

TERMS OF REFERENCE

BCI Regional Programme Start-up Consultant

To build on existing country programmes and establish a coherent Better Cotton Initiative (BCI) regional presence in East and Southern Africa in support of BCI work in cotton-producing countries

(Consultancy based in an accessible central location in East Africa to work easily in the region)

BETTER COTTON INITIATIVE

The Better Cotton Initiative (BCI) — the largest cotton sustainability programme in the world — aims to reach 5 million farmers worldwide with more sustainable agricultural practices, and account for 30% of global cotton production by 2020. In less than 10 years, the Better Cotton Initiative and its Partners have supported over 1.6 million farmers in 23 countries in adopting more sustainable agricultural practices. Thanks to these efforts, Better Cotton accounts for around 15% of global cotton production. BCI is truly a joint effort, encompassing stakeholders all the way from farms to fashion brands and civil society organisations, driving the cotton sector toward sustainability. BCI aims to transform cotton production worldwide by developing Better Cotton as a sustainable mainstream commodity.

Objective

The overall objective of this role is to start up BCI East and Southern Africa Regional Office in line with the existing strategy and to support system change in cotton farming in the region – making cotton better for the people who produce it, the environment it grows in and the sector’s future. The East and Southern Africa Regional Consultant will work to establish a regional presences, working closely with the headquarters office Implementation Team in the coordination and delivery of Country Plans that support the BCI 2016-2020 Strategy.

Deliverables

At the end of the project, the consultant will have delivered:

1. The establishment of a functioning, regional presence within budget
2. Improved capacity of implementing and strategic partners in the region
3. An assessment of the viability and reliability of existing and potential strategic partners
4. Processes and team fit for purpose to support ongoing work with global team
5. Strengthened BCI presence in the region with cohesive, implementable workplans and workstreams
6. Advocacy for national embedding in at least two key countries yielding national-level in-kind and or budgetary support to local farmers accessing Better Cotton Standard System

Overall tasks and functions

This is a global project based in the designated region. The consultant will work under the guidance and direct supervision of BCI Director of Implementation, and in collaboration with the BCI global programme and country teams.

The consultant shall perform the following tasks:

- Based on BCI's regional implementation strategy, work closely with implementation and strategic partners to ensure they are equipped to deliver high quality farmer capacity building programmes.
- Design / propose an action plan to ensure capacity is built and maintained where it is not existing
- Support and collaborate with the BCI Standard and Assurance team on the execution of the BCI Assurance Programme including:
 - Training partners on BCI's Assurance Programme and related data collection and following up on its submission according to Assurance Programme deadlines
 - Planning and conducting field assessment visits throughout the season and following-up on improvement activities
- Lead on the development and implementation of Country Plans for the region (Mozambique, South Africa, Madagascar, and any new countries) in collaboration with the BCI Secretariat to enable delivery of BCI's global strategy and goals
- Overseeing existing partnership agreements with implementation partners including monitoring of assigned budget and support on funding opportunities.
- Assist Implementation partners and regional stakeholders on external communications about BCI
- 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 BCI: provide recommendations of funders, support proposals developments
- Identify risks and opportunities related to the in-country programmes and ensure appropriate escalation to the Secretariat
- Participate in, and contribute to, the ongoing development of BCI's Africa Strategy, and implementation, as part of BCI's Africa Working Group.

Methodology

The following methodology is proposed to ensure the success of the assignment:

- The consultant will have a joint briefing/inception meeting with Director of Implementation, and relevant BCI staff. The purpose of this meeting is to discuss and clarify expectations on the expected outcome and deliverables of the assignment.
- The consultant will prepare a work plan at the beginning of the assignment, with clear timelines and milestones.
- Literature review, field visits, and conversations with BCI staff, Implementing Partners, and relevant BCI members and stakeholders.
- The consultant will regularly, ideally bi-weekly, brief the project supervisor on the development of the project, including progress and challenges.
- At the end of the assignment, there will be a debriefing meeting with the project supervisor to discuss the outcome of the assignment and the way forward.

This position is expected to be based in a regional hub and the consultant will be expected to travel to country programs and BCI headquarters as needed.

Composition

The consultant will build regional operations from an existing small team of the existing regional coordinator for Southern Africa and Programme Officer and also work closely with the Aid by Trade

Foundation's Cotton Made in Africa (CmiA) programme (BCI's strategic partner for the region), and Cotton Expert House Africa (CHA).

Required qualifications

Education:

Advanced University Degree (minimum Master's Degree in sustainability, agriculture, international development or another related field).

Experience:

- 10+ years of relevant experience in East and Southern Africa
- Experience in managing and developing teams
- Demonstrated experience in planning, design, preparation, and delivery of capacity building programmes
- Knowledge and/or experience with smallholder agriculture; knowledge of cash crop production or global commodity supply chains.
- Experience with voluntary sustainability standards a plus.

Skills and Attributes:

- Entrepreneurial
- Results oriented
- Effective communicator

Language:

- Excellent proven written and spoken English
- Swahili/Portuguese/other regionally relevant language skills desirable
- Strong oral and written communication English skills

Travel:

- Must be able to travel at least one week per month equivalent. The length and locations will be determined based on available budget, identified priority areas, and capacity to support the visit by BCI country teams.

Duration

The duration of the assignment will be for 6-8 months.

Applications:

Interested applicants with the required attributes are asked to send:

1. A detailed CV (three pages maximum)
2. A work plan of the assignment, with clear timelines and milestones
3. A letter (one page maximum) detailing reasons for applying, key experience that evidences ability to deliver, and salary expectations.

By email to: recruitment@bettercotton.org with the subject "Application EAS Regional Startup Consultant" by the 19th of July 2018 midnight GMT.

We thank all applicants for their interest; however only shortlisted candidates will be contacted. BCI is an equal opportunity employer and is committed to good practice and transparency in the management of natural, human and financial resources.