

WE ARE HIRING

About the International Accord

The International Accord for Health and Safety in the Textile and Garment Industry (International Accord) is an agreement between garment brands and the global trade unions IndustriALL and UNI Global Union. The agreement builds on the 2013 and 2018 Accord on Fire and Building Safety in Bangladesh. More than 200 garment and textile brands have signed the International Accord. Since May 2013, the Accord programs have reached over 2,000 factories employing around 2 million workers in Bangladesh. In December 2022 the Accord brands and unions agreed to establish a new program in Pakistan in 2023 which will promote worker safety through independent inspections, remediation, training programs and a worker complaints mechanism.

About Health and Safety Accord (Pvt) Ltd:

The Health and Safety Accord (Pvt) Ltd, is a subsidiary of International Accord BV, The Netherlands, established with an objective of improving health and safety conditions in the textile and garment industry.

We are currently hiring and invite applications from suitably qualified candidates for the position of Remediation Department Manager.

Compensation and Employment Terms:

We offer a dynamic, internationally oriented work environment, fringe benefits and competitive salary based on experience. The above position is currently offered as a one-year renewable contract. The position is based at Karachi with travels to industrial sites in other cities, across Pakistan (as and when required).

How to apply:

Please send your CV (maximum 2 pages with three references) and a cover letter (1 page) explaining your motivation and demonstrating how you will fulfil the required skills and experience for this role. Application deadline is **March 08, 2026**. Please send your applications to recruitment@safetyaccord.pk and include the position title in the subject heading. The positions may be filled before the closing deadline has been reached, so early applications are encouraged. Only potentially qualified short-listed candidates will be contacted for interview and test. The positions are open to Pakistani nationals only.

Health and Safety Accord (Pvt) Ltd. is an equal opportunities employer.

Job Description

Remediation Department Manager (Karachi)

The Health & Safety Accord (Pvt) Ltd. Remediation Department Manager will serve as a part of the Pakistan Accord team in Pakistan under the supervision of the Country Director/CEO or their assigned person.

The Remediation Department Manager will regularly engage with the Chief Safety Officer – Pakistan Accord (CSO), Chief Complaints Officer (CCO), Pakistan Accord, Head of Operations (HoO), International Accord and management team & other relevant International Accord Secretariat staff.

The Remediation Department Manager will manage the team of Factory Remediation Coordinators (FRCs), and is responsible for effective communication and coordination between Accord signatories, covered suppliers and Pakistan Accord staff, in particular as it relates to the non-technical aspects of remediation monitoring and CAP implementation. The Remediation Department Manager is further required to maintain the departmental engagement and coordination with the team leads/managers and operational staff of the engineering department, OSH complaints department, and safety training department.

Key Responsibilities

- Lead and manage the team of Factory Remediation Coordinators (FRCs), ensuring effective administration of inspection reports, accurate uploading and updating of CAPs, and structured communication with factories, signatory companies, and worker representatives.
- Ensure adherence to Accord protocols, procedures, and established timelines, while upholding high standards of professionalism, integrity, and accountability.
- Oversee non-technical aspects of remediation monitoring, ensuring systematic follow-up and progress tracking of CAP implementation.
- Ensure effective coordination with the Engineering, OSH Complaints, and Safety Training Departments to address factory queries related to remediation requirements, timelines, and compliance expectations.
- Support data governance and quality control processes related to remediation monitoring, including documentation flow for design approvals, fire detection and protection systems, and single line diagrams.
- Manage operational planning of the Inspection & Remediation program, including inspection scheduling (based on risk prioritization), reporting coordination, and CAP development/update cycles.
- Provide timely and accurate factory-level and aggregated data reports to Pakistan Accord senior management and the International Accord Secretariat.
- Strengthen internal monitoring systems through performance management, KPI tracking, and continuous improvement initiatives within the department.
- Develop, implement, and periodically review Standard Operating Procedures (SOPs) aligned with International and Pakistan Accord policies.

- Identify process gaps and recommend efficiency improvements to enhance transparency, data accuracy, and remediation effectiveness.
- Perform any other duties as assigned by senior management of Pakistan Accord and the International Accord.

Qualifications and Skills:

Ideal candidates should have:

- Bachelor's degree in Engineering, Occupational Health & Safety, Management, Social Sciences or a related field (Master's degree preferred).
- Minimum 5 years of relevant professional experience, including minimum 3 years in a managerial or supervisory role.
- Experience in remediation programs, compliance monitoring, supply chain governance, or safety oversight initiatives is highly desirable.

Skills & Competencies

- Strong leadership and team management capabilities.
- Excellent coordination, stakeholder engagement, and communication skills.
- Sound understanding of inspection processes, remediation cycles, and CAP monitoring frameworks.
- Strong analytical skills with the ability to interpret data and generate management reports.
- High level of integrity, professionalism, and decision-making ability.
- Ability to work under pressure and manage multiple priorities within strict timelines.
- Proficiency in database management systems and MS Office applications.
- Demonstrated ability to work in a multicultural and multi-stakeholder environment.