

How to get into ethical sourcing

Everything from the session, on one sheet. Nothing here needs to be copied by hand. — Suresh T M, MSW, PSG CAS, 2014.

1 Start one of these this week. All free.

COURSE	WHAT IT IS
SLCP General Course	Seven modules on how a social audit actually works. Certificate on completion. Register and pick General Course — the Facility Course is for factory staff. https://www.slconvergence.org/training
ITC-ILO: Responsible Business	Meeting labour standards in global supply chains. Free, self-guided. https://www.itcilo.org/courses/responsible-business-meeting-labour-standard-s-global-supply-chains
ITC-ILO: Labour Standards	About two hours. The ILO conventions behind every audit you will ever do. https://www.itcilo.org/courses/introduction-international-labour-standards
atingi	Chemical management, climate action, carbon markets. Free certificate on each. https://www.atingi.org/learn/courses/

Finish one and put it on your LinkedIn the same day. Then name it in the message below — that is the whole point of doing it.

2 One job, four positions

POSITION	WHO CHECKS, AND WHAT THEY ARE CALLED
First party	The factory checks itself. Compliance executive . Its own registers, before anyone else sees them.
Second party	The buyer checks its supplier. Ethical sourcing executive at a brand, vendor compliance at a buying office. Its label is on the shirt.
Third party	An independent firm checks. Social compliance auditor . No stake either way — that independence is the product.
Outside it	Nobody's supplier, nobody's buyer. Programme officer at an NGO or standards body. The worker's side, where no contract reaches.

Same factory. Same wage register. Same worker interview. Four people looking from four positions — and a different title on each business card.

3 Ten jobs, and the words to search for each

THE JOB	WHAT TO TYPE INTO LINKEDIN AND NAUKRI
Factory HR & compliance executive	compliance executive · HR executive · welfare officer Tirupur, Coimbatore, Erode. The door that takes freshers.
Social compliance auditor	social compliance · social auditor · SMETA auditor Intertek, SGS, Bureau Veritas, QIMA, LRQA, TUV.
Compliance executive, buying office	vendor compliance · sourcing compliance Li & Fung and the buying agents.
Ethical sourcing executive, brand	ethical sourcing · responsible sourcing Brands and retailers. Not a fresher role.
Programme officer, NGO	programme officer · field officer · project officer Solidaridad, Save the Children, ETI partners, district trusts.
ESG & BRSR reporting analyst	ESG analyst · BRSR · sustainability executive Listed companies. Growing fastest of the ten.

CSR executive	CSR executive · CSR officer · community relations Corporate CSR teams and company foundations.
Scheme / standards officer	standards officer · scheme officer SEDEX, SA 8000, Fairtrade, Better Cotton. Very few jobs.
Sustainability consultant	sustainability consultant · ESG consultant Consultancy firms. Steep learning, steep hours.
Independent social auditor	Not a job you search for. Ten years away, after CSCA certification and a client list.

Not sure which of the ten fits you? elevateethics.com/psg-match — ten questions, two minutes, no sign-up.

4 The message

Subject: MSW final year — compliance role, Tirupur

Sir / Madam,

I am a final-year MSW student at PSG CAS. I did my field placement at a garment unit in Tirupur, where I interviewed workers and checked wage registers. I have completed the free [course name].

I would like to work in compliance and I am ready to start at executive level. May I send my CV?

[Your name] · [Phone]

Write to the named HR or Compliance Manager, not the generic address. **Send thirty. Follow up after four days. Follow up once more. Then the next thirty.** Most will not answer. That is not about you.

5 A one-page CV, when you have no experience

SECTION	WHAT GOES IN IT
Header	Name · phone · email · city. One line. No photo, no date of birth, no marital status.
Languages	Tamil, Hindi, English — listed separately with your level. Audit firms ask for English plus one regional language. Put this near the top.
Field placement	Your strongest section. Name the unit and the dates, then what you did in the job's own words, with numbers: workers interviewed, registers checked, cases followed up.
Courses	The free certificates, with the issuing body and the month.
Education	MSW and your UG. Two lines. Marks only if they are strong.
Skills	Excel, report writing, interviewing. Be specific about Excel — this job is more Excel than you expect.

One page. Not two. Send it as a PDF named **Yourname_CV_Compliance.pdf**

Send me your CV. I answer. tms3292@gmail.com · linkedin.com/in/tms3292

Everything from the session: elevateethics.com/psg

The MSW is enough. Nobody needs an MBA to start. What you add afterwards is standards training, not another degree.