

Traceability Integrity Manager

Starting Date: as soon as possible

Contract type: Fixed term (2 years renewable)

Salary: UK: £54,000 – 58,000 per annum dependent on experience

Location: UK (London, or accessible to London)

Application closing date: Midnight 03 01 2022 GMT

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.

About this role

As Better Cotton enters its next strategic phase, to achieve our 2030 vision and drive change on the ground for farmers, BCI will make it possible to trace Better Cotton. By introducing traceability, we will continue to generate demand for Better Cotton, supporting our core markets of apparel and textiles while contributing to systemic change.

We work across all kinds of farm types, sizes and geographies. It is crucial that these producers, and the Better Cotton they produce, can continue to access international markets in the face of changing regulatory and business expectations. Traceability represents an opportunity to bring transparency on impact while ultimately meeting our vision to drive change on the ground for farmers.

To deliver traceability, a new team has been formed to develop, launch and roll out a solution over the next 4 years. We require a skilled supply chain assurance specialist to develop and lead Better Cotton's supply chain integrity programme for traceable Better Cotton.

Better Cotton's current chain of custody model maintains segregation from farm to gin, after which administrative mass balance is applied. Monitoring consists of a combination of 2nd and 3rd party audits, conducted on a sampling basis. Introducing traceability into the Better Cotton Standard System will mean new requirements for suppliers, new integrity risks to be managed, and new operating procedures to ensure the consistent implementation of the new assurance system. Introducing traceability at scale will mean establishing an innovative model, like combining 2nd and 3rd

party checks with physical tracing technologies. This role will be critical to establishing and overseeing the credibility of this innovative new approach.

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

Responsibilities

Reporting to: Traceability Programme Manager

Integrity strategy development

- Responsibility for the development of a fit for purpose supply chain integrity strategy for traceable Better Cotton
- Work with internal and external stakeholders to identify integrity risks for the traceability programme
- Responsibility for aligning traceability supply chain integrity strategy and activities with Better Cotton's existing supply chain integrity programme for mass balance Better Cotton

Integrity programme development

- Shape in country traceability pilots to explore how different compliance requirements and technological solutions can reduce integrity risk in Better Cotton supply chains
- Owns the development of the programme's documented management system, including:
 - Revised Chain of Custody requirements for traceable Better Cotton;
 - Assessment methodology;
 - Criteria for accepting assurance providers to the scheme;
 - Criteria for accepting clients to the scheme;
 - Type of client assessment used in the scheme and methodology for each;
 - Procedures for regulating exceptions to the assessment process;
 - Requirements for claims related to assurance status;
 - Methodology for oversight of assurance process;
 - Documented control procedures

Programme rollout

- Provide technical support on the roll out of traceability, starting in select supply chain clusters
- Line manage HQ supply chain staff, matrix-manage supply chain staff based in Better Cotton country offices
- Provide supervision and guidance for staff conducting audit sampling and gin monitoring sampling to set compliance monitoring schedules
- Responsible for assessing, tracking and managing risk
- Develop annual activity plans and propose budget required to conduct these activities
- On-going management and monitoring of budget lines for traceability supply chain activities

Other

- Participate in team and staff meetings
- Contribute to activities in traceability pilots and related projects

- General support for delivery of Traceability programme strategy and Better Cotton Operating and Strategic Plans
- Any other work assigned by line manager

Profile

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

Skills, Knowledge and Experience
<i>Essential</i>
Demonstrated working experience in relevant field (sustainability, responsible sourcing, auditing and compliance etc)
Proven experience of managing and delivering results in supply chain auditing, compliance and / or sustainability standards related roles
Experience working with global teams, 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 supply chain integrity strategy development and execution
Demonstrated problem solving skills for complex issues, risk management and mitigation
Proven knowledge of sustainability systems, particularly in relation to chain of custody
Demonstrated experience establishing quality management systems
Knowledge and appreciation of traceability and / or supply chain transparency technology
Excellent organisational skills, capacity to multi-task and handle competing sets of priorities
Excellent English language skills (spoken and written)
Strong ethics and integrity
<i>Desirable</i>
Knowledge of agricultural sector textile supply chains
University degree, or equivalent higher education qualification, in a relevant field with an interest in sustainability
Accredited supply chain auditor (ISO/IEC 17065, ISO/IEC 17021 or 3 rd party VSS)

Demonstrated experience with ISEAL Code Compliance (particularly Assurance Code v2)
Experience in organisational change management
Additional languages

Working arrangements

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

Some travel will be required once travel restrictions are lifted (10-15%).

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 Traceability Integrity Manager**” to: recruitment@bettercotton.org

Application deadline: 03 01 2022 Midnight GMT

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

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