

Faris Natour

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EXPERIENCE

Business for Social Responsibility (BSR), www.bsr.org

Director, Human Rights, San Francisco (May 2011 – Present)

- Built BSR's human rights practice from a single expert into a global practice with a core team of seven staff, a global community of practice and close to \$2million in annual revenue from collaborative initiatives, and strategy consulting.
- Clients include AstraZeneca, Barrick Gold, Disney, Cisco, GE, GlaxoSmithKline, Hewlett Packard, Hyatt, Johnson & Johnson, Microsoft, Novo Nordisk, Pepsi, Pfizer, Rio Tinto, Starwood and Teck.
- Member of BSR Operations Committee overseeing budgets, staffing, recruiting, and operational effectiveness
- Manage BSR's Global Business Development Task Force driving sales and profitability across BSR's industry practices and regions
- Increased awareness and management of human rights impacts among Fortune 500 companies through executive training workshops in the U.S., Asia, and the Middle East.
- Managing a global team of seven staff in four offices.
- Managed BSR's relationship with the UN Global Compact and other UN agencies.

Director, Research & Innovation, Washington DC, (July 2008 – May 2011)

- Led BSR's research department through a transition from a team of issue-focused researchers to an integrated, global research function focused on a common vision based on BSR's theory of change.
- Responsible for member communications and developing the annual BSR Report, highlighting BSR's impact, sustainability performance and project work.
- Led several collaborations with BSR's Advisory Services group to disseminate lessons and findings from consulting projects around the world
- Led grant funded project to build awareness and capability in corporate responsibility in Saudi Arabia

Senior Manager/Director, BSR Europe, Paris/Munich (March 2007 – June 2008)

- Responsible for developing and growing BSR's Europe division, designing BSR's European market strategy, hiring and managing junior staff, and representing BSR in the social and environmental communities in Europe.
- Turned BSR's Europe office from a two-person outpost to a successful, globally integrated, client-oriented five-person sustainable business consulting team by developing and implementing a twelve-month strategy to improve morale, strengthen communications, establish a client-focused culture, and grow revenue, client base, corporate membership and expert staff.
- Presented on sustainable business management to corporate executives, managers, non-profit leaders, workers and students around the world.
- Trained in media relations as one of eight official BSR spokespeople.

Manager, Advisory Services, Pharmaceuticals & ICT San Francisco (August 2005 - March 2007)

- Advised Fortune 500 companies in the pharmaceutical, healthcare and ICT sectors on sustainability and human rights strategy, stakeholder engagement, materiality assessment and social and environmental performance reporting.
- Managed relationships with BSR member companies in the US and Europe, recruited new BSR member companies and achieved retention rates above 90%.

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EDUCATION

George Washington University Law School, Washington, DC (August 2000 – May 2001)
Master of Laws (LL.M.) in International and Comparative Law, May 2001. Graduated with Highest Honors. Focus on human rights law and international trade law.

Universität Regensburg Law School, Regensburg, Germany (November 1993 – July 2000)
J.D. (Erstes Juristisches Staatsexamen), July 1999. Areas of concentration: International Law, Human Rights, Criminal Law and Procedure.

Wesleyan University, Middletown, CT (August 1995 - June 1996)
International exchange student. Coursework in psychology and sociology.

SAMPLE PUBLICATIONS

- *"Making Sense of the United Nations Global Compact Human Rights Principles"* in: "United Nations Global Compact - Achievements, Trends and Challenges", Cambridge University Press, 2010 (with Aron Cramer and Klaus Leisinger)
- *"Advancing Human Rights – Three Lessons for Business"*, The Guardian, 2013
- *"Conducting Effective Human Rights Impact Assessments"*, [BSR, 2013](#)
- *"Applying the UN Guiding Principles on Business and Human Rights to the ICT Industry"*, [BSR, 2012](#)
- *"Now What? - Three Success Factors for Translating the Corporate Responsibility to Respect into Practice"*, in BSR Leading Perspectives, Spring 2009

OTHER ATTRIBUTES AND INTERESTS

- Member of the World Economic Forum's Global Agenda Council on Human Rights
- Fluent in English and German (native language);
- Well networked in the sustainable business, human rights, social investment and international policy communities
- EU citizen (Germany) and U.S. permanent resident