

Senior Traceability Coordinator – Pakistan

Starting Date: As soon as possible, no later than June 2022

Contract type: Fixed term (2 years renewable)

Location: Lahore, Pakistan, with frequent travels within the country

Application closing date: Midnight 22nd April 2022

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 brought together cotton industry stakeholders to drive our common goals, 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, we are exploring options to physically 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 throughout the global textile supply chain (from farmer, ginner, trader, spinner, mill, manufacturer to brand/ retailer).

We work across all kinds of farm types, sizes and geographies. It is crucial that all 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 global team is being formed in Better Cotton to develop, launch and roll-out a solution over the next years. This is a great opportunity to join a team building something truly transformational from the ground up. We are looking for a motivated and dynamic individual to join Better Cotton's Pakistan country office as Senior Traceability Coordinator to help facilitate the adoption of Better Cotton's new chain of custody model and traceability solution in Pakistan. The role will involve providing key insights from the Pakistani context to ensure the global traceability solution developed by Better Cotton is relevant to Pakistan (through supply chain mappings, requirement gatherings, pilot management). The role will also entail working with more than 700 supply chain actors throughout the country to ensure their readiness to adopt the solution, through trainings and process changes. The ideal candidate has experience rolling-out new systems and processes throughout textiles (or commodities) supply chains and excels at stakeholder engagement.

Experience in traceability is a plus. This role offers excellent opportunities for professional development, and we are therefore seeking an individual able to respond to new challenges, identify and analyse problems, and contribute to finding solutions proactively.

The Senior Traceability Coordinator will be based in Better Cotton's Pakistan office in Lahore and will have a dual reporting line, reporting both to senior management within the Better Cotton Pakistan Country Office and to the Traceability Engagement Manager, who is part of the global traceability team, based out of London. This role will require frequent travels within Pakistan.

To learn more about Better Cotton's current chain of custody model and work on traceability, please visit [this page](#) on our website.

Responsibilities

Working closely with senior management in the Better Cotton Pakistan office, the Pakistan supply chain team and the global Traceability Engagement Manager, the Senior Traceability Coordinator will be responsible for delivering the following body of work:

1. Deliver analysis and gather information on Pakistan's cotton supply chain

- Support the mapping of cotton supply chains originating in Pakistan through engaging with supply chain actors, documenting and analysing Better Cotton supply chain data
- Facilitate workshops and other events to gather requirements at a local level to feed into the design of Better Cotton's chain of custody model, traceability technology solution and assurance approach
- Sense-check traceability outputs designed by the global traceability team (such as choice of traceability technology solution or supplier process changes) with local stakeholders
- Provide insights into the global traceability strategy design process based on local knowledge and stakeholder feedback

2. Develop supply of traceable Pakistani Better Cotton

Coordinate activities for Pakistan traceability pilot

- Support the design and management of Pakistan traceability pilot activities, testing different chain of custody models, their roll out and integrity measures
- Help identify and engage stakeholders to participate in the pilots
- Deliver trainings and ensure readiness of relevant supply chain actors for pilot activities
- Monitor and report on pilot results, continuously suggesting improvements to supply chain actors involved in the pilot
- Proactively develop solutions to address challenges and bottlenecks faced during the pilot phase

Engage with and train supply chain actors on changes for adopting traceability compliant processes

- In collaboration with the Pakistan supply chain team, smooth uptake of Better Cotton across the supply chain through:

1. Preparing for the roll out of the new chain of custody model and traceability solution throughout Better Cotton's supply chain in Pakistan. This will require engaging with suppliers beyond the pilots, notably through facilitating workshops, running meetings and conducting site visits, to understand the impact traceability will have on the different supply chain actors and identify how Better Cotton can best support each type of supply chain actor.
2. Run trainings for supply chain actors on the new chain of custody models and traceability solution, notably through creating training materials and/or adapting/translating materials shared by the global traceability team
3. Delivering the traceability roll-out plan for Pakistan which will be co-designed with the global traceability team

3. Support assurance activities

- Support the development of the global traceability assurance and integrity approach by providing country level insights
- Engage local stakeholders to determine the assurance and integrity risks specific to the local landscape including drivers for fraud and potential avenues for risk mitigation
- Analyse local audits and conduct training or second party credibility checks where relevant

4. Engage stakeholders and communicate on traceability

- Identify key stakeholders and establish a broad network of relationships in country across the cotton supply chain. Including farmers, ginners, traders, spinners, fabric mills, dye houses, manufacturers and associated middlemen. Proactively engage with supply chain actors through calls, in-person meetings and workshops to deepen their understanding of the Better Cotton's chain of custody model and new traceability solution while clearly communicating its business benefits to ensure uptake.
- Through working closely with the in-country implementation team, maintain regular communication with Better Cotton implementing partners to ensure that the new Better Cotton chain of custody model and traceability solution is well understood by them also
- Develop local communication materials on Better Cotton's traceability approach, identifying key audiences
- Keep up-to-date with significant developments in the cotton sector in Pakistan including policy issues, market trends, and report any new developments affecting Better Cotton or any supply chain issues related to Better Cotton to line managers in Pakistan and in the global team

5. Lead on knowledge and information management for traceability

- Help maintain databases (including the Better Cotton Platform – BCP) and capture lessons learnt from pilots and other traceability activities in Pakistan
- Help design surveys, analyse data, and conduct research as required to support the roll out of the traceability solution in Pakistan

Beyond these specific responsibilities, the Senior Traceability Coordinator is expected to collaborate with the Better Cotton Pakistan team and global traceability team on other activities, as required, to support the roll-out of the global traceability plan.

Profile

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

Skills, Knowledge and Experience
<i>Essential</i>
<ul style="list-style-type: none"> • University degree, or equivalent higher education qualification, in a relevant field with an interest in sustainability
<ul style="list-style-type: none"> • Experience rolling-out new processes or systems throughout textile or commodity supply chains in Pakistan
<ul style="list-style-type: none"> • Experience designing and/or implementing pilots and monitoring outcomes
<ul style="list-style-type: none"> • Proven ability to inspire, empower, and champion the introduction of new systems and practices across multistakeholder environments
<ul style="list-style-type: none"> • Strong stakeholder engagement skills – notably through leading workshops - and the ability to communicate effectively with stakeholders from diverse cultures and backgrounds
<ul style="list-style-type: none"> • Demonstrated organizational skills, ability to prioritize tasks and manage time efficiently while maintaining attention to detail
<ul style="list-style-type: none"> • Willingness to travel in Pakistan and to spend time with farmers, ginners, traders in remote areas
<ul style="list-style-type: none"> • Good written and verbal communication skills in English and Urdu with the ability to communicate clearly and concisely.
<ul style="list-style-type: none"> • Self-starter and problem solver, comfortable with uncertainty
<ul style="list-style-type: none"> • Team player
<ul style="list-style-type: none"> • Demonstrated integrity and business ethics
<ul style="list-style-type: none"> • Proficient IT skills, including but not limited to MS Office suite (PowerPoint, Word and Excel).
<i>Desirable</i>
<ul style="list-style-type: none"> • Experience working in the supply chain of a large retailer, brand or textile supplier
<ul style="list-style-type: none"> • Knowledge of traceability and associated technologies
<ul style="list-style-type: none"> • Experience designing and delivering trainings
<ul style="list-style-type: none"> • Understanding of local dialects e.g. Punjabi, Saraiki and Sindhi, is a plus.

Working arrangements

The position is full-time (40 hours per week) and will be based in the Lahore, Pakistan. BCI offers flexible working, with core hours being 10am – 4pm and the option to work from home 2 days per week.

Travel will be required within the country (about 30% of time).

Applications



Interested applicants with the required attributes are asked to send, in English, a detailed CV (3 pages maximum) and a brief cover letter (2 pages maximum) to Better Cotton by applying via [this link](#).

Application deadline: 22nd April 2022

We thank all applicants for their interest; however, only candidates short-listed for a telephone interview will be contacted. Better Cotton is an equal opportunity employer and is committed to good practice and transparency in the management of natural, human, and financial resource.

Better Cotton has a zero tolerance approach to any attitudes or behaviours that put children or adults at risk of harm. Safeguarding incidents are acts of serious misconduct and are grounds for disciplinary action, up to and including, dismissal and referral to relevant authorities for criminal prosecution.