



## INTERNSHIP ANNOUNCEMENT

**Title:** Research Intern

**Schedule:** Flexible, 12 hours per week

**Reporting to:** Senior Director, Strategic Initiatives

### **Organizational Background**

Founded over 50 years ago, the Interfaith Center on Corporate Responsibility (ICCR) is a pioneering coalition of over 300 socially responsible institutional investors including faith-based communities, labor unions, foundations, asset managers, and others who leverage their investments to hold corporations accountable for the social and environmental impacts of their operations. Our membership collectively represents over \$4 trillion in invested capital.

ICCR members and staff engage hundreds of multinational corporations annually to promote more sustainable and just practices because we believe that, in doing so, companies will secure a better future for their employees, their customers, and their shareholders. We do this through ongoing engagement and dialogue with corporate management on a range of social and environmental issues that impact communities in the U.S. and globally, as well as by filing shareholder proposals, which are publicly presented at companies' shareholder meetings.

The intern will be working with ICCR's Advancing Worker Justice team. ICCR's Advancing Worker Justice (AWJ) program brings shareholder advocates and allied worker-led and focused organizations together to advance dignity and justice for all working people. We seek to activate our investments, strategic partnerships, and movement-building strategies to influence workplace practices, build worker power, and achieve meaningful gains for workers' rights, particularly for workers in the U.S. and Canada. We approach this work for justice with an intersectional lens, centering the voices and experiences of frontline and essential workers, working people of color, workers with disabilities, migrant workers, women, and LGBTQIA+ workers

### **Position Summary**

ICCR is seeking candidates for an internship on worker rights and diversity, equity and inclusion. The Intern will assist the Senior Director and Associate Director with research and analysis to support our shareholder strategy in various sectors. Potential themes include worker voice, impacts of tech on low wage workers, worker health and safety, immigration and DEI, and the changing policy environment with a new US Administration. Ultimately, the Intern will develop materials critical to ensuring that ICCR members are well prepared to engage with companies and elected official:

- Conducting research on key issues and companies to inform engagements. Tasks will include reading and analyzing company documents, press articles, and third-party reports to evaluate companies' management of worker rights related issues.

- Contacting community, labor and other public interest organizations that analyze the social records of companies.
- Drafting issue briefs, backgrounders and company profiles.
- Developing resources (talking points, engagement questions, etc.) to ensure consistency in member engagement across companies.
- Participating in company and NGO engagements
- Presenting research to program staff and investors (members of ICCR)

The internship period is 12 hours per week, for 12 weeks, scheduled to run from January 2024 through April 2024 with the possibility of extension. East Coast business hours preferred. The total stipend amount for the internship is \$2,880.

### **Benefits for Interns**

The Intern will make a tremendous contribution to the important work of an organization that helped to found and continues to shape the corporate social responsibility movement. The Intern will learn from seasoned practitioners about the importance of shareholder activism and documenting company progress, as well as the regulatory environment and its impact on sustainability issues. Where possible, Interns will be given the opportunity to engage with ICCR program staff (such as attending program/staff meetings and conference calls with ICCR members) to gain a better understanding of the issues and the field of corporate social responsibility.

### **Qualifications**

- Graduate students preferred. Students are welcome from a wide range of academic programs and geographies. Experience and knowledge of worker rights/labor rights, finance and business, familiarity with corporate social responsibility is preferred.
- Excellent research skills with the ability to organize & synthesize information effectively.
- Must be self-motivated, and able to work independently.
- Attention to detail, organized, methodical, and possess strong time management skills
- Excellent oral and written communication skills.

### **Your application should include**

- A cover letter identifying your qualifications, interests and strengths, as well as your available start and likely end dates.
- Please explain any sustainability-related career goals, if available, and what you most want to learn or glean from the Internship experience.
- A writing sample.

Please send all documents together in one PDF file to: Esaba Hoque, Senior Program Associate at [internships@iccr.org](mailto:internships@iccr.org). Please write Worker Rights Intern in the subject line of the email.

It is the policy of ICCR to provide equal employment opportunities to all applicants and employees without regard to race, color, religion, gender, sexual orientation, age, national origin, marital status, disability, veteran status, or prior criminal record. This policy is intended to reflect the values and ideals of ICCR's members and to help ICCR itself model the equal employment opportunity (EEO) and affirmative action practices that its members urge corporations to adopt.