



**British Institute of
International and
Comparative Law**

Research Fellow in Labour Exploitation and Human Rights (2 positions)
Job description and person specification

Research Fellow in Labour Exploitation and Human Rights (2 Positions)

Salary: £28,000 - £34,000 per annum pro rata
(depending on qualifications/experience)
Location: London office/Hybrid
Term: 9 months (with possibility for an extension)
Hours: Full Time

Background

1. The British Institute of International and Comparative Law (BIICL) is looking to appoint 2 positions of Research Fellow in Labour Exploitation and Human Rights. An appointment at Researcher (research assistant) level may be considered depending on qualifications and experience.
2. BIICL is a leading independent research organisation for international and comparative law. Our research, events, training and publications are grounded in deep scholarly knowledge and strong practical experience that can be applied to many situations. We seek to make a lasting impact on law and policy around the world.
3. The role(s) are intended to support the implementation of BIICL's work in the areas of: Human Trafficking; Modern Slavery; Forced Labour and Labour Exploitation; and Labour Rights. In particular, the role(s) are intended to support the implementation of:
 - a. A project exploring, from a socio-legal perspective, the labour rights, forced labour and human trafficking dimensions of the Cuban Foreign Medical Missions (CFMM) programme.
 - b. A project promoting the labour rights of informal workers in various industries in South and South-East Asia
 - c. Projects that explore and propose legal solutions to structural factors that impact the prevalence of trafficking and modern slavery and/or negatively impact the likelihood of protection for trafficked persons.
4. You can find out more about our work in this area at:
<https://www.biicl.org/categories/labourrights>.
5. We are looking to appoint 2 strong candidates to the post of Research Fellow to work on the project for a period of 9 months, with the possibility of an extension.

Job Description

6. The successful applicant(s) will be expected to undertake a combination of the following:
 - Desk research to articulate the underpinning factual basis for the legal analysis for the project (for example, on the medical mission programme and labour exploitation in other parts of the Cuban economy);
 - Research and analysis of applicable legal standards and arrangements at the international, regional and domestic levels;



- Organize and undertake semi-structured interviews with stakeholders;
- Draft reports and other research outputs of relevance to the project;
- Further advance BIICL's work in these areas including working with colleagues on the development of funding proposals, projects and initiatives.

7. This is a full-time role, initially for 9 months. Consideration will be given to secondments or a 0.8 FTE arrangement, if requested. A salary package of between £28,000 – £34,000 is expected, depending on qualifications and experience. An appointment at Researcher (research assistant) level may be considered depending on qualifications and experience. It is hoped that appointment will commence as soon as possible.

Person Specification

8. The successful applicant(s) will demonstrate the following mix of experience, skills and attributes:
- Expertise in international law (incl. human rights, labour law/labour rights, forced and exploitative labour, business and human rights) and recent research or other relevant experience in relation to the area;
 - A good degree in a relevant field, with a PhD being a strong advantage;
 - An ability to engage in inter-disciplinary work in the area;
 - An ability to work (and undertake legal analysis) in English with a working knowledge of Spanish or Arabic being an advantage;
 - A record of interacting appropriately with others, including scholars, practitioners, civil society, policy-makers and external organisations;
 - An ability to convene, lead and manage seminars, conferences, training and other events to a high standard and to speak at, and chair, events as necessary;
 - Evidence of effective communication skills in disseminating research findings and other activities to both a legal and non-legal community and to both academic and non-academic audiences;
 - A track record in or willingness to seek, obtain and manage research funding;
 - An ability to deal efficiently and effectively with administrative responsibilities; and
 - An ability and willingness to work collaboratively and collegially with colleagues.

Application Process

9. The deadline for applications is **Sunday 10th March at 23.59** although applications will be reviewed on a rolling basis. You are encouraged to apply early.
10. Applicants should send the following by email to jobs@biicl.org:
- A completed BIICL application cover form (available at www.biicl.org/vacancies) including the names and addresses of three referees (two of whom can be contacted prior to interview);
 - A full curriculum vitae including publications list;



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- A covering letter setting out their reasons for applying and how they consider that they meet the person specification for this post (maximum 2 pages) and
- The BIICL Equality Monitoring Form (optional). Available [here](#).

11. Please ensure that you put the **full title of the role** you are applying for in the **email subject line**.
12. Informal enquiries may be addressed to the Arthur Watts Senior Research Fellow in Public International Law, Dr Jean-Pierre Gauci, on j.gauci@biicl.org.
13. Applicants are encouraged to find out more about BIICL its members of staff and activities at <http://www.biicl.org>.
14. It is expected that interviews will take place on Friday 15th March.
15. BIICL reserves the right to withdraw this vacancy notice at any time and to not make any appointments.
16. To be considered for this role, all applicants must currently have the right to work in the UK or will have secured the right to work in the UK by the date of commencement of employment.
17. BIICL is an equal opportunities employer. Applications from communities and groups under-represented in the legal and research sector(s) are particularly encouraged.