

FRANK SEIER

frank@frankseier.com

LinkedIn: <http://www.linkedin.com/in/frankseier>

SUMMARY

I'm a senior-level business and human rights specialist, having provided human rights management expertise, including due diligence advice and services, across a number of sectors, in Europe, Asia, Africa and North America, in private and public sectors, and consultancy, contexts. In my recent role at Novartis, I led a specialist team in the implementation of the Group's global human rights strategy and workplans for ensuring respect for human rights. Through this and previous roles, I have been engaged in a wide variety of on-the-ground due diligence procedures, including risk scoping, impact assessment, supplier auditing, corrective action plan development, training and capacity-building, and performance reporting. As a former practicing lawyer, I bring a strong background in indigenous rights and environmental law to my business and human rights work. I continue to seek new challenges in this rapidly evolving and exciting field.

KEY COMPETENCIES

Human Rights Program Management

Leading/managing teams in the development and implementation of corporate human rights management programs.

Pharmaceuticals
2018/20

Human Rights Due Diligence

Group-level human rights strategy development, including due diligence, compliance monitoring and reporting processes.

Pharmaceuticals:
Forestry: 2015/20

Development of methodologies, field implementation and report preparation of Human Rights Impact Assessments (HRIAs), in accordance with the UN Guiding Principles on Business and Human Rights (UNGPs).

Mining: Mozambique,
2012
Forestry: Pakistan,
China, 2014/18

Development of methodologies, training of field researchers, research analysis and reporting of sector-wide impact assessments.

Oil & gas and
tourism: Myanmar,
2013

Grievance Mechanisms and Conflict Resolution

Development of operational-level community grievance mechanisms and implementation procedures for indigenous community contexts.

Mining: Bolivia,
2011/12

Human Rights Training

Preparation of training materials and delivery of courses on human rights standards, due diligence and impact assessment.

Oil & gas: USA, 2013
Various: Japan, 2012

Development of sectoral operational guidance for the integration of human rights into existing risk and impact assessment processes.

Oil & gas: co-
authored with
IPIECA, 2013

Research, Analysis and Writing

Strong research skills and ability to analyze and synthesize complex presentations.

PROFESSIONAL EXPERIENCE

Head of Human Rights / Senior Advisor Human Rights & Third Party Risk Management

September 2018 – May 2021

Novartis AG (Basel, Switzerland)

- Developed the Group's first global Human Rights Strategy.
- Recruited and led a specialist team in the development and implementation of annual human rights due diligence workplans.
- Integrated human rights into supplier labor rights risk management processes, including governance documents and due diligence processes.
- Updated the Group's Human Rights Policy.
- Integrated human rights into development of Group diversity and inclusion policies and strategies on LGBTI and disabled associates' rights.
- Initiated and supported implementation of sectoral collective action supply chain initiatives.
- Prepared the Group's UK and Australia Modern Slavery Statements.

Head of Human Rights & Social Affairs

July 2015 – September 2018

Stora Enso (Helsinki, Finland)

- Established and led a cross functional/ divisional working group in the development of the Group's human rights strategy.
- Managed the completion and quality assurance of the Group's Human Rights Action Plan (approx. 400 actions across 93 units in 22 countries).
- Established and led a cross-functional/divisional working group in the preparation of the Group's first UK Modern Slavery Act statement.
- Prepared and presented human rights training materials to internal audiences.
- Prepared regular progress reports and briefing notes on human rights issues to the Group's Leadership Team and Board Sustainability and Ethics Committee.
- Contributed human rights-related content to quarterly and annual Sustainability Reports.
- Managed a multi-year public/private partnership with ILO on the promotion of decent work and elimination of child labor in supply chains in Pakistan.
- Participated in various supplier audits and sustainability engagements as human rights subject matter expert.
- Represented Stora Enso in regional and national business and human rights corporate roundtables (Europe, Sweden and Finland).

Senior Advisor, Human Rights & Business

May 2012 – October 2014

Danish Institute for Human Rights (Copenhagen, Denmark)

- Provided human rights due diligence advice and services to multi-national enterprises across various sectors (primarily oil & gas, mining, forestry).

Business & Human Rights Advisor

Various periods 2009 – 2015

Right2Respect (Business and Human Rights Advisors)

- Founded Right2Respect, a business and human rights consultancy assisting extractive sector companies to comply with the UNGPs.
- Led the implementation of a human rights self-assessment of paperboard mill, in northern Pakistan. Coached staff and quality-assured their work. Conducted an independent field reconnaissance and human rights impact scoping.
- Led the development of a project-level grievance mechanism and multi-stakeholder engagement model for a major mining project in Bolivia. Consulted affected communities and other stakeholders to adapt procedures to on-the-ground realities.

- Provided human rights training and advice on methodology design of a human rights impact assessment of a major coalmine in northeastern Colombia.

Senior Advisor, Territorial Management **October 2003 – July 2005**

SNV (Netherlands) International Development Agency (Santa Cruz, Bolivia)

- Trained indigenous organizations on planning and management of communal territories and development of sustainable natural resource use regulations.

Lawyer, Legal Advisor **Various periods 1992 – 2003**

Seier & Associates; and Ratcliff & Company (Vancouver, Canada)

- Provided legal advice and representation to indigenous groups on indigenous rights, environmental law, land claims negotiations, and natural resource conflict resolution.
- Represented clients in fisheries prosecutions, land and resource use planning and management issues and negotiation of land claims.

Land Claims Negotiator **March 1994 – December 1999**

Ministry of Aboriginal Affairs (Victoria, Canada)

- Negotiated comprehensive land claim agreements between indigenous peoples and national/regional governments, including use and management of land and natural resources, law-making authority, taxation and resource revenue sharing, etc.
- Directed the development and implementation of negotiation strategies.
- Drafted complex legal agreements for inclusion in comprehensive settlement offers.
- Established and fostered effective multi-party working relationships.

EDUCATION

Degree/Diplomas

- Master of Laws (LLM) with specialization in International Human Rights, University of Toronto, Toronto, Canada: [September 2007 – April 2008](#)
- Bachelor of Laws (LLB/J.D.), University of Victoria, Victoria, Canada: [September 1989 – May 1992](#)
- Bachelor of Science (Forestry) course requisites for Professional Forester accreditation, University of British Columbia, Canada: [September 1987 – May 1989](#)

Certificates

- Stora Enso Pathbreakers Innovation Leadership Program, Institute for Management Development (IMD), Switzerland: [July 2017](#)
- Resettlement and Livelihoods, InterSocial Consulting (IAIA Special Symposium): [October 2014](#)
- Social Impact Assessment, Community Insights Group (IAIA): [May 2012](#)
- International Humanitarian Law, International Committee of the Red Cross and University of Ottawa, Canada: [June 2008](#)
- Conflict Resolution (Negotiation Specialization), Justice Institute of British Columbia, Canada: [Part-time 1995 – 2007](#)

LANGUAGE SKILLS

- English: mother tongue
- Spanish: professional-level
- Portuguese and German: basic-level