

### ACT is recruiting an Executive Director

Location: Flexible

#### Description

ACT is an agreement between 20 global brands and IndustriALL Global Union in pursuit of living wages for workers in textile and garment supply chains. We believe that collective bargaining at industry level, enabled by freedom of association and responsible purchasing practices, is the most realistic pathway to living wages.

Reporting to the Governing Board and Member Council, the Executive Director manages the Secretariat to the ACT agreement. The Executive Director is responsible for providing strategic guidance to members in achieving ACT's vision and overseeing the implementation of member agreements globally and across ACT priority countries (currently including Bangladesh, Cambodia, Ethiopia, Turkey and Myanmar).

Applicants must bring a firm understanding of and experience working on International Labour Standards, Freedom of Association and Collective Bargaining. Strong facilitation experience and communication skills are necessary to the position along with management experience. Proven experience in multi-stakeholder environment in a global context is critical, as the candidate will need to facilitate dialogue across Signatory Companies, suppliers, trade unions, government, NGOs and international institutions. The Executive Director will represent the organization at the highest levels in international fora and have a crucial role in advocating for ACT's goal of achieving living wages in the garment industry.

#### Responsibilities

The responsibilities of the Executive Director include:

1. organizational management of the ACT Foundation, which houses the Secretariat, including resource allocation and management to achieve ACT's goals, team development and management, and procurement and oversight of technical and service providers to support the implementation of ACT (e.g. legal advisors, trade union and employer advisors, mediators) globally. The Director ensures that there are effective administrative processes, adequate controls and financial systems so that the Foundation meets high standards of accountability and transparency.
2. facilitating consensus decision-making by ACT Signatory Companies and IndustriALL and developing an environment for achieving agreements between ACT member brands, IndustriALL Global Union and its affiliates and manufacturers at a global level and within ACT priority countries.
3. facilitating the development of global and country-based strategies, including providing technical advice on the sequencing of actions to achieve collective bargaining at industry level in ACT priority countries and responsible purchasing practices across ACT members globally.
4. overseeing, tracking and reporting on the implementation of ACT strategies, including in relation to the management of technical and country-level working groups, development and oversight of dispute resolution mechanisms at country level (where agreed), collaborations at a global and country level with international organizations amongst others, and government engagement.
5. Acting as an ambassador of ACT's work to external stakeholders and overseeing the communication and promotion of ACT's work in close coordination with ACT member teams.

# ACT ON LIVING WAGES

## Background and experience

- A deep understanding of International Labour Standards and experience working on industrial relations is required alongside an understanding of wages and working conditions in the garment and textile sector.
- Extensive experience in engaging effectively across stakeholders with trade unions and companies is required.
- Experience in managing complex programmes across global supply chain is required.
- An in depth understanding of the power disparities and structural constraints that challenge the implementation of human rights across global supply chains is required.
- An understanding of purchasing practices and production systems in garment supply chains would be beneficial.
- Broader stakeholder experience with international organizations and governments is highly beneficial.
- Extensive facilitation experience is beneficial.
- Experience working on achieving and implementing agreements is beneficial.

## Skills and competencies

- Excellent communicator and facilitator with a high level of diplomacy and ability to convey complex issues to diverse audiences and build consensus
- Strategic and critical thinker
- Goal oriented mindset to drive implementation of ACT objectives and competencies to coordinate and oversee delivery of high-quality work
- The ability to lead, recruit, delegate, develop, retain and manage a diverse team
- Strong visionary leadership with demonstrated ability to inspire and build support amongst members and stakeholders
- Ability to set clear financial direction
- The willingness to travel extensively
- Optimism and openness to new ideas

**LOCATION** The office of the ACT foundation is located in Berlin, Germany, however the location of the Executive Director is flexible. Extensive travelling will likely be required over time.

**SALARY AND BENEFITS** ACT offers a competitive salary and benefits based on experience.

**APPLICATION** Cover letter and CV/Resume should be sent to [application@actonlivingwages.com](mailto:application@actonlivingwages.com)

**APPLICATION DEADLINE** Please send your application by **30th November, 17.00 CET**.

**EQUAL OPPORTUNITY EMPLOYER** ACT is an equal opportunity employer that does not discriminate in its hiring practices to build the strongest possible workforce.