

Recruitment of a high-level legal expert for the Business, Human Rights and Environment Desk to follow the United Nations negotiations of a Legally Binding Instrument to regulate transnational corporations and other business enterprises.

FIDH (International Federation for Human Rights) is an international human rights NGO. Since 1922, we have been committed to defending all civil, political, economic, social and cultural rights as defined in the Universal Declaration of Human Rights. You can find us on our social networks:

<https://www.fidh.org/en>

<https://www.instagram.com/fidh/>

<https://www.facebook.com/FIDH.HumanRights>

https://x.com/fidh_en

<https://www.youtube.com/c/FidhOrg/videos>

As the transformation of societies is first and foremost the responsibility of local players, its activities aim to strengthen their capacity for action and influence.

FIDH federates nearly 200 national human rights associations active in over 115 countries. FIDH is headquartered in Paris. The International Secretariat teams are present in Africa, Latin America, Asia and Europe. They are structured into an Operations and Programs Department and an Advocacy Department, as well as Support Departments (Communications, Finance and Administration, Partnerships and Development, Human Resources).

Terms of reference

On June 26, 2014, the Human Rights Council adopted Resolution 26/9, which established an open-ended intergovernmental working group (OEIGWG) to address the role of transnational corporations and other business enterprises concerning human rights. The group's primary mandate is to draft a legally binding instrument (LBI) to regulate corporate activities under international human rights law.

Despite the adoption of the UN Guiding Principles on Business and Human Rights (UNGPs) in 2011, victims of corporate abuses still face significant barriers to justice. Corporate operations continue to result in widespread human rights and environmental violations, often with limited accountability.

While progress has been made through national and regional initiatives, these measures remain insufficient to address the global scope of the issue. Emerging due diligence legislations, though promising, frequently fall short of their intended impact. The LBI represents the most robust and broadly-supported international framework for ensuring corporate accountability.

Since the adoption of Resolution 26/9, ten negotiation sessions have been held in Geneva, involving over 100 states, numerous experts, and hundreds of civil society organizations (CSOs), including FIDH and its member organizations. However, the [Updated Draft](#) published in 2023 contains many contentious elements. While there have been some positive developments, the Updated Draft is seen as a regression in efforts to establish a robust and protective treaty regulating corporations. In the framework of the 10th session, FIDH outlined its [detailed position](#) on the Updated Draft.

At its 56th session in July 2024, the Human Rights Council adopted [decision 56/116](#) in order to enhance the OEIGWG's support capabilities. Starting in 2025, and for a period of three years, the OEIGWG will be authorised to hold up to 10 intersessional thematic consultations annually. These [intersessional consultations](#) will aim to discuss clusters of articles of the instrument that is currently being negotiated, i.e., articles 4 to 11, in the view of building consensus among States and accelerating the negotiation process ahead of the 11th session. Held in person in Geneva, the consultations will provide opportunities for States and non-state actors to comment on the clustered articles through informal statements and to ask clarifying questions to the legal experts who were selected last summer by the Chair-Rapporteur.

Specific objectives of the consultancy

1. Advocate for an ambitious treaty based on FIDH's legal analysis of the Updated Draft.
2. Encourage States to contribute constructively to the informal thematic consultations and to the 11th session of negotiations.
3. Refine FIDH's legal position on key contentious elements of the Updated Draft following the 10th session and the intersessional consultations.
4. Contribute to the collective advocacy efforts by other civil society organisations and networks such as ESCR-Net, Feminists for a Binding Treaty, and the International and European Treaty Alliance – of which FIDH is a member.

Key activities

- Participation in the informal thematic consultations in Geneva;
- Preparation and delivery of key recommendations during these consultations based on FIDH's legal analysis of the Updated Draft;
- Targeted advocacy with Member States on key legal issues;
- Engagement with the strategic and coordination efforts by civil society coalitions on the treaty process;

- Preparation and publication of an updated FIDH position note ahead of the 11th session, if relevant;
- Participation in the 11th session.

The selected candidate may also be working on a second project related to the accession of Peru to the OECD.

2025 Treaty Roadmap and Consultant's Work

DATE	ARTICLES	Non-paper	Attendance in Geneva	Number of days
14 March 2025: Presentation of the report of the 10th session of the OEIGWG to the 58th regular session of the Human Rights Council				
15 and 16 April:	Article 4 (Rights of victims), Article 5 (Protection of victims), and Article 7 (Access to remedy).	2-3 April	Probable	4 days substantive work
3 and 4 June + 5 and 6 June 2025 (two consecutive intersessional meetings)	Article 6 (Prevention) and Article 8 (Legal liability) + Article 9 (Jurisdiction), and Article 11 (Applicable law), Article 10 (Statute of limitations)	20 May – 22 May	Yes	2 days potentially in Geneva 8 days substantive work 4 days in Geneva (if necessary)
26 and 27 August 2025	Final assessment of the discussion of Articles 4 to 11 and the possible proposals to be considered by	TBC	Yes if necessary	Will probably not need significant substantive work 2 days in Geneva

29 August 2025	the OEIGWG at its 11th session Consultation on programme of work + methodology for the 11th session + 2026 roadmap	TBC	Probably not	Probably not
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15 September 2025: Publication of the summary report of the intersessional thematic consultations mandated by HRC Decision 56/116

6 October 2025: Publication of revised programme of work + methodology for 11th session + publication of 2026 roadmap

15 October 2025: Briefings to regional groups on the 11th session of the OEIGWG

20-24 October 2025	11th session of the OEIGWG.	Yes	Up to 8 days of work (up to 5 days in Geneva + 3 days substantive work)
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Desired profile

- **Business and human rights expertise**
 - At least 10 years of work experience as a legal, policy, and strategy expert in business and human rights.
 - Previous experiences providing legal advice to human rights NGOs in international norm-setting contexts.
- **Research and analytical skills**
 - Extensive research and drafting skills.
 - Ability to critically analyse gaps in a draft legislation and propose recommendations to strengthen human rights and environmental protection.
- **Advocacy and communication skills**
 - Previous advocacy experiences campaigning on human rights.
 - Excellent writing and speaking skills in English and in Spanish or French (C1 level).
- **Values**
 - Strong, demonstrated commitment to economic justice and human rights in alignment with FIDH's values.

Timeline

Starting date: 1 April 2025

End date: 1 November 2025

Budget: 16 500 EUR.

Estimated working days: 28 days in total.

Location: remote and in Geneva, Switzerland.

If you are interested, please send your CV and Motivation letter to achats@fidh.org with CONSULTANCY-MONDIALISATION in the subject line, before March 12, 2025 at Noon.

Interviews will be held as applications are received.

Only candidates whose applications have been accepted will be contacted.

In order to comply with regulations concerning financial sanctions against CSOs/NGOs adopted by the United Nations, the European Union and France, the person selected for the position will be screened against the Single Asset Freeze List.