Dear applicant,

Thank you for showing an interest in applying for a position working with Fashion Revolution. Fashion Revolution strives to be action-oriented and solution focused. Rather than making people feel guilty, we help them recognise that they have the power to do something to make positive change. We celebrate fashion as a positive influence while also scrutinising industry practices and raising awareness of the fashion industry’s most pressing social and environmental problems. We aim to show that change is possible and encourage those who are on a journey to create a more ethical, sustainable and transparent future for fashion. We always try to be bold, provocative, inquisitive, accessible and inclusive in our approach and communications.

We are looking for someone to take responsibility for coordinating an exciting new campaign that Fashion Revolution will be leading to achieve one million signatures from European citizens in support of EU legislation on living wages in the garment sector. We are looking for an exceptional candidate who has extensive experience of stakeholder engagement and coordination across Europe at the cross-section of human rights and supply chains, preferably in the garment and textiles sector. Candidates with previous experience of delivering a European Citizen’s Initiative campaign or other successful and relevant petition campaigns will have a strong advantage.

Fashion Revolution is strong because it is diverse. We do not discriminate in hiring practices and actively seek a diverse applicant pool. We encourage candidates of all abilities, ages, gender identities and expressions, national origins, races and ethnicity, religious beliefs, sexual orientations, and those with criminal records to apply. We welcome all kinds of diversity.

Our team includes people who are parents and non-parents, the self-taught and university educated, and from a wide span of socio-economic backgrounds and perspectives on the world. We use the Rooney Rule in our hiring process.

Enclosed with this recruitment pack you will find the role description and person specification for the post along with an inclusion form.

If you wish to apply, then please make sure that you complete the diversity and inclusion form, submit your CV and send a statement covering the reasons why you fit the role description. Please note applicants must be an EU citizen and resident.

We will only consider those applications that have completed all requested elements.

Yours faithfully,

Gloria Davies-Coates
Head of Operations and Governance
Role: Campaign Coordinator, European Citizens’ Initiative on living wages

Contract: The postholder will be expected to work between 3-4 days per week on average, for a total of 250 days, between 8th March 2021 – 7th October 2022. The remuneration is €240/day (based on an 8-hour workday). The total contract value is worth €60,000 over the 19-month period.

Location: This role is home-based. The candidate must be an EU citizen and reside in any country within the EU.

Who we are and why we need you

Founded in the wake of the Rana Plaza disaster in Bangladesh, Fashion Revolution has become the world’s largest fashion activism movement, mobilising citizens, industry and policymakers through their research, education and advocacy work.

Fashion Revolution works towards a vision of a fashion industry that conserves and restores the environment and values people more than growth and profit.

Our team is entirely home-based, and we use Slack, Zoom, Google Drive and other online platforms to work together collaboratively and efficiently.

This is an exciting opportunity to work alongside our accomplished team to use your skills, contacts and passion to drive forward a unique and potentially transformative campaign for living wage legislation in the European Union through to success.

About this role

The European Citizens’ Initiative is a unique way for people to help shape government policy by calling on the European Commission to propose new laws. Once an initiative has reached one million signatures, the Commission will decide on what action to take.

The successful post-holder will take the lead in coordinating a European-wide public advocacy campaign to secure one million signatures from EU citizens in support of living wage legislation for the textiles and garment sector. This will involve extensive stakeholder outreach and coordination across Europe to ensure the participation of NGOs, media platforms and journalists, social media influencers, fashion industry leaders, political leaders, investor groups, faith groups, trade unions, progressive brands and other stakeholders in the campaign for one million signatures.

You will report directly to Fashion Revolution’s Global Policy Director and the ECI project team consisting of the ASN Bank team and the Project Manager. You will work closely and cross-functionally with Fashion Revolution’s policy and research, communications, creative and community teams, as well as Fashion Revolution teams in at least seven priority European countries. You will coordinate the initiative’s Campaign Taskforce and act as the main point-of-contact with all internal and external stakeholders and collaborators involved in promoting, amplifying and participating in the campaign to achieve one million signatures.

Key responsibilities

- Coordinate and project manage the public campaign for one million signatures from EU
citizens in support of the European Citizen’s Initiative on living wage legislation for the garment sector

- Develop, monitor and update the campaign’s critical path, troubleshooting delays and obstacles, ensuring deadlines are met and milestones are achieved throughout the life of the campaign
- Act as the main point of contact for all stakeholders, project partners and collaborators participating in the campaign, ensuring they have the right information at the right time in order to promote and activate the signature campaign
- Undertake extensive stakeholder outreach, engagement and coordination with groups, including NGOs, CSOs, trade unions, political leaders, faith groups, media platforms and journalists, social media influencers, progressive apparel brands, fashion industry leaders, academic institutions and others, to ensure widespread dissemination, activation and amplification of the signature campaign
- Organise and facilitate meetings and webinars with project partners as well as other campaign events, such as online / in-person campaign events to drive signatures
- Monitor and manage the project budget, where required, including facilitating contracts and invoices with project partners and service providers, in support of the Head of Finance
- Ensure timely and smooth communications of all campaign plans and activities across the internal project team, external project partners and campaign collaborators
- Organise and maintain the bank of campaign assets that will be shared and used by the internal project team, external project partners and campaign collaborators
- Prepare and submit regular (at least monthly) campaign reports to the Campaign Taskforce / Steering Committee tracking the development of the signature campaign
- Prepare and submit an end-of-project report to the Campaign Taskforce / Steering Committee, analysing the challenges, successes and achievements of the campaign

We are looking for someone who:

- 5+ years’ experience in public advocacy campaign coordination
- Has executed successful campaigns that change policy and/or citizen behaviour in Europe
- Experience overseeing and coordinating end-to-end advocacy campaign delivery
- A strong preference will be made for a candidate with experience working on a previous European Citizens’ Initiative campaign or that has run large, successful petition campaigns
- Extensive stakeholder outreach, engagement and coordination experience, preferably having established relationships with individuals and organisations focused on business and human rights in the textiles and fashion industry in Europe
- Ability to develop and manage critical paths and use other project management tools
- Ability to track and manage budgets, including strong Excel skills and financial management understanding
- Superb written and verbal communication skills, including the ability to engage with a wide range of stakeholders with different levels of knowledge, interest and influence
- Very strong attention to detail; highly organised, thorough, accurate and able to meet deadlines
- Ability to think logically and strategically
- Comfortable working autonomously and independently, using own self-initiative
- Must be fluent in written and verbal English and another EU language such as Dutch, Spanish, French, Italian and/or German
- Must be an EU citizen and reside in the EU, preference will be made for candidates based in The Hague, Amsterdam or Brussels but this is not essential. The postholder can choose to work from ASN Bank offices in The Hague as soon as permitted due to COVID.

How we will reward you

The remuneration is €240/day (based on an 8-hour workday). The total contract value is worth €60,000 over the 19-month period. The postholder will be expected to work between 3-4 days per
week on average, for a total of 250 days, between 8th March 2021 – 7th October 2022. You will be hired as an individual self-employed contractor, which means you will be responsible for paying your own insurance and taxes.

Who you will be reporting to and working with

You will report to the Fashion Revolution’s Global Policy Director and the ECI project team consisting of the ASN Bank team and the Project Manager.

How to apply

A full application comprises of:

- Your CV (please remove your name and other personal details)
- Supporting statement (please remove your name and other personal details)
- Completed Inclusion Form

Please email recruitment@fashionrevolution.org

Applicants must be EU citizens and currently reside in the EU to qualify for the role. Applicants that do not provide all the requested information will not be shortlisted.

Please ensure that you have removed your name and personal details from your CV and statement - your contact details can be provided in your accompanying email. We do our best to remove unconscious bias from our shortlisting process. Unredacted applications will not be taken forward.

Applications will be reviewed and candidates invited for an interview on a rolling basis. The deadline for applications: 17:00 CET, 5th March 2021