BankTrack is looking for a Human Rights Researcher & Campaigner (32 Hours Per Week)

BankTrack is the international tracking, campaigning and NGO support organisation targeting private sector commercial banks and the activities they finance. We challenge banks globally to act on preventing catastrophic climate change, protecting nature, avoiding an ‘era of pandemics’, and ending human rights violations. We are based in Nijmegen, the Netherlands but work with partners the world over.

BankTrack is now looking for a new Human Rights Researcher and Campaigner to join our current team of 9 people.

Help stop banks from financing human rights violations

The goal of BankTrack's human rights campaign is to stop banks from financing projects and companies that cause human rights abuses, by promoting full and systematic respect for human rights in the way banks carry out their business, especially through their provision of finance.

Since 2011 our campaign has focused on advocating for banks to fully implement the UN Guiding Principles on Business and Human Rights, as the most important expression of the responsibility of business to respect human rights. The main tools of our campaign have included benchmarking banks on their human rights policies, processes and reporting, and engaging with banks and initiatives like the Thun Group, the Equator Principles and the processes at the OECD. In addition, we actively challenge banks on their role in financing specific projects and companies that cause human rights abuses.

In doing so, we are successfully influencing the debate around what respect for human rights means in the banking sector and raising the level of scrutiny of banks’ human rights performance, both in theory and in practice. But there remains much more to do.

In 2022 we plan a new iteration of our BankTrack Human Rights Benchmark; we plan to expand our use of strategic challenges to banks using a range of accountability channels such as OECD National Contact Points, financial sector grievance mechanisms and through shareholder activism; and we will continue to campaign on ‘dodgy deals’ including oil pipelines, mining projects and “big agriculture” companies impacting on rights and livelihoods of communities around the world, in close collaboration with these communities and their allies. We will also continue work campaigning against bank finance for oppressive regimes, such as the Israeli illegal settlements (Don’t Buy Into Occupation) and the Myanmar military coup.

Role and responsibilities

As our Human Rights Researcher and Campaigner you will:

- Research and evaluate banks’ human rights policies, practices and reporting as part of our benchmarking work.
- Assist with writing reports, press releases, articles, and social media posts on the outcomes of our research and on relevant developments.
Seek opportunities to change bank practice through strategic interventions, from public commentary to raising issues with relevant human rights bodies and accountability channels.

Pursue constructive but critical engagement with staff responsible for managing human rights at large commercial banks.

Track bank finance for businesses and projects (“Dodgy Deals”) with a negative impact on human rights, and work with allies in civil society to assist their campaigning towards commercial banks.

Work together with other members of the BankTrack team to ensure human rights are well considered in other campaign workstreams, e.g. on nature, climate and pandemic risk.

**Ideally, we are looking for someone who:**

- Is fluent in English, with excellent writing skills (other languages are a distinct plus).
- Has an educational background in human rights, including an understanding of the main frameworks governing responsibilities of business to respect human rights (e.g. UN Guiding Principles, OECD Guidelines) and relevant international human rights treaties, including those related to labour and Indigenous Peoples’ rights.
- Has proven research skills, for example in analysing sustainability policies and financing structures and mapping the social, environmental, and human rights impacts of projects and companies.
- Has a working level understanding of commercial banking activities, with interest/desire to expand this knowledge.
- Brings relevant work experience, for example as a campaigner or researcher in an area of relevance to human rights.
- Is prepared to travel as campaign work dictates (and the corona situation allows)
- Is enthusiastic, practically minded, and good-humoured, and combines an activist mindset with a professional work attitude and desire to ‘get the job done’.
- Understands that this will not always be a nine to five job.
- Can work independently and under time pressure when needed.

We fully understand that even the ideal candidate may not possess all the qualifications above, so do not be discouraged to apply.

**We offer:**

- A fun and challenging position in a well-known organisation determined on making a real difference to the banking sector globally.
- An initial contract for 6 months but with funds already reserved to proceed if your performance is as excellent as we seek.
- An assignment of 32h per week with flexible working hours (a somewhat shorter working week can also be discussed).
- Occasional travel opportunities and training possibilities.
- Salary indication: gross wage 2,600-2,900 euro per month on a full-time basis (36 hpw), depending on relevant experience, plus an additional 8% annual holiday allowance.
- Inclusion in our pension scheme and other fringe benefits.
- Contribution towards relocation costs (if relevant).

**Location and team**

As a Human Rights Researcher and Campaigner you will join our team of currently 9 people (excluding volunteers/interns), which is planned to grow to 12-14 in 2022, and will report to the Human Rights Lead.

BankTrack is based in Nijmegen, the Netherlands. Ideally, you will also be based in the Netherlands, so you can join us in working from our office for at least some of your working week, when the coronavirus situation allows, and work directly with our Human Rights Campaign Lead. It may also be possible to work from elsewhere in the European Union, provided we can make the necessary
financial and employment arrangements, and you are able to travel to Nijmegen for team meetings two to four times a year.

**Interested? Here’s how to apply**

The initial deadline to apply is **Sunday January 9, 2022**. Job interviews are tentatively scheduled for January 26-27, with a possible second round, based on a writing assignment, planned for Monday 31st January.

To apply for this position, send us a letter of maximum two pages focusing on your motivation for wanting to join BankTrack, plus an overview of your relevant skills and work experience. Add an up-to-date CV plus a few recent writing samples.

Send your application by email to Johan Frijns, BankTrack Director, at <johan@banktrack.org>, with a CC to Ryan Brightwell, Human Rights Lead, at <ryan@banktrack.org>, with “Application – Human Rights Researcher and Campaigner” in the subject line of your mail.

**BankTrack actively seeks to strengthen the diversity within our current team.** Candidates that will strengthen this diversity, whether through race, nationality, ethnicity, age, gender, sexual orientation, or class, are therefore strongly encouraged to apply.

**Important:** BankTrack can only employ citizens of the European Union, or non-EU citizens already residing in the Netherlands and already in possession of a valid work permit. Please refrain from applying if you are not in these categories.

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