Senior Coordinator and Decent Work Lead, Uzbekistan

Starting date: As soon as possible
Contract Type: Full-time contract for 12 months with potential for renewal
Salary: €16,000 to €20,000 per annum dependent on experience and qualifications¹
Location: Tashkent, Uzbekistan
Application closing date: 13th March 2022 - 5.00pm Uzbekistan time (applications will be 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.

Uzbekistan is the sixth largest cotton producer in the world. While Better Cotton does not currently have a formal programme in the country, over the past years it has been actively supporting International Finance Corporation (IFC) and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH projects piloting the Better Cotton Standard System (BCSS) in Uzbekistan. Following widespread reform of Uzbekistan's cotton sector over recent years, Better Cotton is now putting in place the supporting structures, tools and processes that would be needed in order to open a formal programme in the future.

About this role

The Senior Coordinator and Decent Work Lead will deliver a range of activities designed to prepare Better Cotton for future operations in Uzbekistan. While systemic state-imposed forced labour has been eliminated, pockets of non-compliance may persist making Uzbekistan's cotton production a high-risk for forced labour and child labour. As a result, this role focuses heavily on supporting cotton Clusters to operate in line with internationally accepted standards and principles relating to decent work and putting the systems in place to monitor their progress and performance.

In addition, the post holder will play a key role in mobilising local stakeholders and engaging them in establishing and supporting the delivery of a future Better Cotton programme. The Senior Coordinator and Decent Work Lead will also support colleagues from the wider Better Cotton team to prepare to implement the Better Cotton Standard System in Uzbekistan; prepare for and pilot a system to

¹ Salaries at the upper end of the pay scale will only be considered for applicants who demonstrate ALL the essential qualifications, skills, knowledge, and experience laid out in the candidate profile. Applicants who demonstrate some, but not all, the requirements in the candidate profile will not be appointed towards the top of the salary range.
physically trace any Better Cotton that is licensed in Uzbekistan in the future; and to monitor and report on donor-funded activities.

Duties and Responsibilities

Stakeholder engagement & management

- Develop and maintain excellent working relationships with key stakeholders in Uzbekistan
- Work with external stakeholders to identify new Clusters interested in joining the Better Cotton programme in Uzbekistan and supporting with the due diligence process
- Work with the New Country Start-Up Manager to mobilise and establish a multi-stakeholder group in Uzbekistan
- Work with members of the multi-stakeholder group to ensure that the enabling environment is conducive to Better Cotton running a credible assurance programme

Build the capacity of Better Cotton clusters to ensure that all workers enjoy decent working conditions that align with internationally accepted standards and principles

- Lead the delivery of a context-specific decent work risk assessment in Uzbekistan
- Operationalise the Internal Labour Management System framework with Clusters, and in particular support them to improve their recruitment, grievance, and labour management practices
- Build the capacity of Clusters to fully understand, and operate in line with, Better Cotton’s decent work standards and the associated compliance requirements
- With support from the Global Decent Work Team, identify appropriate independent and national-level grievance mechanisms, ensure that workers have access to them and where appropriate that they are integrated into Cluster-level policies and procedures
- Monitor the risks and complaints received through existing feedback channels, escalating cases as needed, coordinating corrective action and/or facilitating remediation in collaboration with appropriate external stakeholders

Operationalise a context-appropriate Better Cotton assurance programme in Uzbekistan

- With support from the Standards & Assurance Team and the GIZ/Programme Support Coordinator lead on operationalising Better Cotton’s Assurance Framework in Uzbekistan
- With support from the global team, identify and on-board decent work monitors
- Oversee the delivery of annual decent work monitoring at all Better Cotton Clusters
- With support from the global team, lead the set up and delivery of the Better Cotton Assurance Programme in Uzbekistan including identifying and on-boarding third-party verifiers as required

Uzbekistan programme delivery

- Work with the GIZ/Programme Support Coordinator to ensure the smooth running of Better Cotton’s office and programme of work in Uzbekistan
- Support the GIZ/Programme Support Coordinator with planning and delivery of core capacity building activities with Better Cotton Clusters
- Support the Traceability Team to conduct research, identify and plan to run a physical traceability pilot in Uzbekistan and integrate any licensed cotton originating from Uzbekistan into the Better Cotton chain of custody
- Represent Better Cotton at meetings, workshops and functions
- Support the MEL Team to conduct external evaluations and studies in Uzbekistan as required
- Ensure that programme delivery and direct expenditure in Uzbekistan are aligned with donor requirements and timelines
Other duties and responsibilities

- Provide practical support and mentoring to Better Cotton team members based in Uzbekistan
- Provide support with developing fundraising proposals for Uzbekistan
- Ensure that Better Cotton’s operations in Uzbekistan are aligned with national legislation and governance requirements
- Any other duties as reasonably requested to support operations in Uzbekistan

Candidate Profile

To be successful, candidates for the Senior Coordinator and Decent Work Lead, Uzbekistan role will have the following attributes. To be considered at the higher end of the salary range, candidates must demonstrate all the essential qualification, skills, knowledge, and experience criteria.

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<th>Qualifications, Skills &amp; Knowledge</th>
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<tr>
<td><strong>Essential</strong></td>
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<tr>
<td>University degree, or equivalent higher education qualification, in a relevant field</td>
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<td>Demonstrated interest in, and knowledge of, the main social and labour rights issues associated with Uzbekistan’s cotton sector</td>
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<td>Demonstrated ability to learn new things and apply existing skills and knowledge to new contexts</td>
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<td>Excellent communication skills – with the ability to tailor written and verbal communications to different contexts and audiences</td>
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<td>Excellent IT skills, including confidence with Microsoft Office 365</td>
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<td>Organised and proactive attitude, with the ability to multi-task and prioritise a busy workload</td>
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<td>Ability to effectively work independently with minimal supervision</td>
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<td>Flexible approach to work with a willingness to carry out administrative tasks as required</td>
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<td>Fluent Russian or Uzbek language skills, business-level English language skills</td>
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<td>Willingness and ability to travel frequently domestically (unless travel restrictions are in place)</td>
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<td><strong>Desirable</strong></td>
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<tr>
<td>Postgraduate qualification in a relevant field such as labour rights or project management</td>
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<td>In-depth knowledge and understanding of the Uzbek cotton industry</td>
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<th>Experience</th>
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<td><strong>Essential</strong></td>
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<tr>
<td>Significant relevant working experience at a senior level – for example in roles focused on project management, decent work or human rights</td>
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<td>Experience of organisational capacity building or improving systems or processes in your workplace</td>
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<td>Significant project management experience, ideally managing a variety of different types of projects</td>
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<td>Experience of leading and managing others – this could be either managing other staff in your workplace, or managing external consultants/project delivery teams</td>
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<td>Experience of working with external partners and stakeholders, and building consensus among them</td>
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<td><strong>Desirable</strong></td>
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<td>Experience of working and engaging with key stakeholders in the Uzbek cotton sector and/or international donors</td>
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Experience of conducting external assessments, audits or reviews
Experience of working in the cotton or textile sectors
Experience directly supporting farmers, farm workers and farming communities

Working arrangements

- This is a full time (40 hours per week) position. The successful candidate will receive a one-year consultancy contract with Better Cotton, with a three-month initial trial period.
- Frequent travel (especially during the major production and harvesting months) to cotton production areas will be required. Travelling to the field areas may take up to 30-50% of the total work time, provided no travel restrictions are in place.
- The position is based at Better Cotton’s Tashkent office, unless there are Covid-19 pandemic related travel restrictions.

Applications

Interested applicants with the required attributes are asked to submit the following documents and information in English, by email, with the subject “Application for Senior Coordinator and Decent Work Lead, Uzbekistan” to: recruitment@bettercotton.org

- A detailed CV (three pages maximum)
- A cover letter detailing how they meet the criteria laid out in the candidate profile (two pages maximum)
- Salary history and expectations

Application deadline: 13th March 2022 – 5.00pm Uzbekistan time

Please note: applications will be reviewed on a rolling basis so interested candidates are requested to apply promptly.

We thank all applicants for their interest; however only shortlisted candidates 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.

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