

## FREQUENTLY ASKED QUESTIONS (FAQ)

### Schoemaker-Sustainalytics Business and Human Rights Student Competition

#### 1. What is the Schoemaker – Sustainalytics Student Competition?

The Schoemaker-Sustainalytics Student Competition on Business and Human Rights is a joint initiative between Sustainalytics and the Netherlands Committee of Jurists for Human Rights (NJCM). The initiative pays tribute to Daan Schoemaker, who passed away unexpectedly in 2012. Schoemaker was a business and human rights specialist at Sustainalytics and served on the board of the NJCM. His 2011 research and analysis of the Ruggie Principles was recently part of the Harvard Kennedy School's course module on Corporate Social Responsibility, taught by Professor Ruggie himself. This initiative was established to create opportunities for motivated students interested in pursuing a career in business and human rights.

#### 2. When did the competition launch?

The student competition launched in 2014 and is held bi-annually.

#### 3. Tell me more about the Netherlands Committee of Jurists for Human Rights (NJCM).

The NJCM is the Dutch section of the International Commission of Jurists (ICJ). The organization was founded in 1974 in Leiden, where it still has its seat. As a national section of the ICJ, the NJCM seeks to promote and protect human rights in the Netherlands. The NJCM has about 1,000 members, mostly jurists but also students and others (including legal entities) who are interested in human rights. For more information on NJCM, please click [here](#).

#### 4. Who is the competition for?

The competition is open to all current students of a master's level university education, of which at least a component was completed in the Netherlands. Applicants must also be registered as a student at an EU educational institution for the duration of the internship.

#### 5. When does the competition open and close?

Typically, the competition for the new year is announced in December. Interested students will have until mid February to submit their proposals to NJCM. The winner is selected by the beginning of April. All relevant dates and deadlines will be confirmed prior to the announcement of the next competition.

6. What are the parameters for the competition? Students who fulfil the criteria mentioned above may submit a proposal for an essay in the area of business and human rights. The proposal must be written in English and no longer than 500 words. Students are asked to outline the main topic of the essay, its relevance to the field of business and human rights, and the proposed research methods. All submissions should be accompanied by proof of registration at an EU educational institution, a curriculum vitae and the name and contact details of an academic reference. Submissions must be sent in digital format. Once selected, the essay on the winning proposal, must be written in English and be

between 4,000 and 6,000 words. Further, the essay must be completed during the internship with Sustainalytics and address the topic of business and human rights.

### **7. What is the procedure for reviewing the submissions?**

NJCM will acknowledge receipt of the essay proposals specified within 14 working days of receipt. A pre-selection of proposals will be made, based on whether these satisfy the criteria mentioned above. If more than 10 proposals are submitted that satisfy these criteria, NJCM will make a shortlist of 10 candidates on the basis of the following criteria: originality of the research topic, relevance to the area of business and human rights, quality and academic level of the proposal, and degree of innovative insight. A committee of three to five experts from NJCM's membership base, including one representative from Sustainalytics, will assess the proposals that were shortlisted. The committee will present the top three proposals to Sustainalytics for a final assessment round. The top three candidates will then receive notification. The three candidates shortlisted will be invited to present their proposals to a Sustainalytics' Selection Committee. In addition to the criteria mentioned above, a subjective assessment of the candidates' motivation, skills and passion for sustainability and human rights will form part of the assessment. References may be contacted at this stage. Sustainalytics will inform the winning candidate and communicate the news to all the applicants. For additional information on the candidate selection procedure, please click [here](#).

### **8. What is the award for winning the competition?**

The winning candidate will be granted an internship at Sustainalytics' headquarters in Amsterdam for a three-tofour-month period. During the internship, the winning candidate will be involved in Sustainalytics' activities in the area of ESG research, with a focus on business and human rights. The selected candidate will also be given the opportunity to complete their essay. The candidate will receive a stipend in accordance with the regulations of the applicable Sustainalytics office. For more information on the award, please click [here](#).

### **9. Does Sustainalytics have similar student competitions?**

The Schoemaker-Sustainalytics Student Competition on Business and Human Rights is currently the only such competition run by Sustainalytics.

### **10. How can I learn more about internships at Sustainalytics? Are the company's internships paid?**

Sustainalytics offers a number of paid internship positions across all of its office globally. Although these positions may be offered at any time during the year, the starting dates for this positions tend to be concentrated at the beginning of the calendar year and during the summer.

All internship positions are posted on the Sustainalytics website at [www.sustainalytics.com/careers](http://www.sustainalytics.com/careers). For more information on Sustainalytics' global internship program, please email [careers@sustainalytics.com](mailto:careers@sustainalytics.com). If you have any additional questions about the requirements for the Schoemaker-Sustainalytics Student Competition on Business and Human Rights, please email NJCM at [NJCM@law.leidenuniv.nl](mailto:NJCM@law.leidenuniv.nl) or go to [www.NJCM.nl](http://www.NJCM.nl).