



Job Posting for FLA Monitors/Assessors in China

The Fair Labor Association (FLA) is a non-profit organization combining the efforts of industry, civil society organizations, colleges and universities to protect workers' rights and improve working conditions by promoting adherence to international labor standards.

The FLA is seeking three (3) full-time consultants to form a team of FLA monitors/assessors in China who will perform in-depth audits of code of conduct compliance at factories supplying companies affiliated with the Fair Labor Association, including wage and hour records, occupational health and safety issues and worker interviews.

The ideal candidate should:

- Hold a university degree in Industrial Relations, relevant Social Sciences, Human Resources, OSH or Industrial Engineering. In addition, they must have knowledge about social audits and compliance or equivalent work experience (minimum of 3 years work experience in a relevant field).
- Have good analytical skills, excellent powers of observation and attention to detail. They must have one of the following three competencies: (1) health and safety management; (2) labor law/labor relations; and (3) review of wage and hour records. In addition, they must have background or aptitude for conducting worker and management interviews.
- Have good research skills to be able to research compliance issues and keep up-to-date on local laws and regulations through dialogue with knowledgeable groups both governmental and non-governmental.
- Have strong oral and written communications skills. S/he should be fluent in Chinese and English (verbal & written).
- Demonstrate an ability to work in teams and to follow precise guidance.
- Be confident and decisive, maintain high personal standards of honesty, integrity and objectivity, and be flexible and tolerant under stressful working conditions. The successful candidates must be able to handle confidential information and conflictual situations with utmost discretion.

Travel for work and computer literacy is required.

Successful candidates will be compensated competitively, within the parameters approved by the FLA, according to their level of experience.

Candidates will be interviewed initially by telephone. A short list of candidates will be given face-to-face interviews in May. The expectation is that candidates will commence training and preparation in June.