

Senior Manager – Implementation

Job Advertisement

Starting date: 15th March 2020

Salary: £65,000 (*dependant on skills and experience*)

Contract: Maternity Cover (*one year*)

Location: London, United Kingdom

Application Closing date: Midnight 2nd February GMT



The Better Cotton Initiative (BCI) exists to make global cotton production better for the people who produce it, better for the environment it grows in, better for ethical consumers, and better for the sector's future. The Better Cotton Standard System (BCSS) is a pragmatic, innovative, credible and evolving system following a continuous improvement approach designed for scale and impact. It includes seven core principles across sustainable land use and decent work. There are over 3 million licensed BCI Farmers and over 1,500 BCI Members from across the cotton sector working together to promote measurable and continuing improvements for the environment, farming communities and the economies of cotton-producing areas.

We are seeking a Senior Manager-level maternity cover key components of the role of the Director of Implementation. The role would benefit from a higher level of guidance and support from BCI's COO to facilitate its success. The components included in this role are:

- Managing, supporting and providing oversight to managers and senior managers who implement the BCSS, delivered through a global team of 45+ staff across 22 Better Cotton producing countries;
- Providing leadership and management to the the global implementation team – directly for HQ staff and in a problem-solving capacity for in-country staff;
- Overseeing BCI partner relationships managed by implementation senior managers
- Under the supervision of the COO, managing development of 2030 strategy inputs by the implementation team, and in collaboration with the Standards & Assurance team on farm support, geographic model and development of impact-outcome targets; and,
- Participating as a member in the Leadership Team – BCI's cross-functional management body -- representing implementation and actioning decisions related to implementation as part of the larger organisation.

Role

Reports to: BCI Chief Operating Officer

Line manages: Senior Manger of Sustainable Farming Practice, GIZ Programme Manager, Africa Operations Manager, Head of Large Farms, and Global Programme Manager (4 staff members)

Matrix manages: Country Managers/Directors on Implementation delivery (India, China, Pakistan, USA, Turkey, Africa)

Responsibilities

Accountability and oversight of BCI global programme delivery. Includes oversight of work by programme teams around the world – both BCI country staff and strategic partners – who carry out a range of activities to deliver the BCSS. Ensuring coherent programme design done by the heads of capacity building, standards & assurance and monitoring & evaluation in concert with country management.

Global Implementation Coherence and Quality

➤ Responsible for the delivery of workstreams under the 2020 targets:

- Better Cotton and its equivalents will represent 30% of global cotton production.

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- BCI will reach and train five million cotton farmers on more sustainable practices.
 - Nine countries will take direct responsibility for funding and implementing the Better Cotton Standard.
- Ensure programming across Implementation, Standards & Assurance and Monitoring & Evaluation is implementable and balanced across core functions of capacity building, assurance and data collection.
 - Working closely with Head of Standards & Assurance, Sustainable Farming Practice Manager, Country Managers and Monitoring & Evaluation.
 - Flagging to COO any emerging risks and key new developments;
- Line manage the Sustainable Farming Practice Senior Manager, and provide feedback and oversight as needed on design and roll out of version two capacity building programme;
- Line manage the Global Programme Manager (responsible for Growth and Innovation Fund, National Embedding, and line management of Turkish and USA country managers), provide feedback and act as a sounding board as needed; and,
- Liaise with the Development team to guide their efforts (and offer implementation support) to seek and secure external funding for ongoing programmes and new countries, holding monthly meetings with development team and key implementation staff to identify suitable projects for funding proposals.
- Manage the annual planning and budgeting process for 2021 in close collaboration with the COO and relevant managers and senior managers

Partnership Oversight and Management (Implementing Partners & Strategic Partners)

Ensure BCI's partnership model delivers according to system design. BCI's Implementing Partners are key to delivery of the BCSS. Our model relies on qualified partners carrying out day-to-day activities – from training farmers in more sustainable production methods to collecting and compiling assurance indicators to enable licensing. Strategic partnerships are generally those at a country level – where the partner takes full responsibility for delivering BCSS or an equivalent, benchmarked standard system. Benchmarking the Better Cotton Standard System (BCSS) is a process which confers one-way recognition of existing, credible cotton sustainability standard systems at the country or regional level with BCSS. There is a consultancy project underway to review and review the process developed in 2013.

- Line manage the Head of Large Farms and the Africa Operations Manager – overseeing the progress and health of strategic partner relationships in new countries and existing benchmarked countries
 - Flag to COO emerging risks and key new developments;
- Review the outputs from the new benchmarking process and where necessary manage the delivering consultant;
- Review work by global team members on updating partnership tools, including implementing partner agreement templates, local partner and BCI roles and responsibilities; and,
- Assess new implementing partners proposed by Country Managers according to existing IP endorsement process.

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2030 Strategy Development

BCI is completing a five year strategic cycle at the end of 2020 and a ten year strategy for 2021-2030 is under development. In the first half of 2020 BCI will finalise a draft strategy for council approval and develop a new operating model through the course of the year.

- Manage Implementation Team contributions to 2030 strategy development:
 - Impact outcome target development;
 - Completion of outstanding inputs to the strategy chapter by programme coordinators and rest of team;
- Oversee preparatory work for implementation delivery in 2021-2030 cycle including:
 - Forward looking programme planning by Sustainable Farming Practice Senior Manager, Head of Assurance and M&E Senior Manager;
 - Farmer centricity baseline/farmer consultation workstream by Programme Coordinator (and linking this with the forward planning)

Member of BCI Leadership Team

BCI's organization management and coordination body, the Leadership Team, is made of up of BCI's COO and CEO, heads of each function (Membership, Standards & Assurance, Implementation, Communications, Finance & Admin, and Development) and the directors of the largest country programs (China, India and Pakistan). The team meets regularly to update members on new developments, coordinate on ongoing work, and evaluate proposals for changes.

- Represent Implementation perspectives, projects and needs in management and coordination discussions
- Report to the Leadership Team about progress on key projects – especially those with system wide implications
- Communicate relevant outcomes of LT meetings with Implementation team and action follow up from meetings taken in the LT forum through the implementation team.

Profile

Successful Senior Manager candidates will have the following qualifications:

Essential
8+ years experience in management
Highly skilled and effective people manager (including remote management) with proven ability to deliver great results through a strong team
Outstanding listening, written and oral communication skills
Experienced in risk management and mitigation
Ability to effectively represent the organisation in diverse contexts
A genuine interest in sustainable development or agriculture and in working to change the lives of farmers globally
Comfortable with unknowns and uncertainty in complex, fast-moving environments
Desirable
Knowledge of agriculture, sustainable development and/or sustainability standard systems
Experience working in China, India, or Africa.
Experience working in both for- and non- profit organisations
Experience working within the cotton sector

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Working arrangements

The position is full time (40 hours a week) and will be based in our office in London (possibility to recruit in alternate locations for an exceptional candidate).

BCI offers flexible scheduling, with core hours being 10am – 4pm.

Applications

Interested applicants should email a CV (2 pages maximum) and a motivational letter (1 page maximum), in English, to: recruitment@bettercotton.org by **2nd February 2020**.

We thank all applicants for their interest. Please note that due to the large volume of applications we receive, only candidates shortlisted will be contacted. **Shortlisted candidates will be required to complete an online critical thinking skills test on a rolling basis with the first round of interviews scheduled February 10-14, 2020.**

BCI is currently unable to provide sponsorship for work permits, and candidates need to have a pre-existing right to work in the location where they will be based.

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