

Senior Manager: Large Farm Programmes and Partnerships

Type of contract: Depends on location

Starting date: As soon as possible

Contract Type: Depends on location.

Salary: Depends on location, \$90,000 - \$95,000 if based in US

Location: Preferably US. London, Geneva or other locations considered. Time zone must be compatible with Brazil work hours

Application

closing date: 9 am CET, Monday 8th March

Travel: The position requires travel to certain countries under your remit (approximately 3 one week long haul trips) as well as short-haul travel within Europe (approximately 4 short-haul trips).

Reports to: Director: Implementation



Description

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 the end of the 2020-21 cotton season. In under 12 years, the Better Cotton Initiative and its Partners have supported 2.3 million farmers in 23 countries. in adopting more sustainable agricultural practices. Thanks to these efforts, Better Cotton accounts for around 22% of global cotton production. We are truly a joint effort, encompassing stakeholders 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.

BCI is seeking an experienced senior manager to oversee key country level relationships in multiple countries and lead BCI's work on ensuring an attractive value proposition and engagement programme for large farms in general. The Senior Manager: Large Farm Programmes and Partnerships is directly responsible for managing relationships with BCI Strategic Partners in Australia, Brazil and Israel and contributing to select portions of the Global Implementation team annual operating plan. The successful candidate will have demonstrated knowledge of commercial-scale agricultural production and sustainability standards systems.

This challenging role offers excellent opportunities for personal and professional development, together with a competitive benefits package.

Responsibilities

Strategic direction

- Provide strategic direction for the Brazil, Australia and Israel Partnership programme, working closely with strategic partners to identify and leverage opportunities for continuous improvement and driving progress

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- Develop or continuously improve the value proposition for large-scale commercial farmers participating in their standard systems.
- Own the policies and processes determining how BCI engages with countries through strategic partnerships with holders of equivalent standard systems, including start-up, ongoing management, credibility, assurance and exit.
- Support the US Team with the development of a new strategy to respond to the evolution of the US cotton sector.

Partnership Management

- Ensure effective management of country-level partnerships per the terms of Strategic Partner Agreements and BCI's Benchmarked Strategic Partner Management Process for Large Farms. This includes the realignment of Strategic Partners' benchmarked standard systems as required.
- Monitor and manage important risks of country operations and partnerships
- Manage the Senior Programme Officer providing support for the three benchmarked countries.
- Lead the development of strategic partnerships for any new country programmes with commercial-scale cotton production.

BCI Team

- Share knowledge from benchmarked country programmes to build on best practices and facilitate the transfer of key lessons learned to other BCI country partners around the globe.
- Contribute as required to the development of the global Standards, Assurance, MEL and Implementation teams by providing ideas to improve ways of working, sharing knowledge and reinforcing BCI's position as a leading organisation in the textile and sustainable agriculture sectors.

External Representation

- Represent BCI as required and in consultation with the Director of Implementation, to ensure that BCI maintains a credible status and reputation across the cotton sector.
- Contribute to written materials, video messages and other front-line communication pieces as requested in order to build BCI and Better Cotton into a well-known and respected brand within and beyond the sustainable cotton sector.

Additional Responsibilities

- Collaborate on activities as agreed with the Director of Implementation to support the delivery of the Implementation team annual operating plan and the overall BCI Strategic Plan.
- Manage the US Operations Manager

Profile

Core Competencies
Management
<ul style="list-style-type: none">• Solid understanding of how to manage, analyse and report performance against budget• Strong analytical and problem solving skills, with a proactive approach to finding and proposing solutions to challenges within clearly defined boundaries

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<ul style="list-style-type: none"> Well-developed personal skills for time and complex process management
Results Orientation
<ul style="list-style-type: none"> Solutions focused: Able to fashion solutions from differing opinions Able to successfully advance BCI's goals in focus countries and globally
Leadership
<ul style="list-style-type: none"> Strategic vision: Able to see how programmes in diverse countries complement each other and BCI's work as a whole Ability to lead negotiations in complex contexts, with multiple stakeholders and conflicting viewpoints, and deliver a desirable outcome in line with BCI's vision and mission. Presence and personal qualities to effectively represent BCI externally and inspire commitment from a wide range of stakeholders, including senior officials within industry, government and potential funder organisations Ability to understand and interpret the Better Cotton Standard System and associated guidelines for suitable national implementation.
Partnership Management
<ul style="list-style-type: none"> Collaborates effectively across a range of seniority levels and cultures Creates high level of trust and mutual respect among partners Can achieve results within a highly matrixed organisation Excellent ability to nurture and guide partnerships to high levels of performance

Qualifications

In addition to demonstrating the above competencies, a successful candidate will have the following:

Skills, Knowledge and Experience
Essential
<ul style="list-style-type: none"> Excellent English writing, public speaking, influencing and presentation skills Demonstrated interest in, and understanding of, key sustainability issues and challenges in agriculture Familiarity with commercial scale agriculture in mechanised farming countries University degree, or equivalent higher education qualification, in a field relevant to agriculture, environmental sciences, or sustainable development. Prior experience in developing and leading a major, complex project including planning, implementation and reporting Proven effective public speaking Proven experience negotiating and managing partnership agreements Proven ability to partner effectively with colleagues to successfully manage projects and launch new programmes Experience with effective strategic planning and budgeting, and overseeing and reporting against a budget Experience leading or coordinating collaborative programmes with multiple partners
Desirable
<ul style="list-style-type: none"> Experience working within cotton or agriculture Knowledge and experience working with, or working for voluntary sustainability standards systems

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- Language skills relevant to one or more of the subject countries (Portuguese, Hebrew, Spanish)

Working Arrangements

The position is full-time (40 hours per week) and will be completely home-based, with the candidate preferably based in the US. London and Geneva are also considered as locations for the candidate, but the time zone must be compatible with Brazil work hours.

Travel will be required (10-15%)

If based in the US, the contract is for a consultancy based role. BCI is currently unable to provide sponsorship for work permits, and candidates need to have a pre-existing right to work in the US. This consultancy contract will run through December 2021, with the likelihood of year to year renewals after. This contract includes an initial 3 month trial period. As an independent contractor the Senior Manager shall be liable for all taxes and social contributions arising out of payments made to him/her by BCI. An employee in the US is likely to be transferred to a full time employment contract by 2022.

If based in the US the role will be completely home-based.

Applications:

Interested applicants with the required attributes are asked to send a detailed CV (3 pages maximum) and a motivational letter (2 pages maximum), in English, by email to: recruitment@bettercotton.org with subject: "Application for Senior Manager: Large Farm Programmes and Partnerships" by 9 am CET, Monday 8th March at the latest.

We thank all applicants for their interest; however only shortlisted candidates will be contacted.

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