

## **Financial Investigator**

### **Milk with Dignity Standards Council**

The Milk with Dignity Program, founded and created by farmworkers of Migrant Justice, brings together farmworkers, farmers, consumers, and corporate buyers to secure dignified wages and humane labor and housing conditions in the dairy industry in the Northeastern United States. The principal goal of the Milk with Dignity (MD) Program is to foster a sustainable Northeast dairy industry that advances the human rights of farmworkers, the long-term interests of farmers, and the ethical supply chain concerns of retail food companies and consumers.

The Milk with Dignity Standards Council (MDSC) is a unique organization emerging from Migrant Justice's successful Milk with Dignity campaign to secure the human rights of dairy workers and improve the conditions under which they labor. The MDSC, based in Burlington Vermont, was established by Migrant Justice to address the Program's need for an entity with the requisite experience and capacity to monitor and enforce its standards under the farmworker-defined Code of Conduct (Code). The Code represents Vermont dairy worker's definition of the human right to work with dignity. The MDSC is solely dedicated to its responsibilities in the Program.

The MDSC is responsible for conducting audits to verify compliance with the Code of Conduct. The MDSC also conducts audits of Participating Buyers ("PB") to verify compliance with their obligation to pay the Milk with Dignity Premium, which supports farmers to comply with the program's requirements including better wages for farmworkers.

The MDSC is located in Burlington, Vermont and will have statewide responsibility with the possibility of expansion. It will field and resolve worker complaints and help develop corrective action plans as necessary. It will also affirmatively monitor compliance with the price premium provisions of the MD Program and with the Code of Conduct.

The MDSC is now seeking to hire its first Financial Investigator, who will be supervised by the Executive Director. Working with the ED, and other investigators, the successful candidate will play a major role in developing and building and then implementing an entirely new model of agricultural cooperation between dairy workers and farmers.

#### **About the Position**

The Financial Investigator conduct audits of farmers' payroll and timekeeping systems to ensure compliance with the Milk with Dignity Code of Conduct and relevant law. They

additionally oversee the monitoring of the Milk with Dignity Program Premium by analyzing supply chain transactions to ensure accurate reporting and payment from Participating Buyers to farmers and from farmers to farmworkers. Additionally, the Financial Investigator will develop and coordinate relevant administrative, office and accounting systems for the MD Program.

*Salary and benefits are competitive within the Vermont non-profit sector.*

*Start date is flexible depending on candidate.*

### **Required Qualifications/Skills**

- Bachelor's degree or higher in accounting or finance, or equivalent work experience;
- Experience with financial auditing standards and procedures;
- Expertise in Excel;
- Understanding and interest in economic justice in supply chains;
- Strong communication and interviewing skills;
- Strong business writing and documentation skills, including attention to detail;
- Ability to connect facts and discern patterns;
- Ability to interact well with people of different nationalities, genders, and education levels;
- Willingness to work irregular hours and “do what is necessary”;
- Ability to work well as part of a team, as well as independently; and
- Discipline and initiative.

### **Desired but not required:**

- The ideal candidate is a native (or fluent) Spanish Speaker and familiar with Vermont agriculture

### **To Apply:**

Applicants should send a resume/CV and a cover letter indicating interest in the position to [tom@milkwithdignity.org](mailto:tom@milkwithdignity.org). The subject line of the email should read MDSC Financial Investigator Position. Applications will be accepted on a rolling basis.

The MDSC is an equal opportunity employer committed to developing a workforce that reflects and can relate easily to the diverse populations involved in the Milk with Dignity Program.