



## COTTON PROGRAM INTERN

### ABOUT RESPONSIBLE SOURCING NETWORK

[Responsible Sourcing Network](#) (RSN), a project of the nonprofit organization [As You Sow](#), champions human rights with vulnerable communities in the harvesting and mining of raw materials found in products we use every day. RSN builds responsible supply chain coalitions of diverse stakeholders including investors, companies, and human rights advocates. For its Cotton Program, RSN is currently working with brands and retailers; NGO's; sustainable, responsible, and impact investors; and multi-stakeholder groups to develop a traceability initiative in the middle of the value chain. [YESS: Yarn Ethically and Sustainably Sourced](#), is being designed to help put an end the use of forced labor in cotton production and yarn spinning.

### POSITION SUMMARY

RSN seeks an intern for the Cotton Program to assist in engaging brands and retailers to address forced labor in their supply chains and to support the development and implementation of YESS. Each year, the Government of Uzbekistan orders over one million of its citizens to labor in the country's cotton fields for three months, providing them little to no reimbursement for their work. In an effort to end this practice of systemic, government-led exploitation, over 200 of the world's largest apparel brands and retailers have committed to avoiding Uzbek cotton.

RSN requires a meticulous and enthusiastic intern to assist RSN's Director to manage the development of YESS; encourage increased participation of brands, spinners, and others in the YESS Working Group; publicize the work through social media and RSN's website; and support the logistics of the YESS Working Group.

There are many home goods and apparel brands that have not yet made a commitment to not source Uzbek cotton. Part of the intern's responsibilities will be to encourage brands and companies to sign and adhere to RSN's [Cotton Pledge](#) that is against forced labor in Uzbek cotton fields.

### RESPONSIBILITIES:

- Support RSN Director in creating and managing the YESS initiative and Working Group.
- Set up international calls and support the YESS Working Group logistics
- Encourage brands and retailers to sign and adhere to the Cotton Pledge against forced labor in Uzbekistan.

**RESPONSIBILITIES (CONTINUED):**

- Track corporate policies and activities regarding forced labor.
- Upload information into a Salesforce database.
- Contribute to the RSN blog, social media, and website.

**QUALIFICATIONS:**

Candidates should

- Be pursuing a graduate or an advanced undergraduate (junior or senior) degree in apparel/textile management, international trade, supply chain, or human/labor rights.
- Have excellent research, analysis, writing, and communication skills.
- Have prior experience with corporate engagement/understanding of corporate culture.
- Be comfortable reviewing documents and technical reports.
- Be able to prioritize tasks and work independently.
- Have excellent organizational and time management skills, and keen attention to detail.
- Be self-motivated, have a strong work ethic, and committed to excellence.
- Be proficient with internet research and the Microsoft Office Suite.
- Interest in human rights, labor rights, corporate responsibility issues, and supply chains.
- Experience with Salesforce, Basecamp, or other database management systems is a plus.

**STATUS**

We are looking for interns year-round. Minimum 20 hours/wk (30 to 40 hours is welcomed); 3 month commitment; \$200 stipend per month awarded and/or school credit available. We are flexible with the start and end dates.

**LOCATION**

The position will ideally be on-site at the As You Sow/Responsible Sourcing Network office in downtown Oakland, California with eventual opportunity to work part of the time virtually. In some instances, we may consider a 100% virtual internship.

**APPLICATION**

We encourage all applicants to review our website [www.sourcingnetwork.org](http://www.sourcingnetwork.org) before applying. Send your resume and a cover letter describing why you are interested in the position to [interns@asyousow.org](mailto:interns@asyousow.org). Include "RSN Cotton Program Intern" in the subject line of your email.

We thank all applicants for their interest. Only those selected for an interview will be contacted.