

JOB DESCRIPTION

CHIEF SAFETY OFFICER (Pakistan Accord)

Pakistan Accord for Health and Safety in the Textile and Garment Industry

Reports to: International Accord Steering Committee

ABOUT THE INTERNATIONAL ACCORD

The International Accord for Health and Safety in the Textile and Garment Industry (International Accord) is a legally-binding agreement between garment & textile brands and the global trade unions IndustriALL and UNI Global Union. The agreement builds on the 2013 and 2018 Accords on Fire and Building Safety in Bangladesh and is implemented by the International Accord Foundation based in the Netherlands. More than 185 garment and textile brands have signed the International Accord so far.

The International Accord health and safety programmes in Bangladesh are implemented through the RMG Sustainability Council (RSC), and expansion of Accord programmes to other countries is being explored in 2021-22 through extensive feasibility studies in Pakistan, India, Sri Lanka and Morocco. In December 2022 the International Accord signatories agreed to establish a workplace safety program in Pakistan: The Pakistan Accord on Health and Safety in the Textile and Garment Industry.

For more information, visit www.internationalaccord.org and www.bangladeshaccord.org.

ROLE OUTLINE

The role and position of the Chief Safety Officer at the International Accord is specified in the Pakistan Accord agreement:

A qualified Chief Safety Officer (“CSO”), with fire and building safety expertise and impeccable credentials, and who is independent of and not concurrently employed by companies, trade unions or factories, shall be appointed by the SC for the purpose of executing this program. Provided that the CSO acts in a manner consistent with his or her mandate under the provisions of the Pakistan Accord, the SC shall not restrict or otherwise interfere with the CSO’s performance of the technical duties set forth in the Pakistan Accord as he or she sees fit, including the scheduling of inspections and the publishing of reports. The CSO may only be dismissed with the agreement of the SC.

The Chief Safety Officer - Pakistan Accord will establish a health and safety inspection and remediation programme for approximately 500-700 garment and textile factories producing for Accord company signatories in Pakistan.

The Chief Safety Officer role has a high degree of independence, yet success in ensuring worker safety depends on strategic cooperation with Accord signatories and national stakeholders, in particular government authorities, industry representatives, and sectoral trade unions. In addition to extensive engineering knowledge and experience, the Chief Safety Officer for the Pakistan Accord needs to have a compelling vision, clear strategy, and excellent team leadership skills to begin rollout of an inspections and remediation programme in 2023.

RESPONSIBILITIES

The Chief Safety Officer is overall responsible for:

- Developing and maintaining an Accord Inspection Standard for Pakistan which addresses at least fire, building, electrical, and boiler safety and has the endorsement of key stakeholders (government, industry, brands, and trade unions).
- Developing & implementing a safety inspections and remediation programme for all Accord covered factories in Pakistan.
- Overseeing recruitment, training and performance management for the Accord engineering team in Pakistan.
- Developing & maintaining procedures to ensure professional integrity & performance standards of all engineering staff.
- Implementing and, where necessary, adapting Accord protocols and procedures related to inspections and remediation, including the Escalation Protocol, in cooperation with the Head of Policy & Accountability.
- Fulfilling the public reporting & transparency requirements of Pakistan Accord article 23 related to inspections and remediation in coordination with the Accord data and communications teams.
- Ensuring engineering support where needed for the training and complaints programmes.
- Coordinating with the Pakistan Accord Country Manager, the International Accord Executive Director and other members of the International Accord Secretariat on strategy and planning of all Accord programmes in Pakistan.

SKILLS & EXPERIENCE REQUIRED

Essential

- Bachelor's degree in civil, fire, structural, electrical or other relevant engineering discipline
- At least 10 years' work experience in an engineering and safety capacity
- Thorough knowledge and extensive practical experience of building and fire safety codes
- Demonstrable strategic leadership experience
- Experience engaging with government authorities or agencies on engineering or safety matters
- Excellent managerial skills including performance management
- Experience budgeting and overseeing projects with budgets >US\$10 million
- Excellent written and public presentation skills
- Fluency in written and spoken English
- Commitment to the goals of the International Accord

Desirable

- Knowledge of international labour standards
- Experience working with the textile and garment industry

EMPLOYMENT TERMS

The International Accord Foundation offers a dynamic, internationally oriented work environment and competitive salary dependent on experience. This position is offered as a one-year renewable contract, subject to successful completion of a one-month probation period. The position is preferably based in Pakistan, however working from the International Accord Secretariat with frequent travel to and presence in Pakistan is negotiable.

HOW TO APPLY

Please send your CV (max 2 pages) and a cover letter (1 page) explaining your motivation for this role and demonstrating how you fulfil the required skills and experience for this role before 16 January 2023 to recruitment@internationalaccord.org