

Position: SAI Trainer

Location: Americas, EMEA, and Asia; virtual and in-person delivery, depending on course location and format

Social Accountability International (SAI) is a global organization advancing human rights and decent work through voluntary, multi-stakeholder standards, training, and capacity building. Through the SA8000 Standard and SAI's broader portfolio of training programs, SAI works with businesses, auditors, workers, and civil society to build the knowledge and capacity needed to protect workers as the most important stakeholder in global supply chains.

About This Opportunity

SAI's Training and Capacity Building (TCB) Department is building out its global network of approved trainers to ensure consistent, high-quality, and culturally responsive delivery of SAI-authorized training worldwide, while upholding SAI's standards for trainer competence, impartiality, examination integrity, and participant experience. We have particular interest in candidates based in the Americas, EMEA, and Asia, and are looking for experienced social compliance and auditing professionals who can deliver SAI-authorized training with rigor, credibility, and cultural fluency. This posting is intended to build a qualified applicant pool rather than fill a single seat: candidates who meet the bar will be evaluated on a rolling basis against current and forecasted regional needs.

SAI Trainers are engaged as independent contractors, on a per-course or per-program basis, either directly by SAI or through SAI-approved Course Providers.

Key Responsibilities

- Deliver SA8000 Basic Auditor Training and other SAI-authorized courses in accordance with SAI-approved course materials, relevant procedures, and the SAI Trainer Code of Conduct
- Facilitate engaging, participant-centered training for adult learners across diverse cultural, linguistic, and professional contexts
- Administer examinations strictly in accordance with SAI's examination integrity requirements
- Provide accurate, constructive feedback and evaluation of participant performance
- Maintain trainer qualifications, including completion of mandatory Continuing Professional Development (CPD), calibration, and Training of Trainers (TOT) sessions
- Safeguard SAI course materials, examination content, and participant data in line with SAI's confidentiality and data protection requirements
- Promptly report any change in SA8000 Auditor designation status, employment, or potential conflicts of interest that may affect eligibility or impartiality
- Coordinate with SAI and/or the relevant Course Provider on scheduling, logistics, and required reporting
- Contribute field insights and feedback to support continuous improvement of SAI's training programs

Qualifications

Required

- Demonstrated current knowledge of SA8000:2026 and, where applicable, successful completion of required SA8000:2026 transition/upgrade training
- Demonstrated experience in social compliance auditing, SA8000, or labor rights/labor standards work
- Prior experience training or facilitating for adult learners, ideally within certification, compliance, or professional-standards training
- Exceptional presentation, facilitation, and training delivery skills, including strong command of a room or virtual session
- Fluency in English
- Strong written and verbal communication skills
- High degree of integrity, independence, and impartiality, consistent with the SAI Trainer Code of Conduct
- Genuine commitment to SAI's mission and to a multi-stakeholder approach to labor rights, with workers as the most important stakeholder

Preferred

- Experience with SA8000:2026, human rights due diligence, and responsible business conduct
- Experience with the UN Guiding Principles on Business and Human Rights, ILO standards, and/or OECD responsible business conduct frameworks
- Experience in trainer calibration, assessor calibration, or competency assessment
- Experience designing or facilitating case-study-based and experiential learning
- Experience delivering training in virtual/hybrid environments
- Experience working with workers, trade unions, civil society, brands, suppliers, CABs, or other relevant stakeholders
- Fluency in one or more additional languages (e.g., Vietnamese, Spanish, Portuguese, French, Mandarin, Turkish, Arabic, or others relevant to SAI's regional training needs)
- Experience training or auditing across multiple countries or regions
- Formal coaching, adult-education, or facilitation credentials
- Experience mentoring or evaluating junior auditors or trainers

Engagement Details

- **Engagement type:** Independent contractor, engaged on a per-course or per-program basis
- **Location:** Americas, EMEA, and Asia; virtual and in-person delivery, depending on course location and format
- **Compensation:** Per-course/day rate, commensurate with experience, region, and course type (details provided upon application review)
- **Travel:** May be required for in-person course delivery

- This is not an exclusive engagement; trainers may concurrently serve other course providers or organizations, subject to SAI's conflict-of-interest requirements

Application

Interested candidates should submit a CV, a brief cover letter describing relevant auditing and training experience, copies of relevant certifications, and a summary of language proficiencies to recruits@sa-intl.org. You must include "SAI Trainer" in the subject line of your email to be considered. Given the global scope of this search, applications will be reviewed on a rolling basis, and qualified candidates may be contacted as regional training needs arise.