

Coordinator Implementation Uzbekistan

October 2020

Starting date: As soon as possible and no later than 1st December 2020

Contract Type: Full-time contract for 1 year

Location: Tashkent, Uzbekistan

Application closing date: 2 November 2020



Background

Cotton is one of the most important and widely grown crops in the world, and Uzbekistan has the potential to play a key role in terms of production volumes.

The Better Cotton Initiative is a global, non-profit membership association headquartered in Geneva, Switzerland, with satellite offices in London, New Delhi, Shanghai and Lahore, and additional contract personnel in Turkey, Mozambique, and the United States. Together, they comprise the BCI Secretariat, which oversees the global implementation of the Better Cotton Standard System.

The GIZ has initiated a project on “*Sustainability and Value Added in the Uzbek Cotton Economy*”. The pilot is a multidimensional programme that targets sustainable development of the cotton and textile industry in Uzbekistan. Ultimately, the project aims to increase the volume of sustainably produced cotton. To achieve this target, the pilot is trialling the implementation of Better Cotton Standard System. Like GIZ, IFC is also trialling sustainable cotton production in Uzbekistan. BCI is working with both GIZ and IFC to support these trials and coordinate the activities at farm-level in Uzbekistan.

BCI's specific aims

- » Reduce the environmental impact of cotton production;
- » Improve livelihoods and economic development in cotton producing areas;
- » Improve commitment to and flow of Better Cotton throughout the supply chain;
- » Ensure the credibility and sustainability of the Better Cotton Initiative.

For more info, see <http://stories.bettercotton.com/2019AnnualReport/index.html>

Position Description

The position is aimed mainly to oversee and supervise the GIZ- “Sustainability and Value Added in the Uzbek Cotton Economy” project related activities and collaborate with stakeholders.

Under the supervision and line management of the BCI Regional Director for Pakistan & Central Asia and co-supervised and supported by GIZ's Country Programme Manager, the **Implementation Coordinator** will support the successful implementation of GIZ Project on Sustainability and Value Added in the Uzbek Cotton Economy. The Coordinator will provide support and guidance to GIZ and IFC Projects' Implementation team in Uzbekistan and will be responsible for coordinating with stakeholders to strengthen project activities and BCI future plans in Uzbekistan.

Key Responsibilities

Training and capacity building

The Coordinator will be responsible for working together with the teams in Pakistan and Tajikistan to provide targeted training, support, assurance and capacity building to GIZ and IFC project implementation teams in Uzbekistan. This will likely involve:

- » Working with the BCI Regional Director for Pakistan & Central Asia and GIZ to develop an overarching strategy for training and capacity building for the project, focusing on key sustainability impacts, decent work and management.
- » Helping to develop and deliver training and capacity building activities in line with the capacity building strategy. This may include outreach to local and external experts and NGOs to run 'train the trainer' activities, building and maintaining a set of guidance materials on key sustainability issues.

Assurance activities

- » Coordinating the country decent work risk assessment study, contributing to the TOR development, consultant recruitment and management.
- » Planning and overseeing the project assessment activities in line with the [BCI Assurance Model](#), adapted based on the results of the country decent work risk assessment.
- » Contributing to the development of a process for decent work assessment as part of BCI criteria.
- » Coordinating with the BCI Pakistan and Global Implementation team to ensure that the project implementation and assessment are adapted and followed in line with the Better Cotton Standard System.
- » Coordinating identification, approval, training and management of third-party verifiers.
- » Conducting or shadowing external assessment visits to assess producers and evaluate the competencies of the verifiers.

Work planning and delivery

- » Reviewing elements of the Better Cotton Standard System and country workplan based on the results of the country decent work risk assessment.
- » Coordinating adaptation and translation of relevant guidance documents and tools.
- » Managing progress against the Uzbekistan country-level workplan, including training delivery, data collection/management, and farm-level assurance activities in line with the plan.
- » Track progress against operational budgets and inform annual resourcing and budget-setting processes.

Quality oversight for Uzbekistan programme delivery

The Coordinator will be responsible for helping to ensure the overall quality of activities delivered in Uzbekistan, by:

- » Providing feedback to BCI Regional Director for Pakistan & Central Asia, BCI Global Assurance team and GIZ on progress and verifiers and suggesting strategies to address performance gaps or challenges.
- » Identify areas for improvement (related to group management as well as farmer performance) and support in implementing improvements.

- » Identifying strategic risks or issues that may affect the project activities and/or BCI programme delivery in Uzbekistan.
- » Working with the BCI Pakistan Implementation Team and the BCI global Monitoring & Evaluation Team, to ensure high-quality field-level data is being collected from the participating farmers.

Providing input into New Country Start-up processes

The Implementation Coordinator will play a key role in supporting the BCI New Country Start-Up Process, coordinating with the key national and international stakeholders:

- » Identify and engage with the national and international stakeholders, including establishing and coordinating the National Stakeholder Council, and representing BCI's views in meetings and conferences as needed.
- » Identify potential Implementing Partners, manage partner due diligence, endorsement, capacity building and performance management processes.

Team Development and support

- » Taking into consideration the potential for a BCSS in Uzbekistan, support the BCI Regional Director for Pakistan & Central Asia in developing a start-up team for Uzbekistan, including recruitment where appropriate.
- » Support BCI Regional Director for Pakistan & Central Asia line management for Programme Team in the hiring of new staff when needed.
- » Identifying skills gaps for the team members and proposing training and support strategies to address these gaps.

Other responsibilities

The Coordinator will be asked to take on various other tasks and projects as needed (and capacity permitting) including:

- » Liaising with Cotton Supply Chain actors, as necessary.
- » Providing administrative and logistical support for stakeholders and supply chain events.
- » Contributing to the development of communications material for supply chain actors, civil society organizations and partners.

Profile

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

Qualification, Skills & Knowledge
<i>Essential</i>
University degree, or equivalent higher education qualification, in a relevant field
Demonstrated expertise in decent work, including labour rights in Uzbekistan, and knowledge of best practices in social auditing
Demonstrated knowledge in the field of agriculture and cotton production technology specifically in Uzbekistan conditions.
Interest in sustainability and international development
Excellent analytical and problem-solving skills with a proactive approach to finding and proposing solutions to challenges within clearly defined boundaries.
Fluent in English, Uzbek and Russian (optional) – ability to communicate clearly and concisely
IT literacy, to include: Word; Excel; PowerPoint; outlook
Excellent organisation and capacity to handle a set of different priorities

Willingness to travel frequently and to carry out administrative tasks
Understanding of basic statistics
<i>Desirable</i>
Objective and meticulous professional with the ability to multitask.
Academic background in rural/agricultural development, sustainability and/or human rights.
Knowledge of local languages and dialects.

Experience

<i>Essential</i>
At least 5 years' work experience, with a minimum of 2 years' experience in a managerial position.
Experience in decent work standards in agriculture, monitoring/social auditing, occupational safety and health, worker interviews
Experience in the field of agriculture especially cotton production
Experience working as part of a team and managing a team.
Experience in conducting assessments and information collection from farmers and workers through direct observation and semi-structured interviews.
Experience in managing information and databases
<i>Desirable</i>
Experience in Monitoring and Evaluation.
Understanding of feedback mechanisms (for farmer/worker grievances)
Experience of working with farmers, workers and farming communities

Working arrangements

- » This is a full time (40 hours per week) position. The successful candidate will receive a one-year consultancy contract with BCI, with a 3-month initial trial period.
- » Frequent travel (especially during the months June-November) to cotton production areas in Samarkand, Tashkent and Syrdarya will be required. Travelling to the field areas may take up to 75% of the total work time, provided no safety-related travel restrictions are in place.

Applications

Interested applicants with the required attributes are asked to send, in English, a detailed CV and a brief cover letter (2 pages maximum) to BCI by email with subject "Application for Implementation Coordinator – Uzbekistan" to bci.pakistan@bettercotton.org

Application deadline: 02 November 2020

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

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