

# PU Manager Qualifications And Competencies

## PRODUCER UNIT (PU) AND PU MANAGER

### Qualifications:

- » Pass BCI PU manager course every 3-5 years
- » Pass BCI PU manager refresher training as specified by BCI
- » Desirable: Technical knowledge of agricultural production techniques

### Competencies

#### Better Cotton Principles and Criteria

To be able to:

- » Describe the intent and requirements of the Better Cotton Principles and Criteria
- » Demonstrate a clear understanding of the local context in which the PU operates, including:
  - How this affects the implementation of the Principles and Criteria
  - The identification of key challenges and risks to complying with the Principles and Criteria
  - Using this understanding to identify hotspots and prioritise intervention actions to address these
  - Identify training requirements for each season in line with the Continuous Improvement Planning process
- » Assess PUs' compliance with the core and improvement indicators as part of the internal monitoring and self-assessment processes
- » Identify and address issues/risks associated with potential non-compliance.
- » Understand management system principles and their implementation to successfully manage a PU

### Training / Facilitation Skills

To be able to:

- » Demonstrate a variety of training and facilitation techniques to increase farmers' awareness and understanding of improved practices as well as enabling them to implement these practices
- » Adapt the necessary training material from various sources for delivery to field facilitators and farmers (with support from the Implementing Partner) to ensure that field facilitators and farmers understand the intent of the Principles and Criteria to provide the basis for farmers to adopt improved practices.
- » Adapt the necessary training material from various sources for delivery to farm workers on all relevant aspects of Decent Work

### Auditing Skills

- » Apply appropriate management system audit principles, procedures and techniques to the planning and execution of the internal assessment of a sample of farms in the PU so that the assessments are conducted in a consistent, systematic, impartial and objective manner;
- » Conduct visual observation and surveillance in and around cotton farms and detect non-conformities with Better Cotton Principles and Criteria
- » Understand and assess the impact of factors that can affect the reliability of the findings and conclusions of the internal assessment

- » Able to set up and operate a system to collect, compile, review and report timely and accurate data from farmer to Producer Unit and to BCI, at different times during the season.

**Mechanisms for assessing competency:**

- » Examination pass
- » IP staff training records
- » Participation in field-based and/or classroom-based training organised by the IP, ideally with an assessment confirming the PU manager's understanding
- » University degree in agriculture
- » Field facilitator interviews (during the second party credibility checks??)
- » Farmer interviews during second party credibility checks or third party verification visits
- » IP performance review
- » 2PCC and 3PV reports
- » Evidence of PUs implementing improved practises