

IRMA Overview

Mining is a complex and intensive process that causes environmental and social change no matter where it occurs. The Initiative for Responsible Mining Assurance (IRMA) envisions a world in which the mining industry respects human rights and the aspirations of affected communities; provides safe, healthy and respectful workplaces; avoids or minimizes harm to the environment; and leaves positive legacies.

Founded in 2006 by a coalition of nongovernment organizations, affected communities, mining companies, trade unions, and businesses using minerals and metals in their products, IRMA has developed a set of standards and a third-party independent verification system to measure social and environmental performance at mine sites.

In June 2018, following two global public consultation periods on earlier drafts, IRMA released the *Standard for Responsible Mining* version 1.0 (“IRMA Mining Standard”). The IRMA Mining Standard is a comprehensive document with 26 chapters covering issues under the broad categories of business integrity, planning for positive legacies, and social and environmental responsibility. It is now the world’s most comprehensive and rigorous shared definition of best practices for industrial-scale mining. It is also the only standard for this industry equitably led by affected communities, labor unions and NGOs working alongside private sector leaders.

IRMA’s *Standard for Responsible Mining* serves as the basis of a voluntary system offering independent third-party assessment and certification of environmental and social performance measures at industrial-scale mine sites around the world. In late 2019 and early 2020, IRMA-approved independent Certification Bodies carried out the first audits of mines against the IRMA Mining Standard. In 2021, six more mines commenced the independent assessment process.

Terms of Reference for Expert Working Group Members

IRMA seeks to align with best practices in standard-setting, such as those outlined in the ISEAL Alliance [Codes of Good Practice](#). As such, IRMA has committed to reviewing and revising its standards every 3 to 5 years.

Based on learning from the first IRMA assessments, as well as comparisons with other standards and attention to evolving environmental and social best practices in the mining sphere, IRMA is ready to embark on the revision of the *IRMA Standard for Responsible Mining* version 1.0.

As part of this process, IRMA will be convening expert working groups on a series of topics that have been identified by the IRMA Secretariat and Board of Directors as requiring multi-stakeholder discussion to guide appropriate revisions to the IRMA Mining Standard.

We have selected topics for expert working groups based on common questions and challenges that arose during audits, as well as recognition that best practices and stakeholder expectations in some areas have evolved beyond what was agreed when the IRMA Mining Standard was published in June 2018.

In populating expert working groups, IRMA will seek to reflect a balance of stakeholder sectors and interests. Expert working group members will be expected to agree to a set of principles of engagement that will uphold the integrity of the multi-stakeholder process and promote IRMA’s mission and vision.

IRMA is seeking volunteers with expertise in various topic areas related to mining to participate in multi-stakeholder working groups, with the intention of developing recommendations on revisions to the IRMA Mining Standard. See Appendix 1 for the list of working groups and potential discussion topics.

Qualifications

Ideal candidates will have:

- Demonstrated expertise (academic, work-based, lived experiences) on the topics being discussed
- Ability to participate in respectful conversations with those whose opinions may differ from one's own
- Willingness to work creatively toward multi-stakeholder, consensus-based solutions
- Proficiency in English, if possible (although, if necessary, in order to find balanced representation on the committees, IRMA may be able to provide translators)
- A reliable internet, or phone connection. At the present time, due to continued COVID-19 restrictions, it is not expected that any in-person meetings will be held. All meetings will be on Zoom.

Scope of work

Working group members will be expected to review the relevant chapter(s) of the IRMA Mining Standard, including Guidance materials, and review the various discussion questions being posed prior to each working group meeting.

→ **Estimated preparation time:** 2 hours initial, and 30 minutes to an hour prior to each meeting.

There will be a series of working group meetings held on each topic. The number of meetings will vary, based on the complexity of the issues to be addressed, and the evolution of the multi-stakeholder discussions. After working group members have been selected, IRMA Secretariat will work with them to schedule the calls, aiming, if possible, to hold meetings on a consistent day of the week and time of day. However, depending on the global locations of the working group members, some flexibility in scheduling may be needed to accommodate all members.

→ **Estimated number of meetings:** Most likely between 2 and 6, depending on the topic area. Meetings will take place beginning in April 2022, and may extend into May or June, depending on availability of working group members and number of meetings required.

→ **Length of working group meetings:** Each working group meeting will be approximately 1 hour, unless participants in a group agree that they prefer longer sessions.

Remuneration

Expert working groups within IRMA are typically populated on a volunteer basis. However, if required to balance multi-stakeholder interests, stipends or honoraria may be offered to experts representing the community, NGO, or labor sectors. Requests for remuneration will be handled on a case-by-case basis.

How to Apply

Please submit a letter of interest, outlining which particular working group(s) best fit your expertise and interests (working groups are listed in Appendix 1). Also include a CV/resume or supporting documentation of experience and expertise. References are welcome, but not necessary.

Send letters of interest to info@responsiblemining.net, with Expert Working Group in the subject line.

We will confirm receipt of all applications by e-mail. However, we will only follow up with candidates who have been selected to participate in a working group.

Application deadline:

11 March 2022

Appendix 1

List of working group topics:

- Conflict-Affected and High-Risk Areas (and OECD Due Diligence)
- Resettlement (especially for historic resettlement activities)
- Indigenous peoples' rights and Free, Prior and Informed Consent (especially expectations at existing mines)
- Mining and Gender Equality
- Greenhouse Gas Emissions, Energy and Climate Change
- Occupational Health and Safety
- Planning and Financing Reclamation and Closure (in particular, Financial Assurance)
- Water
- Waste and Materials Management (in particular, tailings and integration with the Global Industry Standard for Tailings Management)
- Mining and Circularity