

Role Profile

Overview	
Job Title	Principal Advisor – Human Rights in Supply Chains
Main Purpose	<p>To lead a team of Advisors in the Slave-Free Alliance (SFA) Consultancy team in the UK (60%)</p> <p>Including:</p> <ul style="list-style-type: none"> • Liaising with the Consultancy Director to develop and deliver a strategy for the Consultancy team. • Expertly leading, empowering and motivating a team of Advisors within the Consultancy team, ensuring that it is focused on service delivery. • Effectively planning and allocating resource to members and projects, including proactively forecasting future resource requirements. • Crafting improved ways of working in the Consultancy team to increase efficiencies and enable scalable growth. • Working closely with SFA Consultancy Director. <p>To deliver Slave-Free Alliance Consultancy products and services focused in business and human rights (25%)</p> <p>Including:</p> <ul style="list-style-type: none"> • Overseeing the delivery of complex projects by directing project teams and ensuring effective project management. • Being a lead Advisor for a small portfolio of SFA members. • Working closely with the Consultancy Director to deliver SFA Consultancy targets for UK products and services in line with annual budget targets. <p>To support and enable organisational growth (15%)</p> <ul style="list-style-type: none"> • Seek opportunities for continuous improvement in SFA operations • Support international expansion as required/relevant to role • Develop strategic stakeholder relationships • Maximize opportunities for commercial growth • Adopt the role of SFA ambassador
Department	Slave-Free Alliance
Location	UK Home based with UK and International Travel
Reporting To	SFA Consultancy Director
Main Duties	
<p>To lead a team of Advisors in the SFA Consultancy team in the UK:</p> <ul style="list-style-type: none"> • Liaise with SFA Consultancy Director to develop and deliver a UK strategy for the Consultancy team • Work with the SFA Consultancy Director to craft and implement improved ways of working for the Consultancy setting, setting us up for success and scalable growth 	

- Expertly lead and motivate a team of Advisors within the Consultancy team to drive efficiency, consistency, high performance and high-quality output
- Effectively plan and allocate team resource and monitor workload capacity of Advisors
- Build empowering annual performance plans for the Consultancy team
- Proactively forecast future resource requirements for the Consultancy team
- Drive thought leadership in the Consultancy team
- Support the implementation of a new tracking system to monitor and evaluate member progress and maintaining accurate records for Advisors
- Nurture and continuously improve SFA organisational culture and approach to wellbeing in the Consultancy team

To deliver Slave-Free Alliance Consultancy products and services focused in business and human rights:

- Oversee and lead delivery of SFA Consultancy Services to UK members and clients
- Own a small portfolio of SFA members and lead service delivery to those members, developing tailored strategies and engagement plans to accelerate their progress to protect human rights in their business operations and supply chains
- Approve Advisors' work for external distribution
- Manage and deliver Consultancy targets in line with annual budget targets
- Lead, direct and motivate project teams and deliver on complex projects with due regard to time, cost and quality objectives. This includes the management of delegated budgets and consultancy time, estimation of resource requirements, risk analysis, milestone planning, people and member resource management
- Maintain central oversight on all strategies and engagement plans for members, identifying opportunities for further commercial capital
- Lead the development of Consultancy products and services suitable for the UK market and work with the Consultancy Director to design the commercial models

To support and enable organisational growth:

- Identify opportunities for continuous improvement of SFA operations
- Support the international expansion of SFA into new markets where required
- Collaborate with SFA Business Development UK to deliver a new client/ member pipeline resulting in profitable commercial contracts & SFA membership with businesses
- Develop and grow relationships with potential partners, service providers and consultants for SFA UK
- Adopt the role of SFA ambassador and speak at external events as required, including HFJ and SFA conferences and webinars

Key Result Areas

- Development and delivery of SFA Consultancy team strategy in partnership with Consultancy Director
- Proactive planning and allocation of resource to ensure Advisors maintain >75% use of designated consultancy time in their respective member portfolios
- Maintain a low turnover rate of <30% in the Consultancy team in partnership with Consultancy Director
- Consultancy team development by way of increased efficiency, more consistency, high-performance, high-quality output and annual performance plans

- High utilisation of benefits across membership base with an annual target of >70%.
- Support SFA leadership team to grow and maintain the SFA membership and client base
- Successful delivery of new products and services
- Development of professional, strong strategic stakeholder relationships and capitalisation on extra services
- Effective escalation of members not utilising benefits, making slow progress or posing a risk to SFA.

Soft Skills	Technical Skills
<ul style="list-style-type: none"> • Self-starter • Able to self-motivate in a remote work environment • Strong work ethic • Team player • Relationship and stakeholder management • Effective delegation • Creative and innovative thinking • Listening & providing feedback • Excellent attention to detail • Ability to prioritise multiple deadlines and manage time effectively 	<ul style="list-style-type: none"> • Leadership • People and performance management • Transformation and change management • Ability to create and deliver goal-orientated strategies • Project management • Organisational growth and effectiveness • Business and human rights and ESG • Exceptional commercial awareness • Creative problem solving • International operating experience

Experience & Education

- 7+ years' experience in managerial and strategic level roles driving team performance and setting up teams for success (essential)
- Proven experience supporting a small organisation through rapid growth by implementing effective and scalable team management systems (essential)
- Experience managing a team of consultants with a track record of implementing strategies to improve efficiencies, embed consistency, grow a high-performing team, generate high-quality output and deliver business growth (essential)
- Project management skills with experience in managing complex, multi-stakeholder projects and directing resource and budget plans to ensure successful project delivery (essential)
- Effective leadership skills with the ability to direct, influence and persuade (essential)
- Strategic experience in human rights/ESG/corporate responsibility in a private company and/or consultancy (desirable)
- Strategic and operational knowledge business and human rights, ESG and best practice within the private sector (desirable)
- International experience (desirable)

- Experience of working with technology solutions for business and human rights (desirable)