

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: 14th February 2022 (but reviewed on a rolling basis)

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.

As BCI 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.

About this role

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 manager to develop and lead BCI's supply chain integrity programme for traceable Better Cotton.

BCI's current chain of custody model maintains segregation from farm to gin, after which mass balance is applied. Introducing traceability into the Better Cotton Standard System will mean new requirements for suppliers and likely new procedures and practices in the trading and processing of cotton. With these changes come new integrity risks to be managed, and a new assurance system will be put in place to make traceability credible. Introducing traceability at scale will mean establishing an innovative model, with physical tracing technologies, digital credibility tools and risk based 2nd and 3rd party checks. This role will be critical to establishing and overseeing the credibility of this innovative new approach.

Responsibilities

Reporting to: Traceability Programme Manager

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
- Responsible to put a system in place to enforce Chain of Custody requirements for traceable Better Cotton
- Assess and maintain a roster of qualified assurance providers for the scheme (building on Better Cotton's existing list of providers)
- Develop and formalise our supplier assessment methodology for traceability
- Review documentation on Chain of Custody with responsibility for completeness and comprehensiveness

Programme rollout

- Provide technical support on the roll out of traceability, in relevant supply chain clusters
- Line manage HQ supply chain staff, matrix-manage supply chain staff based in Better Cotton country offices
- Help build capacity in teams to carry out credible supply chain assurance programme
- 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 BCI Operating and Strategic Plans
- Any other work assigned by line manager

Profile

The selected candidate will have the following skills, knowledge, and experience. Candidates with some but not all of the preferred attributes but strong related experience and enthusiasm for this challenge are encouraged to apply. For the right candidate training will be provided to fill knowledge or skill gaps.

| Skills, Knowledge and Experience |
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| <i>Essential</i> |
| Experience in supply chain assurance, working with Chain of Custody, or working directly with suppliers (cotton/textiles ideally) |
| Appetite for taking on a challenge and designing something new including new technologies and approaches. |
| Comfortable working with global teams on a new programme |
| Able to multitask and work with lots of information inputs |
| Adept at managing and living with risk and uncertainty |
| Proven experience of managing global teams or projects |
| Interest in designing operations and building up teams |
| Demonstrated experience establishing quality management systems |
| 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) |
| Able to demonstrate understanding of 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. BCI 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: 14th February 2022 (but reviewed on a rolling basis)

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.