Support our Social Impact in Production and Responsible Compensation Practises

Date: Starting February / March 2022 for 6 months (full time)
Contact: anne.cocquerelle@decathlon.com - lilian.meyer@decathlon.com
Location: Lille - Equipe People and Sustainable Development - Btwin Village
Contract type: Internship
Contract duration: minimum 6 months

In the Decathlon People and Sustainable Development team, you will support the strategy to implement responsible compensation practises and social impact projects across our own facilities and those of our suppliers. You will directly contribute to SUSTAINABLY make the pleasure & benefits of sports accessible to the many.

MISSION

In this journey you will:

☐ WAGE DATA COLLECTION AND BENCHMARKING AGAINST LIVING WAGES: You will lead the deployment of our wage data collection tool to collect compensation data from our entities and the entities of our suppliers across multiple countries. You will support our local teams in the deployment of this tool, be in charge of analysing data in excel, creating graphs, ensuring data quality and drawing conclusions to support the development of our responsible compensation strategy. You will work on the continuous improvement of the tool and develop training materials and webinars.

☐ LIVING WAGE DATA MANAGEMENT: You will work with multiple external providers on living wage comparisons. You will support our local teams in understanding the data provided and develop training materials. You will manage and keep up to date data files and regularly update concerned internal stakeholders.

☐ SUPPORT THE DEVELOPMENT OF OUR DIGITAL TOOLS: You will strongly contribute to the development of our digital tool in collaboration with our IT teams to measure social impact by defining data streams, data correlations, setting up standards & procedures to increase the reliability and efficiency of the data. You will ensure to give access to all stakeholders to see the project follow-up and evolution of Key Performances Indicators

☐ CONNECT: You will connect internally with all the stakeholders and externally with our service providers. You also contribute to the evolution of the people in production project.

☐ LEARN: You will learn a lot about social projects in production, in particular about responsible compensation practises and living wages.
PROFILE

To make this project a success:
- Sustainable Development and a passion for PEOPLE is your DNA.
- You are pursuing or have completed a masters degree (or equivalent) in business, economics, sustainability, sustainable development, human rights or similar topics
- You are GREAT at EXCEL and data management
- You like the challenges and like working with a multicultural network.
- You are dynamic, communicative and like working in autonomy.
- You are Fluent in English (compulsory), French is a plus
- Previous work experience is a plus
- You must be allowed to work in France

WHAT WE OFFER

- You will work on one of the most impactful and thought leading topics in social sustainability today
- A fun, young, dynamic and international working environment that will leave you with a lot of autonomy
- Competitive compensation (around 1000 Euro gross for last year master students) + contribution to public transportation cost