



## BankTrack is looking for a Human Rights Campaigner (24 HOURS PER WEEK)

BankTrack is the international tracking, campaigning and NGO support organisation targeting private sector commercial banks and the activities they finance. Our mission is to stop banks from financing harmful business activities, to promote a banking sector that respects human rights and contributes to just societies and a healthy planet, and to support fellow civil society organisations in their engagement with banks. We are based in Nijmegen in the Netherlands but work with partners the world over.

BankTrack is now looking for a Human Rights Campaigner to join our team.

### Banks, stop 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 that banks systematically and fully respect human rights in the way they carry out their business, including through their provision of finance to clients.

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 have been campaigning on bank involvement 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 2020 we will step up our scrutiny of bank-level implementation of the Equator Principles and the Principles for Responsible Banking and whether they are effectively ensuring human rights are respected. We will also extend our benchmarking of bank policies by including important regional banks in especially Africa. And we will continue and expand our campaigns on specific '[dodgy deals](#)' including oil pipelines, mining projects and mega dams causing problems for communities around the world, in close collaboration with these communities and their allies.

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

- Is **fluent** in English, both speaking and writing;
- Has proven research skills, for example in analysing investment policies, financing structures and mapping the social, environmental and human rights impacts of projects and companies;
- Has an understanding of the main frameworks governing responsibilities of business to respect human rights (the UN Guiding Principles, OECD Guidelines etc)
- Has a working level understanding of commercial banking activities, and for example knows the difference between project finance and asset management,

- 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;
- Is enthusiastic, practically minded and good-humoured, and combines an activist mindset with a professional work attitude; someone who ‘wants to get the job done’;
- Understands that this will not always be a nine to five job;
- Is able to work independently and under time pressure;

But we fully understand that you will not possess *all* the qualifications above, so do not be discouraged to apply.

## We offer:

- A fun and challenging position in a small but well-known international organisation that has proven itself capable to make a real difference to the global banking sector;
- An initial contract of 24 hours per week for six months until June 30, 2020, but with funds already reserved to proceed for at least another six months if your performance is as excellent as we seek;
- Salary range indication: 2,400-2,900 euro per month on a full-time basis (36 hpw), depending on previous experience and skills;
- Additional 8% annual holiday allowance;
- Inclusion in our pension scheme and other fringe benefits.

## Location and team

The position is available at our office in Nijmegen, the Netherlands, and we prefer that you can join us there to work directly with our senior human rights campaigner (so you live in Nijmegen or can commute). It may 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 every three months.

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.

## Are we looking for you?

Your application needs to reach us **before Monday, January 6, 2020**. Job interviews are planned for **January 9-10, 2020** (online, using a video link). If you get selected, we also want you to be able join us on our winter team retreat, January 27-30.

To apply, send us a letter explaining a) your motivation for wanting to join BankTrack, b) what parts of the job description above you see yourself as meeting most closely, c) your relevant skills and work experience. Add an up to date CV *and* a recent writing sample in English, plus any other illustration of particular skills (links to online sources for example).

Send your application by email to Johan Frijns, BankTrack Director ([johan@banktrack.org](mailto:johan@banktrack.org)), with “Application – Junior Human Rights Campaigner” in the subject line of your mail.

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

**BankTrack - Vismarkt 15**  
**6511 VJ Nijmegen, the Netherlands**  
**T: 31-24-3249220, E: [johan@banktrack.org](mailto:johan@banktrack.org)**  
**[www.banktrack.org](http://www.banktrack.org)**