there is still little evidence about whether these voluntary initiatives are effectively addressing the issues that prompted their formation. Since launching in 2013, MSI Integrity has worked to develop a deep expertise and understanding on whether, when or how multi-stakeholder initiatives are effective at protecting and promoting human rights. We are now at a pivotal moment in our organization's history: after establishing our expertise on MSIs and publishing a series of impact-driven tools and reports to assist stakeholders and communities to assess the effectiveness of MSIs in protecting human rights, we are preparing to release a major publication on global trends across MSIs that draws on five years of research. We plan to use this opportunity to deepen public debates into human rights, global governance and the role of MSIs. We will actively focus on leveraging our research to shape and influence the field, while continuing to pursue deep research that examines the role of MSIs in effective human rights protection.

We are seeking a talented and motivated candidate to work closely with the Research Director to implement MSI Integrity's activities and programs. The role requires a track-record of producing rigorous research, the ability to work both locally and globally with different stakeholders, the capacity to engage in both detailed analysis and high-level strategic thinking, and a commitment to human rights, local empowerment, and equality. Examples of likely activities over the next two years include:

- In-depth analysis and research into accountability mechanisms and governance structures, as well as into emerging issues in global governance and human rights.
- Developing frameworks and hands-on programs to support civil society and affected communities to engage effectively in or around MSIs.
- On-the-ground research into the impact and value of MSIs, particularly from the perspective of the communities that MSIs are designed to benefit or protect.

- Facilitate and coordinate the activities of our Research Network, in consultation and collaboration with the Research Director.
- Work with the Executive Director on initiatives to encourage debate in both global and local forums, including academic, policymaking, and standard-setting forums.

The successful candidate will also have the opportunity to contribute to the institutional development and growth of a young, globally recognized NGO.

Minimum Qualifications and Experience

- Past research, analytical or advocacy experience, or a demonstrable commitment to a relevant field, such as:
 - Human rights or environmental justice, particularly as it applies to transnational corporations; or
 - Experience working in or around a multi-stakeholder initiative(s) or other governance instruments.
- Excellent qualitative research skills. Mixed-methods or quantitative research skills are desirable, but not strictly necessary. Familiarity with community-based or community-driven research methods (or other innovative approaches that value lived experiences) as well with critical approaches to traditional research methods is strongly preferred. Data visualization or similar skills are desirable but not required.
- Excellent oral and written communication skills, ideally with experience contributing to or authoring research or advocacy reports.
- Evidence of strong strategic thinking and a commitment to human rights, equality, and the inclusion of under-represented voices in decision-making processes.
- The ability to work at a range of levels and with multiple stakeholders on politically sensitive issues, including local communities, national governments, civil society and business stakeholders, and international organizations.
- A highly motivated and quick learner with strong organizational skills, a demonstrated ability to handle multiple projects at once and to thrive in both collaborative and independent projects.
- Willingness to engage with aspects of organizational development and growth, such as funding, finance, human resources. As members of a small organization, all staff are also required to undertake some administrative and logistical tasks.

Education and experience: Two to five years' experience working in research or advocacy in a field relevant to MSI Integrity's work is preferred, although exceptional junior candidates will be considered. A bachelor's degree is required at a minimum, however an advanced degree in a relevant field, such as law, international relations, political science or social sciences, is strongly preferred.

Willingness to travel: MSI Integrity frequently engages in strategic partnerships with organizations in the Global North and Global South. Comfort travelling independently both domestically and internationally is essential. By way of example, in recent years MSI Integrity staff have travelled to Azerbaijan, Cameroon, the Democratic Republic of Congo, Mexico, Nigeria, the Philippines, Tanzania, United Kingdom and throughout United States for research and partnership activities.

We offer:

- A competitive non-profit sector salary with strong benefits, including health insurance, generous paid leave provisions and the possibility of small relocation package for those living outside of the Bay Area.
- A supportive work environment that values personal and professional development. We encourage staff to be explicit and ambitious in their professional goals, and will actively support staff to achieve these – whether through training, mentorship or exposure to new experiences and opportunities.
- Flexible working conditions, with a small energized team.
- Conveniently located Downtown Berkeley office, less than 5 minute walk from the Downtown Berkeley BART station and several locally-owned coffee shops and restaurants.

Application Process

If interested, submit a cover letter, resume, two writing samples targeting different audiences (e.g. blogs, reports, briefing notes), and a list of at least three references to peoplesearch@msi-integrity.org and include in the title of the email 'Application for Human Rights Analyst'.

Deadline is January 7, 2018. Applications will be reviewed on a rolling basis from December 14, 2018.

Unfortunately, MSI Integrity is not able to sponsor employment visas.

MSI Integrity is an inclusive workplace and an equal opportunity employer that does not discriminate in its hiring practices. We seek a diverse applicant pool and strongly encourage people of color, women, and LGBTQ people to apply for all our positions.