

Climate Change Manager

Starting Date: As soon as possible

Contract type: Permanent

Salary: UK £54000 - £58000 / Switzerland 95000 CHF - 100000 CHF

Location: UK or Switzerland preferred (Better Cotton head office locations). Exceptional candidates in other locations will be considered.

Application closing date: 17 December 2021

Background

Better Cotton is the world's largest cotton sustainability programme. Our mission: to help cotton communities survive and thrive, while protecting and restoring the environment. In challenging times, we are meeting the challenge head on. Through our network of field-level partners we have trained over 2.5 million farmers - from the smallest to the largest - in 23 countries in more sustainable farming practices. A quarter of the world's cotton is now grown under the Better Cotton Standard. We have united the industry's stakeholders behind our efforts, from ginners and spinners to brand owners, civil society organisations and governments. Everyone who cares about cotton and its sustainable future can now be part of something better.

Climate change is a critical issue at a global level, and it also has profound impacts on the cotton sector in particular. Over the last two years, we have undertaken extensive research to understand how cotton contributes to climate change (e.g., through emissions generated by Better Cotton farmers around the world), and how cotton farmers are likely to be impacted by the changing climate. We now have a strong understanding of our climate change impacts and priorities, and we have drafted an initial climate change approach which supports our 2030 Strategy. The three main focus areas of this approach are:

1. **Reducing the impact of climate change** (*Mitigating our contribution through emissions reductions + carbon sequestration*)
2. **Adapting to life in a changing climate:** *Equipping farmers and communities to be more resilient to the impacts of climate change*
3. **Enabling a Just Transition:** *Ensuring that the shift towards climate-smart farming and resilient communities is socially inclusive*

Our climate change approach will be implemented through the development of country-level action plans and partnerships at both regional and global levels. Exploring new sources of funding to embed the approach will also be critical.

About this role

Better Cotton is now seeking a motivated and ambitious **Climate Change Manager** to further develop the climate change approach and lead its implementation across the Better Cotton global programme. This will include forging new partnerships with key civil society, private sector, academic and governmental actors around climate areas, leading on communications related to our climate change work, providing technical input into key workstreams, and supporting country-level staff and partners to develop localised climate change action plans.

This role will focus on all three areas of the climate change approach - mitigation, adaptation, and enabling a just transition. In the mitigation area, they will work closely with a dedicated M&E resource focusing on emissions reporting. The ideal candidate will have experience not only on the environmental side of climate change in agriculture (i.e., climate smart practices, emissions reduction, and carbon sequestration) but will also be familiar with the social dimensions, such as impacts on farmer livelihoods and working conditions for farm workers. Because most Better Cotton farmers are smallholder family farmers, the ideal candidate will also have experience with smallholder farming, or at least a strong understanding of this context.

This is a new, and exciting role which has the potential to fundamentally shape how the cotton farming sector contributes to climate change, while also helping ensure that cotton farmers can survive and adapt to a growing climate crisis.

Responsibilities

The role will report to the *Senior Manager: Sustainable Agricultural Practice* within the Programmes Function at Better Cotton. It will involve close collaboration with other internal teams including Standards & Assurance, Monitoring & Evaluation, Communications, Fundraising, and country-level implementation teams (e.g., in India, Pakistan, US, and parts of Africa).

Specifically, the Climate Change Manager will have the following responsibilities:

Global Climate Change Approach

- Further refine and expand the organisational-level climate change approach that Better Cotton has developed, building out additional detail and priorities under the three main pillars (focus areas)
- Consult with internal and external stakeholders to identify priority project and activity areas
- Develop an initial short and longer-term implementation plan to support the climate change approach at global level
- Work closely with dedicated climate change leads in specific Better Cotton countries to develop and implement a locally adapted climate change action plan for the next two years
- Ensure the Better Cotton climate change approach remains aligned with the global climate change agenda, and considers evolving scientific developments and research

Virtual climate change team

- Coordinate and support the formation of a new 'virtual climate change team' including dedicated Better Cotton staff in India, Pakistan, Africa, and representing our partnership programmes in Brazil and Australia
- Organise regular team meetings for information sharing, tracking progress, and identifying opportunities and areas where global support or resources are required

Communications

- Work closely with Better Cotton Comms team and other functions to develop key messaging around our climate change approach and communicate progress (e.g., blogs, videos, webinars, etc)
- Participate in speaking events, conferences, or panels where appropriate to represent our climate change work and share learnings

Partnerships and stakeholder engagement

- Lead on identifying and setting up new global level partnerships with critical NGOs, multistakeholder groups, government actors, and others to help drive progress on common climate issues
- Develop a clear value proposition for partnerships, and manage the partnership process at all stages, including partner due diligence, establishing clear agreements as required, and regular communication channels
- Support country level Better Cotton teams in identifying and setting up effective partnerships at regional level
- Participate in climate-focused working groups or cross-sector initiatives, as required
- Regularly monitor trends and developments related to climate change in agriculture and textiles, and feed back key opportunities and implications to Better Cotton teams and functions

Technical Input/ Capacity Building

- Provide input and technical oversight into climate-related workstreams – for example, the revision of the Better Cotton Principles & Criteria (farm-level standard), or specific capacity building materials developed at country level for training Implementing Partners and farmers

Fundraising

- Support the fundraising team with technical input on climate change related funding proposals
- Collaborate with fundraising and other functions to identify new or innovative funding models related to climate change

Other

- Collaborate with M&E to support on the development of reporting indicators and frameworks to monitor progress against global climate change targets
- Support on other internal and external projects or initiatives, as capacity allows and as agreed with line manager

Profile

The selected candidate will have the following skills, knowledge, and experience:

Skills, Knowledge and Experience
<i>Essential</i>
University degree, or equivalent higher education qualification, in a relevant field
Demonstrated expertise related to climate change in agriculture, covering both mitigation and adaptation
Proven work experience in a relevant field related to climate change, agriculture, standards systems, and/or international development
Excellent organisational skills – ability to handle multiple projects in parallel, prioritize, and meet deadlines.
Proven ability to collaborate effectively (in-person and through use of virtual tools) across different teams and cultures, strong relationship building skills and service-oriented attitude
Proven experience in brokering new partnerships
Excellent written and verbal communication skills – ability to communicate clearly and concisely, as well as the ability to assimilate and process information for wide-ranging audiences
Proven ability to work autonomously with a high level of personal effectiveness and ability to adapt to changing priorities
Aptitude to appraise arguments critically and logically, organise ideas in a clear and concise manner, and draw conclusions and formulate arguments in way that is effective, concise, precise and specific
Financial skills, particularly building and managing budgets
Excellent computer and IT skills, including: Word; PowerPoint; Excel, Outlook
Fluent in English– ability to communicate clearly and concisely
<i>Desirable</i>
Experience working with smallholder farmers
Experience developing and implementing a similar climate change strategy or approach for other organisations
Knowledge of climate change issues across the textile value chain
Expertise in fundraising or business development, especially climate related finance initiatives
Experience in farmer training and capacity building
Experience with standards systems
Competency in languages most relevant to Better Cotton countries, such as Hindi, Urdu, Mandarin, French, Portuguese and Turkish

Working arrangements

This is a full time (40 hours per week) position on a permanent contract, with a three-month probation period to start. Ideally, the role will be based in the UK or Switzerland with the ability to attend at least on a part-time basis Better Cotton head offices. Better Cotton supports flexible working and the position can be split between remote work and office. Other locations will be considered for the right candidate, ideally still in places where Better Cotton staff are already based.

Covid dependent, the position will include travel – likely 4-6 short-haul trips per year and 1-2 longer trips to a cotton-growing region (Africa, South Asia, Americas).

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 Better Cotton by email with subject “**Application for Climate Change Manager**” to: recruitment@bettercotton.org

Application deadline: 17 December 2021

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

Better Cotton 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.

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