

Supply Chain Integrity Manager

Post Announcement

Type of contract: Permanent contract

Starting date: As soon as possible

Contract Type: Permanent contract

Salary: **Depending on skills and experience**
UK: £55K – 60K or Geneva: CHF 90k – 95k

Location: Geneva, Switzerland or London, UK (or accessible to London)

Application

closing date: 19th September 2021, 11PM BST



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's current supply chain integrity programme includes a combination of 2nd and 3rd party audits, conducted on a sampling basis. The chain of custody programme uses a segregation model from the field to the gin, then a mass balance model to the retailers and brand members, with an online system to record purchases and sales through the supply chain. BCI is expanding its chain of custody options – to include a segregated model and physical traceability – and seeking innovative ways to engage all users of the cotton to contribute to sustainable development in the sector by meeting their demand for more sustainable cotton. BCI is recruiting for an experienced sustainability-focused supply chain manager to join our team for a permanent position leading the BCI supply chain integrity programme. The upcoming changes to our chain of custody approach open the possibility for pioneering work for the selected individual.

The successful candidate will have a strong understanding and experience of sustainability standards, compliance and auditing in global supply chains. They will use strategic thinking to innovate and deliver a risk-based approach to assurance and integrity in the supply chain, including anticipating areas of potential risk and, in partnership with our global team, implementing measures to mitigate these risks (e.g. training and communication programmes). This role is an opportunity to shape the future of BCI's supply chain programme, to develop innovative systems to support a more rigorous chain of custody and to enable BCI's continued growth supported by a pragmatic and credible approach to supply chain integrity.

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The Role



This role will be responsible for ensuring BCI's supply chain integrity programme is effective and fit for purpose and is set up to accommodate future needs. They will:

- Oversee the implementation of the programme
- Develop the existing programme to improve its effectiveness
- Shape the future design of BCI's supply chain integrity programme

This role will report to the Director of Membership and Supply Chain and will line manage a Senior Supply Chain Coordinator, a Supply Chain Coordinator and provide supervision and support to the Supply Chain team in country offices related to CoC compliance activities. The team may grow and evolve as organisational needs change.

Supply chain integrity strategy development

Building on recent analyses of current approaches and activities, and in conjunction with the Membership and Supply Chain Director and Senior Director Data and Traceability, develop a two-three year strategy for supply chain integrity, including current mass balance system and preparing for future new systems that may be introduced in parallel or as replacement of current systems.

Supply chain programme management

- a) Line manage HQ supply chain staff, matrix-manage supply chain staff based in BCI country offices
- b) Provide supervision and guidance for staff conducting audit sampling and gin monitoring sampling to set compliance monitoring schedules
- c) Responsible for quality of performance of team outputs
- d) Responsible for assessing, tracking and managing risk
- e) Oversee procurement of auditing services
- f) Develop the annual activity plans for supply chain and propose the supply chain budget required to conduct those activities
- g) On-going management and monitoring of the related budget lines, including maintaining an overview of financial expenditure on supply chain compliance activities for each season

Manage CoC developments for BCI's Traceability Programme

- a) Working closely with the Traceability team to design a segregated or segregated-like Chain of Custody to support the delivery of credible traceability, based on outputs from the CoC research
- b) Provide input to the Traceability team on areas related to CoC Guidelines and CoC assurance
- c) Contribute to activities related to current CoC requirements and assurance in grant-related activities, and other traceability projects

Other

- a) Participate in team and staff meetings
- b) General support for delivery of the Membership & Supply Chain Team strategy and BCI Operating and Strategic Plans.

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- c) Any other work assigned by line manager

The candidate will have the following Skills, Knowledge, and Experience:

Experience
Essential
Demonstrated working experience in relevant field (sustainability, responsible sourcing, auditing and compliance etc)
Proven experience of managing and delivering results in supply chains, supply chain auditing, compliance and/or standards related roles
Experience working with global teams or with people of different cultures, and in a multi-stakeholder context and implementing programmes regionally and globally
Demonstrated project management experience and cross-functional teamwork
Demonstrated experience in strategy development and execution
Demonstrated line management and budgeting experience
Experience in developing IT systems or tools
Ability to motivate and inspire a diverse team
Strong ethics and integrity
Desirable
Knowledge of agricultural sector or textile supply chains

Skills and Knowledge
Essential
Demonstrated problem solving skills for complex issues, risk management and mitigation
Excellent knowledge on Voluntary Sustainability Schemes (VSS) especially on Chain of Custody
Ability to work effectively in a remote setting
Strong organisational skills and time management
Excellent English language skills (spoken and written), additional languages desirable
High level of familiarity and comfort with the use of IT
Creativity and ability to take initiative
Excellent interpersonal and teamwork skills, and able to lead the team
Strong communication and influencing skills
Strong interest in the value of standard systems for addressing sustainability challenges
Demonstrated flexibility and adaptability, BCI is embarking on its 2030 strategy and change management will be a key skill needed for this position
Desirable
Knowledge of agricultural sector or textile supply chains

Working Arrangements

The position is full-time (40 hours per week) and will be based in our London or Geneva office. BCI offers flexible working, with core hours being 10am – 4pm BST and the option to work from home.

Some travel will be required once travel restrictions are lifted, particularly in the first year while becoming familiar with the systems. Minimum of 3-5 trips per year, including 1-2 trips to Asia.

The candidate will report to the Director of Membership and Supply Chain.

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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 the subject: **“Application for Supply Chain Integrity Manager” by the 19th September 2021, 11pm BST 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.