

Vacancy - Responsible Sourcing Manager

SUMMARY

Job Title:	Responsible Sourcing Manager
Contract Type:	Permanent full-time contract (CDI)
Organization:	<u>Responsible Mica Initiative (RMI)</u>
Direct Manager:	RMI Executive Director
Location:	Paris or Saint Malo, France (Hybrid)
Salary:	45 to 50k€ gross per year, depending on profile and experience
Starting date:	ASAP

Applications must include a CV, a cover letter, and a list of references. Incomplete applications will be disregarded.

THE CONTEXT OF MICA INDUSTRY

Mica is a family of 37 minerals used in many applications. Its visual properties make it an exceptional pigment base. Mica is widely used in the cosmetics industry, in paints and coatings, and in inks. Mica is also an excellent insulator. It is used in the electronics industry, in plastics as a filler, and in building materials. The petroleum industry, especially drilling, also uses mica for its specific properties. The automotive industry, as a user of paint and electronic components, is an important end user of mica.

About 25% of the world's production comes from India, in particular from the two states of Bihar and Jharkhand, where mica is produced by artisanal miners. Similarly, a significant portion of the world's production comes from the southern regions of Madagascar. The poverty-stricken situation in which artisanal mining communities live often leaves them with no choice but to rely on their children's work to support the family. The lack of access to quality education, social services, ... are other root causes for this situation. In 2019, it was estimated that 10,000 children were working in mica mines in Madagascar, and in 2022, that 30,000 children were working in mica mines in Bihar and Jharkhand.

ESTABLISHING COLLABORATION

In 2016, stakeholders from across the mica value chain, including mica using companies, NGOs and other civil society organizations, eager to find ways to address the systemic issues of child labor and poor working conditions in the upstream mica value chain (mines and processing units) gathered in New Delhi, India, for the first-ever Mica Summit. Together, they committed to action. The Responsible Mica Initiative (RMI) was born.

ABOUT THE RESPONSIBLE MICA INITIATIVE (RMI): TOWARDS FAIR, RESPONSIBLE & SUSTAINABLE MICA SUPPLY CHAINS

The Responsible Mica Initiative (RMI) is a global ‘Coalition for Action’ - putting policy into practice - comprised of multiple organizations committed to establishing fair, responsible and sustainable mica supply chains globally, that will eliminate unacceptable working conditions and eradicate child labor.

RMI uses a multi-stakeholder and holistic approach that engages companies, civil society organizations, industry associations and governments to develop and implement three integrated program pillars that will establish responsible workplace standards, empower local communities, and establish a legal framework for the mica sector.

RMI's program pillars follow and fulfill the goals established by intergovernmental agencies, such as the UN Guiding Principles on Business and Human Rights, the United Nations Sustainable Development Goals (SDGs), and the OECD's Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict and High-Risk Areas. Since its creation, the approach developed by RMI has been recognized on multiple occasions as innovative and effective (by the U.S. Department of Labor, by the United Nations, by the International Labor Organization).

Today, RMI has more than 85 members, including companies in the cosmetics, paints, pigments, automotive, cables and other industrial applications industries, as well as their suppliers, and NGOs.

JOB DESCRIPTION

The Responsible Mica Initiative is looking for a Responsible Sourcing Manager, to further drive, support and monitor change towards completion of RMI's mission and programs.

In a context of

- Growth in the number of RMI's members,
- Diversification of tools and programs developed and made available by RMI to its members,
- Multiplication of national and international regulations on Due Diligence and related increased expectations on the private sector,

The Responsible Mica Initiative is looking for a person to reinforce the current executive team and help her in further engaging and supporting members in their journey towards fair, responsible and sustainable mica supply chains.

MISSIONS & RESPONSABILITIES

Reporting to the RMI Executive Director based in Saint Malo, France, and in support of the entire executive team (based in France, India and Madagascar) and members of RMI, the Responsible Sourcing Manager will:

- **Drive members' engagement.**

Under the supervision of the Executive Director and France-based Program Director,

- Support the onboarding of historical and new members to deploy RMI tools and engage change,

- Lead the provision of a handholding support to, and upskill of members and partners,
- Lead regular dialog between members toward change,
- Support the development and the strengthening of new and existing RMI tools and processes to accelerate progress (*including Traceability Tool, see below*),
- Filter any new requests from potential members or partners, respond to them or direct them to the relevant team members.

- **Support members in deploying and efficiently leveraging the blockchain-based traceability platform.**

Under the supervision of the France-based Program Director,

- Translate members' expectations and Initiative's needs to the service provider, and ensure their proper development and implementation through new needed features,
- Supervise RMI service provider to strengthen current tool's capacity to monitor ESG performances,
- Lead support of current members and the onboarding of new members to ensure the proper use of the tool,
- Monitor new expectations, developments, and tools related to the traceability topic, notably by exchanging good practices, participating in relevant meetings or events on the subject, being responsive to members' perspectives,
- Co-build with the Program Director the short- and medium-term strategies related to the traceability program,
- Lead the organization, the launch, and the monitoring of the annual traceability campaign (internal).

The traceability tool introduced by RMI should be a (i) support in completion of RMI's mission and goals, (ii) a support for members in answering their due diligence requirements, (iii) a support to upstream supply chain actors in having their efforts towards fair, responsible and sustainable practices recognized.

- **Monitor RMI performance vs goals, and members' conformance vs commitments.**
 - Lead the organization, the launch, and the monitoring of the annual Report on Progress campaign,
 - Support the development and the strengthening of new and existing RMI tools and processes to monitor RMI program's impacts, with Executive Team guidance,
 - Conduct an annual evaluation of progress towards achievement of RMI's mission and objectives. Aggregate and synthesize results. Ensure an efficient capitalization on results. Propose improvement & acceleration paths if need be.

KNOWLEDGE & SKILLS

- Passionate about bringing people together to effect social, economic, environmental change.
- Demonstrate analytical capabilities, and ability for quick appropriation of topics.
- Problem solver, rigorous, can foster effective teamwork to drive results.
- Humble, persevering, excellent inter-personal skills, capacity to federate and embark.
- Ability to work pro-actively and independently.
- Demonstrated experience of multi-stakeholder projects' coordination and monitoring.

- Familiarity with CSR, traceability, Due Diligence, sustainable supply chains and child labor/human rights issues.
- Superior skills in verbal and written communication (English & French).
- Good reporting capacity.
- Good IT skills. Not afraid of IT systems / monitoring tools.

EDUCATION & EXPERIENCE:

- Master's degree (or equivalent) in International Development, Business, Engineer/Mining, or a related field.
- Minimum 4 to 5 years of experience working on related missions.
- Preferred experience of working in a procurement or supply chain sustainability role; CSR or due diligence topics; responsible sourcing strategies; strategy consulting ..., in international environment.
- Demonstrated experience of multi-stakeholder projects' coordination and monitoring.
- Demonstrated experience of working with international private sector companies and national or international NGOs.
- Experience of working around child labor and mining issues is a plus.
- Experience of working in India, in Madagascar and/or with Indian or Malagasy actors is a plus.

TO APPLY

Interested candidates can send their application (CV, cover letter and list of references) to the following email address, mentioning the job title in the email's subject line: recruitment@responsible-mica-initiative.com.

/!\ Incomplete applications will be disregarded.