

Safeguarding Manager

Type of contract: Part-time, one year with possible renewal

Starting date: As soon as possible

Contract Type: Part-time (2.5 days/week), one year, with possible renewal

Salary: £45,000 - £55,000 (for FTE, based on experience)

Location: UK (can easily access London) or consultant abroad

Application closing date: 9 am CET, Monday 12th April



Travel: Limited, 10-15% of time

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 to 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 manager to:

- Coordinate the development of BCI's safeguarding policy and reporting mechanisms
- Raise awareness about these safeguarding measures and provide the associated training and advice to staff at global and country levels
- Develop and oversee the implementation of a safeguarding action plan
- Support the implementation team in assessing risks associated with BCI's work, supporting the effective management and mitigation of these
- Develop tools, and in some cases training, that enable partner organisations to better embed safeguarding practices throughout their work
- Receive reports and allegations that relate to safeguarding and ensure that the necessary measures are taken
- Ensure all work is undertaken in coordination with Decent Work workstream

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

Responsibilities

Framework

- Develop the current policy, process and reporting mechanisms, and create an action plan.

Safeguarding Manager

Type of contract: Part-time, one year with possible renewal

- Ensure that safeguarding policies and mechanisms are adequate, communicated and understood by all.
- Keep abreast of current legislation and other guidance with regards to safeguarding, cascading the information accordingly.
- Engage with other agencies and experts within the sector to ensure BCI's approach is both informed by, and contributes to, best practice.
- Ensure BCI complies with donor safeguarding requirements at country and partner level.
- Develop and manage a safeguarding risk register.

Implementation

- Establish a safeguarding focal point in each BCI country where offices are present, and provide continuous support.
- Develop and deliver training to relevant staff. Support focal points/country teams to develop culturally appropriate training materials for implementing partners.
- Support country staff to establish and manage reporting lines.
- Lead on advising the safeguarding aspect of due diligence for current and future implementing partners.

Case management

- Provide advice and support to focal points conducting difficult investigations, or lead on investigations, as appropriate.
- Discuss and lead action to respond to issues, ensuring safety and welfare of individuals who have been abused or whistle blown on abuse.
- Support focal points and others in country teams to develop case management capabilities.
- Provide analysis of incidents reported to identify trends and implement proactive mitigation measures where possible.

Additional responsibilities

- Prepare reports for the leadership team and Council.
- Work with the Communications and Development teams to ensure that appropriate safeguards are made in all promotional materials.
- Any other project or tasks commensurate with this role as delegated from time to time by the Director of Implementation.

Profile

Attributes
• Self-starter with ability to work with limited direction
• Excellent interpersonal skills, able to handle difficult interviews
• Excellent organisational skills, ability to think ahead and anticipate needs
• Ability to handle sensitive information confidentially
• Excellent influencing skills
• Ability to remain calm under pressure
• Willingness to travel internationally (10%) of time

Safeguarding Manager

Type of contract: Part-time, one year with possible renewal

Qualifications

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

Skills, Knowledge and Experience
Essential
<ul style="list-style-type: none">• At least five years of professional experience in safeguarding, some of which in an international context• A proven track record of developing and implementing safeguarding policies and mechanisms• Experience in managing safeguarding investigations• Experience designing and rolling out training to staff and partner organisations• Experience in providing support to focal points• Experience of working with people of diverse backgrounds and cultures• Knowledge of safeguarding legislation, regulations and best practice in the UK and other countries• Experience in reporting on cases and safeguarding trends to senior management
Desirable
<ul style="list-style-type: none">• Experience in safeguarding within the NGO sector• Experience in safeguarding in India, Pakistan, Mali, Mozambique• Experience in safeguarding within a rural context• Language skills relevant to one or more of BCI's countries

Working Arrangements

The position is part-time (20 hours per week) and will be based in the London office (COVID-19 permitting).

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 Safeguarding Manager" by 9 am CET, Monday 12th April at the latest. Applications will be accepted on a rolling basis.

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.