

SSCI Benchmark Leader Qualifications, Experience, Knowledge, Skills and Personal Attributes

The Consumer Goods Forum is currently seeking to recruit experts to perform benchmarks for the Sustainable Supply Chain Initiative. The present call for experts is open for the recruitment of three candidates, based in Europe or North America.

The Sustainable Supply Chain Initiative (SSCI) promotes good social and environmental practices in global supply chains by benchmarking third-party auditing and certification schemes and recognising robust schemes. By providing an open source list of recognised schemes, the SSCI delivers clear guidance on which schemes cover key sustainability criteria and apply robust verification practices. The initiative will initially focus on social compliance with a view to expanding the scope to environmental compliance.

Tasks

A SSCI Benchmark Leader has the following responsibilities:

- to perform and manage the preliminary review of a Self-Assessment performed by the Scheme Owner
- to use his or her experience, expertise and knowledge to provide input into the assessment of the completeness and accuracy of the Self-Assessment
- to perform and manage office visits of the Scheme Owner
- to manage communication between the Scheme Owner and the SSCI Technical Manager
- to ensure the SSCI benchmarking timescales are respected
- to suspend the SSCI benchmarking process in the event that the timescales to achieve recognition are compromised
- to act in a professional, ethical and impartial manner at all times

Qualifications

A SSCI Benchmark Leader will preferably have attained a graduate degree and have successfully completed a qualification as a Lead Auditor or, at a minimum, as an Auditor for Social Compliance Audits.

Experience

A SSCI Benchmark Leader shall have a minimum of 10 years full time experience in the area of social compliance, for example in a compliance, human and labour rights function in production or manufacturing, primary production, retailing, inspection, auditing or enforcement or as a consultant. A SSCI Benchmark Leader shall have significant social compliance auditing experience.

Knowledge

A SSCI Benchmark Leader shall have detailed knowledge of and/or in:

- the mission and objectives of SSCI,
- social compliance, labour and human rights
- social compliance management systems,
- audit principles, procedures and techniques in relation to social compliance auditing
- general business processes and understanding of the workings of organisations in relation to size, structure, function and relationships with specific reference to social compliance,
- accreditation and certification processes and procedures, including auditor competence
- key human and labour rights legislation and international reference frameworks
- Ideally: Knowledge on other benchmarking systems, e.g. the CGF Global Food Safety Initiative (GFSI), the Global Sustainable Seafood Initiative (GSSI)

Skills

A SSCI Benchmark Leader shall have:

- good organisational and time management skills,
- excellent written and oral command of English,
- the ability to understand and interpret written material with reference to social compliance audit systems and legislative requirements,
- excellent written and oral communication skills, adapted to the audience
- the ability to effectively and systematically assess situations and information to make informed decisions on objective and verifiable evidence,
- the ability to make correct decisions based on objective and verifiable evidence,
- the ability to produce clear and accurate reports of assessment findings and clearly articulate these in relation to SSCI Benchmarking requirements,
- good people management and leadership skills.

Personal Attributes

A SSCI Benchmark Leader shall be:

- empathetic, respectful to others and able to engender trust,
- able to demonstrate a high level of personal integrity,
- open-minded, reasonable and willing to consider alternative ideas or points of view,
- persistent and focused in their approach to achieve objectives,
- able to effectively plan, prioritise and adjust the activities of the benchmarking process, as far as possible without adversely affecting the outcome of assessment,
- able to act efficiently and reach timely conclusions based on logical reasoning and analysis and, in the case of possible conflict, be confident to manage and control discussions,
- able to adjust readily to different situations and to effectively resolve conflict and arrive at consensus agreement where possible,
- able to act professionally, ethically, independently and take decisions even though these actions and decisions may result in disagreement, confrontation or appeal proceedings,
- able to keep relevant information confidential in accordance with non-disclosure or confidentiality agreements,
- able to maintain strict independence from self-interest or personal bias.

Conflict of Interest

A key element of protecting the integrity and reputation of the CGF Sustainable Supply Chain Initiative is ensuring that its decision-making processes are not affected by conflicts of interest. Conflicts are situations where a SSCI representative or consultant could be influenced to make decisions for improper reasons. It is the responsibility of the SSCI Benchmark Leader to disclose any such personal and/or professional interests that could relate to their work for SSCI, such that potential and actual conflicts can be appropriately addressed. The applicant is expected to declare any potential conflicts of interest upon application.

Interested applicants with the required attributes are asked to send a CV and a motivational letter (2 pages maximum) in English by email to: ssci@theconsumergoodsforum.com. Candidates need to have a pre-existing right to work in Europe or North America.

The present call for experts will remain open until December 20th.

Every applicant will be assessed, selected and trained by the SSCI team prior to entry in the Register of SSCI Benchmark Leaders. Shortlisted candidates will be required to complete a case study assessment. Further

SSCI Call for Experts

details on the selection process will be shared with shortlisted candidates. The Register of SSCI Benchmark Leaders will be published on the SSCI website.

We thank all applicants for their interest; however only shortlisted candidates will be contacted.