

## Job Announcement



# Director Implementation (Supply)

The Better Cotton Initiative (BCI) is an international non-profit organisation in the cotton sector. Our purpose is 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. The Director of Implementation is responsible for developing the BCI Supply Strategy and overseeing its implementation in all countries where Better Cotton is grown and countries where a recognised standard is implemented. The role is the lead for ensuring our country programmes align with the global strategy, whilst remaining relevant in the national context. Key workstreams under the Director relate to global objectives on national embedding, field-level performance, project funding and partnership management.

The Director will form part of the BCI Executive Group – responsible for providing leadership and management to the whole organisation under the direction of the CEO. The role offers the right candidate the opportunity to contribute to the shaping of BCI strategy, with plenty of room for innovation, challenges and learning.

## Responsibilities

- Lead on development of the Supply Strategy and be accountable for its delivery across all geographies, supported by Country Managers and Global Programme Managers.
- In collaboration with the appointed Fund Manager for the Better Cotton Growth & Innovation Fund (GIF), and under the leadership of the COO, provide management support to the Better Cotton GIF annual funding programme.
- Provide direction and advice on development and delivery of programmatic activities within the Country Annual Operating Plans for China, India and Pakistan
- Lead on development of Annual Implementation Plans for all other countries within the BCI Standard System.
- Lead on New Country Start-Up Processes
- In collaboration with the Director of Standards and Assurance, ensure the BCI Project Database development is fit for purpose from a user perspective
- Ensure overall credibility of the execution of field-focused capacity building activities and partnership management
- Provide line management to the Supply team and ensure all cross-functional work streams run to plan and that appropriate mechanisms are implemented to ensure effective matrix management where relevant
- Support the delivery of a balanced budget for the Better Cotton GIF and support membership and Development on securing funds
- Oversee budgets for all countries and be accountable for ensuring they are managed in accordance with BCI policy
- Actively contribute to the financial management and reporting of the organisation as a whole, in cooperation with the Executive Group and Country Managers, to ensure sound financial, human and natural resource management.

# Job Announcement

- Build and manage an effective team, in line with BCI values and the HR strategy, to ensure direct reports deliver to a high level of performance their annual and project objectives and represent BCI in a way that upholds its reputation.
- Actively enable a culture of effective matrix management across teams and across countries, through strong internal partnering processes, working patterns and behaviour in delivering the BCI Strategic Plan.
- Share responsibility for strategic planning and execution, operational decision-making and governance, in cooperation with the Executive Group, to ensure innovation and credibility for the successful delivery of BCI's long-term strategy.
- Represent and live the ethos of what BCI is to ensure leadership is consistent and reflects strong organisational culture and values.
- Support the CEO and other Directors as needed and when required, to enable continued effective delivery by the BCI organisation as a whole.
- Represent BCI in occasional high-level international forums, for example the ICA, ICAC, ISEAL, and ensure that BCI maintains a credible status and a solid reputation across the cotton sector globally.
- Contribute written materials, video messages and other front-line communication pieces in order to build BCI and Better Cotton into a well-known and respected brand within and beyond the sustainable cotton sector.


Beyond these specific responsibilities the BCI Director of Implementation is expected to collaborate on activities as agreed upon with the COO to support the delivery of the BCI Strategic Plan.

## Profile

To be successful, candidates for the Director of Implementation will have the following attributes:

Skills & knowledge
<b><i>Essential</i></b>
University degree, or equivalent higher education qualification, in a relevant field
Demonstrated interest in sustainability, international development and the cotton sector
Good understanding of the global agricultural sector
Excellent understanding of the business case for sustainable agricultural production for smallholders and large farms
Good knowledge of network and partnership management
Excellent English writing, public speaking and presentation skills
IT literacy, to include: Word; PowerPoint; Excel; Outlook
Willingness to travel frequently and to carry out administrative tasks
<b><i>Desirable</i></b>
Sound understanding of project design, management, fundraising
Trained and practiced in mediation and facilitation
Experience
<b><i>Essential</i></b>
At least 10 years' relevant work experience

# Job Announcement



At least 7 years' in a management position with responsibility for financial management and staff management
At least 5 years' experience managing remote teams
Proven ability to partner effectively internally to ensure successful completion of a program / project
Experience of working with partners across the world, in particular in Asia and Africa
Experience of strategic planning and execution working in a matrix-style organisational design
Experience of taking ownership for the credibility of a global organisations' brand and external representation
<b><i>Desirable</i></b>
Proven ability to use participatory design in groups, meetings and multi-stakeholder processes
Experience of working in both not-for-profit and profit-making organisations

## Working Arrangements

The position is full-time (40 hours per week) and will be based in the BCI Secretariat in London.

The Director of Implementation is expected to attend special events, some of which may occur in the evenings or weekends. Some travel will be required.

## Applications:

Interested applicants with the required attributes are requested to apply via Acre Job: <http://acre.com/jobs/director-of-implementation-supply/>

We thank all applicants for their interest; however only candidates eligible to work in the UK or holders of a valid work permit will be considered.

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