RECRUITMENT PACK
Winter 2020

STOP THE TRAFFIK
PEOPLE SHOULDN'T BE BOUGHT & SOLD

OUR VALUES

DISRUPTIVE
We challenge the systems and beliefs that allow trafficking to exist.

TRUSTED
With openness and responding to evidence, we inspire confidence by demonstrating our integrity and honesty.

COLLABORATIVE
We invest in generous and diverse relationships; recognising that through shared learning our vision can become a reality.

IMAGINATIVE
We do things differently. Our visionary approach enables us to innovate, design, and deliver something new.

DRIVEN
With resilience, persitence and courage, we are committed and impatient in our pursuit of systemic change.

THE ISSUE

Human trafficking is the most widespread and fastest growing crime in the world, affecting approximately 40.3 million people annually, 10 million of whom are children. In order to function it needs to recruit 8 million people annually. It is estimated that traffickers are annually making in excess of 240 million dollars. Modern Slavery and human trafficking are currently seen as a low risk and high benefit crime, creating an environment in which it is thriving.

STOP THE TRAFFIK'S RESPONSE TO HUMAN TRAFFICKING

STOP THE TRAFFIK **has an intelligence-led approach** to modern slavery and human trafficking prevention. Our solutions are grounded in people, technology and collaboration. We pride ourselves on our extensive range of partners, which include NGOs, businesses, governments and law enforcement.

Our work is based on the collaboration and sharing of information with partners, together we are **building a global picture of human trafficking**. This global picture shows hotspots and trends of trafficking instances and allows us to extract meaningful insights that we then **use to target our action**, in order to prevent people being trafficked in communities around the world.

STOP THE TRAFFIK'S STRATEGIC PRIORITIES

REDUCE RECRUITMENT

Empowering individuals and organisations, making it harder to recruit people into exploitation

DISRUPT MONEY FLOWS

Delivering critical information to financial institutions to enable them to identify and tackle trafficking activity.

REDUCE DEMAND

Collaborating with businesses to eradicate exploitation from supply chains

STOP THE TRAFFIK THEORY OF CHANGE:
CREATING A WORLD WHERE PEOPLE AREN'T BOUGHT AND SOLD

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THE SOLUTION: HIGH LEVELS OF RISK TO TRAFFICKERS, AND HUMAN TRAFFICKING CANNOT HAPPEN
Through systemic disruption, we can create a world where the business of human trafficking is too risky for human traffickers to make a living. We can achieve this through cross-sector collaboration and by challenging the systems and beliefs that allow trafficking to exist.

A — **RECRUITMENT REDUCED**
By empowering communities, we make it harder to recruit people in order to exploit them.

B — **MONEY FLOWS ARE DISRUPTED**
We discover typologies and spot traffickers through their financial behaviour.

C — **DEMAND FOR EXPLOITATION REDUCED**
We collaborate with businesses to eradicate human trafficking from supply chains.

OUR FOUR TYPES OF CHANGE

1 — INCREASED PERCEPTION OF RISK
We help people and organisations to become aware of the specific human trafficking risks they may face.

2 — GAINED KNOWLEDGE
People know where to go for support, or how to respond if they encounter exploitation.
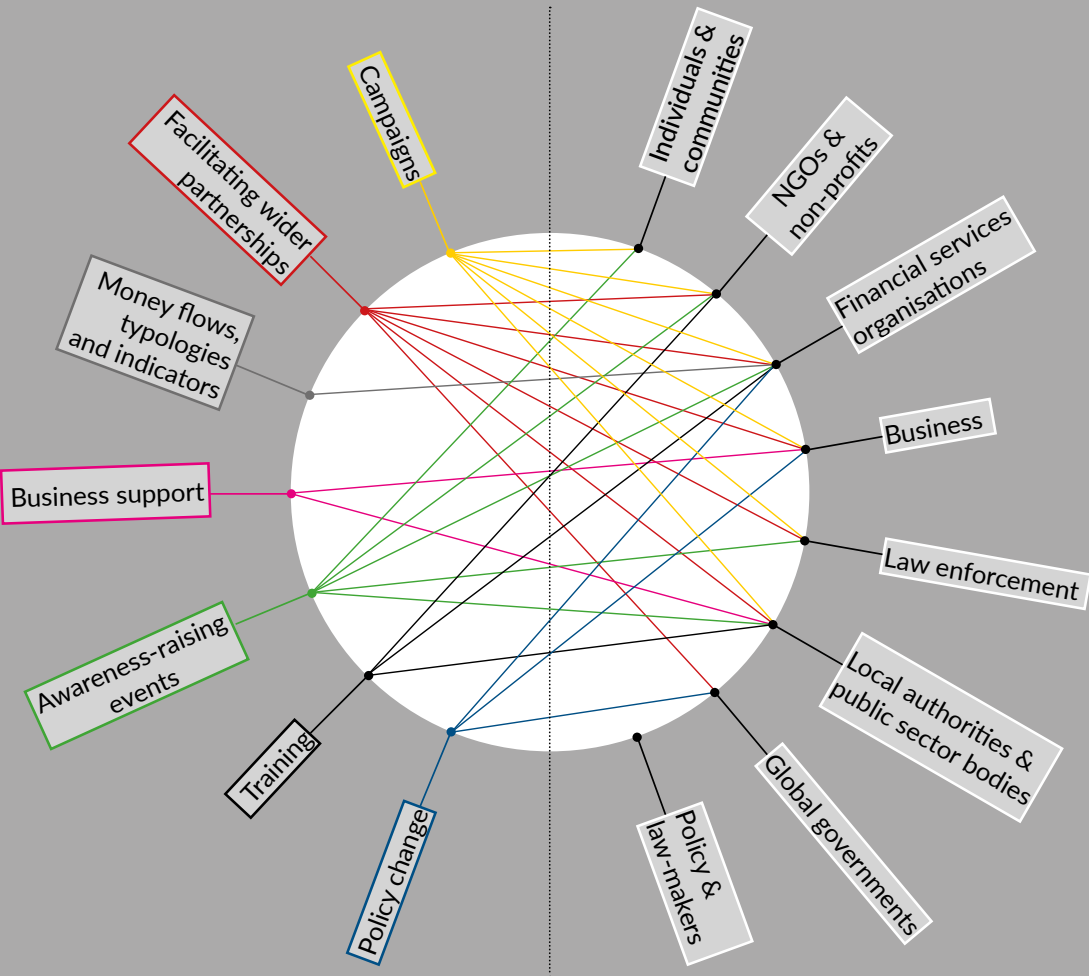
3 — ADOPTED PREVENTATIVE BEHAVIOUR
Through awareness of risk, people ask the right questions to keep themselves safe.

4 — CHANGED APPROACH
Organisations adopt preventative policies and practice, and engage in cross-sector collaborative work.


WHAT WE DO

WHO WE WORK WITH

What we do:
- Campaigns
- Facilitating wider partnerships
- Money flows, typologies and indicators
- Business support
- Awareness-raising events
- Training
- Policy change

Who we work with:
- Individuals & communities
- NGOs & non-profits
- Financial services organisations
- Business
- Law enforcement
- Local authorities & public sector bodies
- Global governments
- Policy & law-makers

OUR MODEL

LEARN — PARTNERSHIP — COLLECT — ANALYSE — SHARE — APPLY

LEARN: STT's continuous learning practice is embedded into all its activities through a participatory framework.

APPLY: STT and partners create interventions which disrupt and prevent trafficking.

SHARE: shares data and intelligence insights with over 100 partners from more than 15 countries
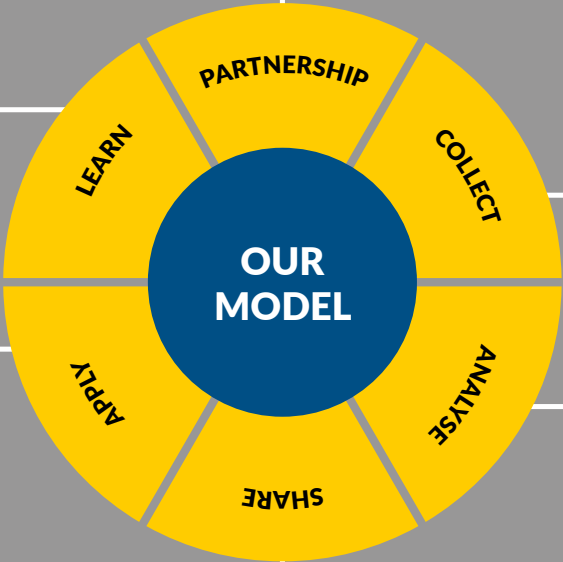
PARTNERSHIP: sustainable change can only take place through a model of partnership across the whole ecosystem of stakeholders.

COLLECT: data from partners, open-source, and STT's own collection. Includes demographics, source and destination, recruitment and control methods.

ANALYSE: to identify insights, hotspots and trends ready to be put into action. To date from 122 countries.

A — **RECRUITMENT**
Human trafficking is a global business with an annual recruitment requirement of ≈8million people.

B — **MONEY**
Traffickers are making in excess of $240billion in profit per year.

C — **DEMAND**
Human trafficking is a fast-growing industry, with high demand for cheap services and labour.

THE PROBLEM: LOW LEVELS OF RISK TO TRAFFICKERS, AND HUMAN TRAFFICKING IS HIDDEN IN PLAIN SIGHT
Right now, human trafficking is a low-risk business, which allows it to grow. It is easy to recruit people to exploit, easy to make money, and demand for cheap services and labour is extremely high. To cut the traffickers off at source, and keep potential victims safe, we need to disrupt and dismantle the business of human trafficking.

STOP THE TRAFFIK WAY OF WORKING

STOP THE TRAFFIK is an agile project based organisation with matrix style of management. There will be occasions where project officers are deployed into other project teams. Therefore, the successful candidate will be driven to expand their skill set in other areas, such as business, communications and learning, in order to support STOP THE TRAFFIK to achieve their objectives.

STT works largely within project teams and is a matrix organisation. In the role of project officer, you may be responsible for several different deliverables across different projects. An example of this structure and way of working is as follows *'Alex is a project officer who had previous experience working in data analytics, in STT Alex is line managed by the Analytical project manager. Alex is working across 6 different projects, 3 of which their line manager is responsible for, 2 are managed by other project managers and 1 project is supporting the Head of Research and Intelligence on data related to STT internal processes. In this way Alex's analytical skills are used across STT deliverables such as community campaigns, business consultancy and intelligence reports. Alex is also being upskilled by a project officer from another project team whose background is in digital communications so Alex can support on this in the projects he is working on.'*

THANK YOU