

Summer 2023 Sustainability Scholars Program Internship Opportunity

The UBC Sustainability Initiative (USI) is pleased to offer current UBC graduate students the opportunity to work on funded sustainability internship projects. Successful candidates work under the mentorship of a partner organization, and are immersed in real world learning where they can apply their research skills and contribute to advancing sustainability across the region.

- Visit the [Sustainability Scholars Program website](#) to learn [how the program works](#) and to [apply](#).
- Be sure to review the application guide on the Apply page to confirm your eligibility before applying.

Applications close at midnight on Sunday January 29, 2023.

Project title: Research to develop a roadmap for the social impact of Herschel Supply's supply chain

Project Background & Overview:

Headquartered in Vancouver, [Herschel Supply Company Ltd.](#) ("Herschel Supply") designs and manufactures the finest quality backpacks, bags, travel goods, accessories, and apparel for everyday explorers around the world. We are a design-driven, detail-oriented, innovative company that creates opportunities for individuals to express themselves, influence change and contribute to the growth of a global brand. Our workplace is dynamic, supportive and entrepreneurial in spirit, we pride ourselves in being a collaborative, open-minded and an imaginative team.

Herschel Supply is keen to evolve our social compliance strategy in line with our core values of Acting with intent and In it together. We want to be a leader in social impact, ready for what our creatives and communities will expect from us tomorrow. To do this, we are looking for the support from a UBC Sustainability Scholar with a passion for social supply chain issues.

Project description

The purpose of the project is to help Herschel Supply's Impact (ESG) Team assess and improve social impact in its supply chain. Herschel Supply is not fast fashion but we face many of the problems other fashion companies face. Some of the topics the Scholar would be researching include how living wage varies by region, what current industry best practice for health and safety and worker wellbeing looks like, and how we can increase the resilience of facilities to the impacts of climate change.

2023 will be a key year for Herschel Supply to strengthen our social compliance policies and set ambitious targets to increase our positive social impact in the communities where we operate. The UBC Sustainability Scholar's research and analysis will be a crucial input into Herschel's broader Impact strategy by assisting in the development of a modern social compliance roadmap. This roadmap will help us prioritise which areas of social impact we want to focus on over the next few years, define what standard of working conditions we expect factories that assemble our products to provide, set targets for and lay out how we will improve worker wellbeing, for example through a mix of engagement with factory managers to carry out self-assessments like the Higg Index FSLM, factory audits and follow-up action based on factories' progress.

Project scope

While our approach to Impact is constantly evolving, the successful candidate will likely work with staff in the internal Impact team to:

- 1) Assess social risks and impacts
 - map out risks in the supply chain, focusing on tier 1 and 2 suppliers (factories assembling our products and those producing fabrics, trims and packaging)
 - engage a third party to carry out a supply chain social risk assessment
 - analyse how climate change and other global trends will bring new social risks and what actions will be required on the part of Herschel Supply or its suppliers to increase resilience and adapt to these climate impacts
 - review our current supply chain Code of Conduct
 - interview Herschel Supply staff from various departments (i.e., product, supply chain, etc.) to understand our social supply chain
- 2) Identify solutions
 - conduct a peer review of supply chain policies and social impact targets and identify industry best practice for addressing these social impacts and risks
 - identify organisations (such as NGOs, IGOs, think tanks, industry coalitions) that are thought leaders in the field of social responsibility and review how Herschel Supply can use their resources or membership opportunities to improve its social impact (i.e. Social & Labour Convergence Program and the Higg FSLM)
- 3) Deliver recommendations and implement solutions
 - make recommendations for next steps to address these impacts, including identifying opportunities
 - develop supply chain social impact policies, such as for Herschel Supply's supplier evaluation criteria, responsible purchase practices and managing third party certifications
 - assist with a new social compliance roadmap for our supply chain and with setting supply chain goals
 - present the research findings and recommendations to the Impact Team and senior leadership

Depending on the most prominent social issues identified by the scholar, the issues investigated will vary but might include:

- living wage by region
- fairtrade standard
- manufacturer workplace safety
- human and labour rights
- supply chain transparency
- anti-bribery and corruption

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Deliverables

- Written reports on the results of the analysis and recommendations for Herschel Supply's social impact strategy
- Draft policy documents and social compliance roadmap
- A final report containing a summary of the work completed
- A final report for the online public-facing [Scholars Project Library](#).

Time Commitment

- This project will take **480** hours to complete
- This project must be completed between May 1 to August 15, 2023
- The Scholar is to complete hours between 9 am and 5 pm, Monday to Thursday, approximately **32** hours per week.
- Herschel has a hybrid work model with employees having the option of working from home Monday and Friday (although working from the office is possible on these days) and working from the office Tuesday to Thursday. The Scholar will have their own desk in the office and would be encouraged to work from the office Tuesday to Thursday.

Required/preferred Skills and Background

- Excellent research and writing skills
- Demonstrated interest in sustainability
- Experience conducting stakeholder engagement events, including facilitation skills, is an asset
- Familiarity with research methodologies and survey techniques
- Excellent public speaking and presentation skills
- Strong analytical skills
- Ability to work independently
- Deadline oriented
- Project management and organizational skills
- Knowledge or experience of the fashion, apparel, retail or consumer goods sector is a plus, but not essential
- Comfortable interacting with strangers to conduct public/in person surveys
- Strong interest in and understanding of social impact topics
- Problem-solving skills to come up with ideas for how our social impact goals can be implemented

“Herschel gave me the opportunity to apply my passion for sustainability in real-world business practices. My mentors trusted me to handle important projects and decisions. The environment is very encouraging and brings out the best in people (both in terms of work and creativity). The time I spent at Herschel made me a better version of myself. I feel more equipped with knowledge, skills, and confidence” – Namrita, 2022 UBC Sustainability Scholar

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Applications close **midnight Sunday January 29, 2023**

Apply here: [Click here to apply](#)

Contact Karen Taylor at sustainability.scholars@ubc.ca if you have questions

Useful Resources

We are holding a special **resume preparation workshop for prospective Scholars** on January 23, 2023.
[Click here for details and to register.](#)

Below are some links to useful resources to help you with your resume and cover letter (there are many more online). Some of these resources also provide information on preparing for your interview.

<https://students.ubc.ca/career/career-resources/resumes-cover-letters-curricula-vitae>

<https://www.grad.ubc.ca/current-students/graduate-pathways-success>

<https://www.grad.ubc.ca/cover-letter-cv-resume-templates-ubc-career-services>