



# Better Cotton Capacity Building Manager - Pakistan

---

**Starting Date:** As soon as possible

**Contract type:** Permanent

**Salary:** As per salary of respective grade/band

**Location:** Lahore, Pakistan

**Application closing date:** Aug 22, 2022

## Background

Better Cotton is the world's leading sustainability initiative for cotton. Our mission is to help cotton communities survive and thrive, while protecting and restoring the environment. Better Cotton operates on a truly global scale. Through our network of field-level partners we have trained over 2 million farmers in 23 countries in more sustainable farming practices. Almost 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 producers, ginners and spinners to brand owners, civil society organisations and governments.

## About this role

The Better Cotton Pakistan Office is now recruiting for a new and exciting **Capacity Building (CB) Manager** role. The CB Manager will support the successful implementation of the Better Cotton programme in Pakistan through building capacities of our Programme Partners (PPs) and designing strategies to deepen sustainability impacts at field level. PPs play a crucial role in implementing the Better Cotton Standard System at field level, through recruiting and organising farmers, hiring field staff, and carrying out training, awareness-raising, and data collection activities at field level.

Under management of the Pakistan Country Director, the CB Manager will be responsible for building the strategy, operational plan, and implementation of capacity building activities across the Pakistan Country programme. The CB Manager will work closely with PPs and with external networks of knowledge partners, research organisations, and technical experts, to ensure that PPs – and in turn farmers and workers – have the right information, tools, and approaches to accelerate the adoption of more sustainable and climate-friendly farming practices.

The ideal candidate will be a proactive problem-solver who is committed to improving sustainability and livelihoods for cotton farmers and is experienced in both building partnerships and running effective capacity building programmes.

The Lahore office supports & coordinates the work in Pakistan and works closely with the Geneva/London offices, which represents Better Cotton globally.

## Responsibilities

### Capacity Building

- Assist the Country Director on national policy engagement to support more sustainable cotton production and assist in the development of a long-term strategy for its continued growth in the country.
- Work closely with various cotton research institutes, agricultural colleges/universities, and other public sector organizations. Explore ways that these institutes can support PPs in fulfilling their aims.
- With support from the Country Director, design and implement a strategy and annual operational plan around capacity building (CB) at country level
- Identify the CB needs of PPs, identify experts and knowledge partners and establish systems or partnerships to provide training and technical support to PPs as required
- Ensure that trainings are cascaded to field teams and farmers in a timely manner.
- Identify and implement measures to improve performance and competencies of Field Facilitators (Programme Partner field staff, who work directly with farmers), to help ensure field facilitators have the knowledge and skills to transform farmers towards more sustainable practices

### Continuous Improvement:

- Identify barriers to continuous improvement in farm-level performance and provide support to the PPs to remove those, and facilitate better and faster learning and adoption
- Create greater awareness about key sustainability issues, including use of pesticides, soil health, climate change adaptation, decent work, etc amongst the PPs and broader stakeholder community; through partnerships, learning tools, and new approaches to capacity building
- Encourage and Support interested PPs in establishing farmer producer organisations (FPOs)
- Continuously innovate and through regular interventions create value for Better Cotton farmers
- Ensure the Better Cotton Programme at the field level evolves as more gender inclusive – in design, implementation, and MEL

### Building knowledge partnerships

- Support Pakistan Country Director in Stakeholders and Policy Engagement:
- Identify CSOs and Producer Organisations which can contribute to Better Cotton's work or whose stakeholders are impacted by Better Cotton's work and engage them.
- Develop better understanding of laws and policies governing agriculture, water, soil, pesticides, biodiversity and decent work in Pakistan
- Support PPs in developing understanding of laws and policies governing agriculture, water, soil and biodiversity and decent work and provide them support to engage for policy level change where required
- Knowledge Management: Collect, review, prepare and share Best Practices Case Studies with PPs. Ensure that PPs identify and prepare and widely share case studies and success stories
- In collaboration with content experts and external partners, develop central guidance and training materials to support Programme Partners in better implementation of the Better Cotton Standard

### Cross-functional projects and work areas

- Support assurance programme design and delivery in Pakistan, providing support to the team for assurance activities when required, and ensuring strong feedback loops are in place so assurance outcomes inform capacity building approaches

- Serve as a country level focal point to support the implementation of Better Cotton's Climate approach at country level and develop a national workplan to contribute to the Better Cotton 2030 Climate Change Target
- Work closely with central Better Cotton teams focusing on key impact target areas (e.g. soil health, women's empowerment, etc) so that efforts are coordinated at a global level and knowledge is shared across country teams
- Participate actively in global assurance and capacity team and thematic working groups across Better Cotton countries to promote coordination and sharing of best practices
- Support other global and country level cross-cutting projects, workstreams, or funding proposals where required

### **Programme Partner support**

- Oversee the Relationship Management System (used to manage relationships and performance of Programme Partners) and ensure that the system evolves and is fit for purpose.
- Equip PPs to clearly identify risks to compliance and barriers to continuous improvement, and encourage them to openly discuss and seek solutions
- Create cross-learning opportunities and facilitate cross learnings among PPs
- Personally, be relationship Manager for key identified IPs
- Support the Better Cotton Growth and Innovation Fund (GIF) application process, including accurate and comprehensive recommendations to facilitate decision-making on GIF funding in Pakistan.
- Support PP to design and submit high quality, multi-year, outcome focused project proposals to the GIF
- Support the Country Director in addressing complaint cases, investigation, coordination for response and make recommendation for changes if there were process lapses or gap in process. Support in corrective management.

### **Information management**

- Together with global and country level teams, support the PPs find better ways of managing data and to improve data accuracy and usefulness
- Share the results of data analysis to facilitate and inform continuous improvement among participating farmers and producer groups.
- Set up and/or improve systems for managing data related to PPs and knowledge partners (e.g. through Salesforce or similar)

### **Financial Accountability**

- Finance/ Budgets (preparing budgets & forecasts for Capacity Building contracting and negotiation as required)
- Contribute to preparation of annual budget, especially for the activities directly related to capacity building.
- Oversee as required, monitoring of projects costs by PPs in close collaboration with the Growth & Innovation Fund.
- Ensure that expenditures are within the allocated budget and financial resources are effectively used and associated reporting on the budget is timely done.

### **Line Management**

- Contribute to building a strong and cohesive Better Cotton Pakistan team that represents the ethos and values of the organisation and manage them effectively in the achievement of their objectives.
- Directly supervise Better Cotton team in Pakistan involved in the activities related to capacity building and support assurance programme, monitoring and evaluation and PP support.
- Effective team management and support (building the team including recruitment, induction, and line management) of team assigned
- Motivate and support the Pakistan team to develop their competencies, perform well in their roles, and progress in their careers

## Profile

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

Skills, Knowledge and Experience
<b><i>Essential</i></b>
University degree, or equivalent higher education qualification, in a relevant field
Valuable work experience with a substantial timeframe in relevant field (Cotton Production, Agriculture, Standards and Certification, sustainable development, TOT, Partnership management etc.)
Fluent in English and Urdu with very strong written and verbal communication skills.
Experience of project management in local and international context
Strong understanding of basic auditing approaches and principles
Balance of strategic thinking with attention to detail
Superior skills and aptitude to appraise arguments critically and logically, organise ideas in a clear manner, and draw conclusions and formulate arguments in way that is effective, concise, and specific
Experience in line management; including clear and concise communication, effective problem-solving, and leadership Proven ability to collaborate effectively across different teams and cultures
Strong relationship building skills and service-oriented attitude
Good communication skills with the 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
Excellent computer and IT skills, including Word; PowerPoint; Excel, Outlook (Microsoft Suite)
<b><i>Desirable</i></b>
Academic background in rural/agricultural development and sustainability
Direct experience working with farmers or farming communities

Skills, Knowledge and Experience
<i>Essential</i>
Advanced numerical skills and experience in analysing large data sets
Experience with Sharepoint, PowerBI (Microsoft Suite), and/or Salesforce
Knowledge of local languages e.g., Punjabi, Saraki and Sindhi
Experience working on fundraising proposals and projects

## Working arrangements

This is a full time (40 hours per week) position; part-time (i.e., 80%) positions can be considered. This is a permanent role with an initial three-month probation period. The position will likely be split between remote work and office, following government guidelines and in line with our flexible working policy.

## 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 applying [via this link](#).

**Application deadline: Aug 22, 2022**

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 resources.

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.