

## Regional Manager - East and Southern Africa (Consultant)

### Job Description

The consultant assigned the role of the Regional Manager for East and Southern Africa is responsible for representing, developing and overseeing the implementation of the BCI in the East and Southern Africa region. She/he will contribute to a strong recognition of Better Cotton amongst regional and national stakeholders and ultimately a significant scale-up in the number of participating Better Cotton farmers, strategic partnerships and the volumes pulled through the supply chain. This will involve creating a strategy for BCI presence in the region, developing, implementing, evaluating and improving new and existing partnerships, redefining programme objectives with organisations of strategic relevance (implementer, governments, funders, etc.), and strengthen BCI's presence within the region. The Regional Manager will work closely with the head-office Supply Team in the coordination and delivery of a Country Plans that supports the BCI 2016-2020 Strategy.

### Responsibilities

#### *Strategic Accountability*

1. Develop a regional strategic plan to support BCI global priorities. Strategy will cover implementation of the BCSS, national embedding, demand and fundraising.
2. Lead on the development and implementation of Country Plans for the region (Mozambique, South Africa, Madagascar, and eventual new countries) in collaboration with BCI Assurance Program Managers and BCI Secretariat to enable delivery of BCI's global strategy and goals.
3. Strengthen and further develop the BCI network of partners in the region and ensure BCI representation in appropriate forums
4. Support and collaborate with the BCI Standard and Assurance team on the execution of the BCI Assurance Programme.
5. Oversee and manage capacity building of partners, to ensure all parties have the capacity and capabilities to deliver on programme objectives.
6. Collaborate with the BCI Demand and Fundraising team in creating marketing and funding opportunities for Better Cotton (e.g. local value addition projects within the region). Support regional fundraising activities both for Secretariat and regional office: provide recommendations of funders, support proposals developments.
7. Ensure appropriate escalation to the Secretariat, of important risks to credibility of operations in-country.

#### *BCI Team*

8. Ensure the efficacy and integrity of BCI and Better Cotton in the region through sound recruitment, induction, management and coaching of partners, including oversight of farm monitoring and support of licensing processes, collection of results and impact data, communication of stories of best practice, and provision of referrals and training.
9. Oversee, in particular, the selection, training, and monitoring of participating gins and other suppliers and manufacturers, on the use of the Better Cotton Traceability System.
10. Take responsibility for sharing knowledge from the country programs to build on best practice and facilitate the transfer to other BCI country partners in Africa and around the globe.
11. Contribute as required to the development of global programme team, by providing ideas to improve ways of working, sharing knowledge and building the reputation of the BCI as a leading organisation in both the textile and sustainable agriculture sectors.
12. Line manage in-country staff, work closely with the West Africa Regional Manager.

#### *External Representation*

13. Represent BCI in the region and globally- if required- to ensure that BCI maintains a credible status and a solid reputation across the cotton sector.

14. Contribute to written materials, video messages and other front-line communication pieces in order to build BCI and Better Cotton into a well-known and respected standard in Africa and globally.

#### *Financial Accountability*

15. Oversee budget expenditure, and associated reporting, ensuring efficient and effective use of financial resources nationally.
16. Oversee, as required, monitoring of project costs by Implementing and Strategic Partners. Be the focal point for the BCI Growth and Innovation Fund application process for East and Southern Africa.

Beyond these specific responsibilities the Regional Manager is expected to collaborate on activities as agreed with the Secretariat representative.

### Working Arrangements

The consultant appointed to this role will report to the BCI Head of Partnerships, based in Geneva.

Salary: commensurate with experience.

The consultancy role is estimated to require approximately 40 hours per week, and will be home-based or in a co-working space in a country of operation. The consultancy contract will be for an initial twelve-month fixed term, with extension possible. This contract is a local contract and BCI is not able to cover any relocation or expatriation expenses.

The consultant is expected to attend special events and meeting, some of which may occur in the evenings or weekends. Frequent travel within the region will be required (>30%).

### Profile

To be successful, candidates for the Regional Manager role will have the following attributes:

Experience
<b>Essential</b>
At least 10 years' working experience in programme and project design and management
At least 5 years' experience working in a similar role in an African country
Track record of effective and successful partnership development and management, including process management and monitoring of performance
Proven work experience in the agricultural sector and value chains in East and Southern Africa, cash crops preferred
Proven results in managing fundraising activities and a wide network of partners
Demonstrated results in conducting negotiation with high level partners and governments
<b>Desirable</b>
Experience of working in both international organizations /NGOs and private sector
Experience in cotton production and textile sector
Skills & knowledge
<b>Essential</b>
Master degree in relevant field (Agronomy, BA, international relations...) or more
Strong attention to detail, strong analytical and organizational skills
Strategic influencing and excellent interpersonal, facilitation and negotiation skills, with service-oriented attitude and diplomacy
Fluency in English with excellent written skills, Portuguese and French highly desirable
Advanced computer and IT skills, including excellent command of Excel and PPT, and management of project database
Flexibility, initiative, ability to work autonomously in a remote environment

Good speaker and presentation, with strong record of training delivery and conference speeches.
Strong work ethics (integrity, non-discrimination, mutual respect...)
Ability to travel extensively in sometimes difficult conditions, possession of an international driving licence
<b>Desirable</b>
Knowledge about farming community dynamics and capacity building programme
Knowledge and experience in standard setting organisations and decent work-related issues

### Applications:

Interested applicants with the required attributes are asked to send a detailed CV and a motivation letter (2 pages maximum), in English, by email to: [recruitment@bettercotton.org](mailto:recruitment@bettercotton.org), with subject = "Regional Manager – East and Southern Africa"

Application deadline: 15 January 2018

Expected start Date: ASAP

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

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