

The Better Cotton Initiative is looking for a Program Officer to support the successful implementation of Better Cotton Projects in India. The candidate is expected to bring his/her Cotton Cultivation/ Sustainable Agriculture expertise to BCI and its partners.



Background

Cotton is one of the most important and widely grown crops in the world, and with more than 90% of cotton farmers living in developing countries, cotton production is fundamental to the livelihoods of millions of poor farmers and workers. However, current cotton growing methods need to change as they are placing unsustainable levels of stress on the environment and the people who produce it. Change means using fewer pesticides, managing water more efficiently, improving soil health and bio-diversity, enhancing fibre quality, and improving the welfare of farm workers.

BCI exists to make global cotton production better for the people who produce it, better for the environment it grows in and better for the sector's future.

BCI works with a diverse range of stakeholders to promote measurable and continuing improvements for the environment, farming communities and the economies of cotton producing areas.

BCI aims to transform cotton production worldwide by developing Better Cotton as a sustainable mainstream commodity.

BCI's specific aims are to

1. Reduce the environmental impact of cotton production
2. Improve livelihoods and economic development in cotton producing areas
3. Improve commitment to and flow of Better Cotton throughout the supply chain

4. Ensure the credibility and sustainability of the Better Cotton Initiative

Building on the success to date where Better Cotton does create positive changes for farming communities, and is being bought by BCI retailer and brand members, BCI has set ambitious targets for the future, increasing Better Cotton volume production 8-fold by 2015 and 26-fold by 2020.

Our experience has taught us that the cotton market cannot be left to itself to make the changes happen. Our model for market transformation is based on focused, manageable activities by BCI itself and clear roles for other supply chain actors, partners and governments. Working with our members and partners, BCI will focus on the key drivers at both ends of the supply chain – supply creation/push and demand generation/pull.

Our Strategic Principles

- » BCI is focused on effecting change
- » BCI is firmly based on the traceability of Better Cotton
- » Credibility and the multi-stakeholder nature are crucial to BCI
- » Demand for Better Cotton is key to funding and influence
- » BCI enables evidence-based communication within a clear framework
- » BCI does not set a premium and pricing is a function of the market.

2015 Global Targets

Specific Aim	Global Indicator	2015 Target
Reduce the environmental impact of cotton production	Better Cotton hectares under cultivation	2 million
Improve livelihoods & economic development in cotton producing areas	Number of Better Cotton farmers	1 million
Increase commitment to and flow of BC throughout the supply chain	Volume of Better Cotton bought by spinners	1.5 million
Ensure organisational credibility and sustainability of BCI	Earned income as % of global costs	75%

Program Officer: India

Job Announcement



Job Description

Under the line management of the India Country Manager and the supervision of the M&E Manager based in Geneva, the Program Officer will facilitate information flows, ensure timely reporting of partners and members, manage online databases, monitor the activities of Producer Units and support the evaluation of projects. The Program Officer will take active lead in the training of Implementing Partners.

Responsibilities

Policy Engagement

- » Assist on national policy engagement with the aim to embed Better Cotton and assist in the development of a long-term strategy for its continued growth in the country.

Implementing Partner Management

- » Review performance of Implementing Partners in the field, providing training and guidance as and when necessary and be involved in their capacity building.
- » Conduct, and report on, credibility checks on Producer Units (PUs) to identify areas for improvement as well as specific needs and to collect evidence on PUs eligibility to Better Cotton licenses, in order to ensure the credibility of the Better Cotton fibre.
- » The Program Officer will frequently be travelling to project location during the growing season and harvest to conduct credibility checks.

Information Management

- » Collect national guidance material developed by BCI Implementing Partners, stories from the field and best practices in order to foster learning between partners
- » Manage result indicator data to ensure that the data used for analysis is of the best quality possible
- » Support the analysis of agronomic and economic data, to ensure accurate referencing to regional contexts
- » Share data analysis with partners to facilitate learning and encourage the continuous improvement of participating farmers.

Beyond these specific responsibilities, the Program Officer is expected to collaborate on activities as agreed with the India Country Manager and the M&E Manager.

Profile

To be successful, candidates for the Program Officer role will have the following attributes:

Experience
<i>Essential</i>
At least 3 years' working experience
Experience working as part of a team
Experience in policy analysis and/or government engagement
Experience managing projects in rural settings
Experience in managing information and data
<i>Desirable</i>
Experience in cotton farming
Experience working in agriculture
Experience in Monitoring and Evaluation
Skills & Knowledge
<i>Essential</i>
University degree, or equivalent higher education qualification, in a relevant field
Demonstrated interest in sustainability and international development
Excellent analytical and problem solving skills with a proactive approach to finding and

Program Officer: India

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proposing solutions to challenges
Fluent in English and Hindi – ability to communicate clearly and concisely
IT literacy, to include: Word; PowerPoint; Excel; Outlook
Excellent organisational skills and capacity to handle a set of different priorities
Willingness to frequently travel and to carry out administrative tasks
Knowledge in cotton production
Good understanding of basic statistics
<i>Desirable</i>
Objective and meticulous professional with the ability to multitask
Academic background in rural/agricultural development and sustainability
Understanding of Decent Work principles in the context of India
Knowledge of Punjabi, Gujarati, Marathi; Telugu would help

Working arrangements

The successful candidate will report to the India Country Manager. The position is full-time (40 hours per week). The BCI India office is located in Delhi (Jasola). The successful candidate will receive a three-year contract, with a 3-month initial trial period. Frequent travel to cotton-growing states and regions will be required. The Program Officer will be travelling to production sites most of the time two months before and after the beginning of harvest.

Applications

The BCI is an equal opportunities employer, and is committed to good practice and transparency in the management of natural, human, and financial resources.

Interested applicants with the required attributes are asked to send, in English, a detailed CV and a brief motivation letter (2 pages maximum) to BCI by email at: jyoti.jha@bettercotton.org

Application deadline: 28.02.15

We thank all applicants for their interest; however, only candidates short-listed for a telephone interview will be contacted.

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