



Senior Social Impact Coordinator (Pakistan)

Starting Date: As soon as possible

Contract type: Open-ended

Salary: Salary in line with respective internal band (dependant on experience)

Location: Lahore, Pakistan

Application closing date: Midnight 5th March 2023

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 cotton farmers - from the smallest to the largest - in 23 countries, on 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.

A core part of Better Cotton's mission is our commitment to social impact, particularly to "*enhance the wellbeing and economic development of cotton farming communities*", as outlined in Better Cotton's 2030 strategy. In line with our 2030 strategy, our social impact workstream cuts across 3 main thematic areas: sustainable livelihoods, decent work and gender equality, which are critical and interdependent aspects of Better Cotton's programmes.

About this role

This is an exciting new role, responsible for further developing and driving Better Cotton's social impact agenda in Pakistan and embedding it in our country partnerships, projects and activities, in line with Better Cotton's strategic commitments. **It involves highly collaborative and cross-functional work, to foster and oversee the development of impactful approaches to promote decent work, gender equality and livelihoods improvements for Better Cotton farmers, workers and their communities.**

Embedded within our *Country Programmes* function, this role will directly report to the Pakistan Capacity Building Manager. The successful candidate will also work in close collaboration with the Decent Work, Livelihoods and Gender teams, represented across different Better Cotton offices around the world.

This fulfilling role offers excellent opportunities for career development - to take initiative and bring new ideas, with a competitive benefits package.

Responsibilities

Strategy development and roll-out

- Support development and roll-out of a strategic roadmap on social impact for Pakistan, drawing on existing strategic commitments on decent work, livelihoods and gender equality.
- Coordinate engagement with staff and Programme Partners to identify and refine high impact pathways, primary focus areas and initiatives to be supported;
- Outline key fundraising priorities and support relevant bids with the Better Cotton fundraising and Growth & Innovation Fund (GIF) teams.

Stakeholder engagement and partnerships

- Identify and engage with relevant stakeholders to advance the strategic roadmap;
- Specifically, work with new and existing partners to foster impactful approaches to promoting decent work, gender equality and livelihoods improvements among cotton farming communities;
- Cultivate relationships and maintain regular communication channels with Better Cotton's Programme Partners and Relationship Managers to stay abreast of key activities and developments related to the social impact areas, and to act on any relevant opportunities for collaboration;
- Support and contribute to multi-stakeholder dialogue and collaboration on key issues of interest to our social impact workstream;
- Specifically, provide support to engagement with Trade Unions, Producer, Employer and Landlord Associations, with a view to strengthen social dialogue;
- Provide backbone support to collective community efforts to ensure tangible progress is made within the social impact areas.

Project management and monitoring

- Support design of new social impact projects and initiatives;
- Provide ongoing technical support as required;
- Monitor project performance according to agreed timeline and objectives;
- Coordinate engagement on project design and implementation, ensuring that relevant colleagues feed in, and stay informed of progress at key milestones;
- Oversee and coordinate procurement and contracting for social impact tendering processes.

Standard implementation support and knowledge sharing

- Support the roll-out and implementation of Better Cotton's Revised Standard "Principles & Criteria", related to Decent Work, Livelihoods, Gender Equality and Social Inclusion;
- Specifically, support guidance adaptation on child labour and young workers, and labour monitoring systems, as well as other relevant topics, as required;

- Support the review and update of Programme Partner training materials and facilitate the sharing of resources and approaches;

Cross-functional collaboration, communication and coordination

- Represent the Pakistan team in Better Cotton's *Social Impact Working Group* to share ongoing updates on key projects, activities and lessons learnt with other social impact focal points.
- Ensure regular communication and collaboration with other Programme, Assurance, Fundraising, MEL and Traceability colleagues: in particular, the Senior Partnerships Coordinator, Senior Fundraising Coordinator, First Mile Traceability Coordinator, and GIF Coordinator.

Profile

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

Skills, Knowledge and Experience
Essential
<ul style="list-style-type: none"> • A Master's degree in international development, human rights law or related field
<ul style="list-style-type: none"> • Demonstrated (8–10 years') experience in rural development, human & labour rights or related field
<ul style="list-style-type: none"> • At least 3 years' experience supporting community development programmes in rural settings
<ul style="list-style-type: none"> • Technical expertise in at least 1 of the following areas: farmer cooperatives support, child labour, forced labour, gender, worker rights, or livelihoods programming
<ul style="list-style-type: none"> • Experience working in a diverse international company or organization with colleagues from around the world, including remote collaboration
<ul style="list-style-type: none"> • Experience supporting and establishing multi-stakeholder partnerships and a strong awareness of relevant potential partners for Better Cotton Pakistan
<ul style="list-style-type: none"> • Demonstrated experience working collaboratively with multiple colleagues and stakeholders on past projects or assignments
<ul style="list-style-type: none"> • Self-starter mentality with ability to advance creative approaches and new ways of working
<ul style="list-style-type: none"> • Strong communication skills and demonstrated experience leading participatory stakeholder engagement processes
<ul style="list-style-type: none"> • Demonstrated understanding of the systemic challenges pertaining to the smallholder farming context
<ul style="list-style-type: none"> • Passion for change with ambition to grow Better Cotton's social impact
<ul style="list-style-type: none"> • Proficiency in MS Office Suite: Teams; Excel; PPT etc.
<ul style="list-style-type: none"> • Fluency in English and Urdu
Desirable

<ul style="list-style-type: none">• Demonstrated understanding or past experience related to sustainable agricultural practices or cotton value chain
<ul style="list-style-type: none">• Fluency or good level of written and oral communication in Sindhi
<ul style="list-style-type: none">• Experience supporting or overseeing rights-based development approaches

Working arrangements

The position is full-time (40 hours per week) but can also be considered part-time 80-90% (32-36 hours per week) and will be based in Better Cotton's Lahore office. BCI offers flexible working, with core hours being 10am – 4pm and the option to work from home three days per week.

Travel will be required to rural cotton producing areas in Punjab and Sindh. Possible international travel may be required as well.

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 [via this form](#).

Application deadline: 5th March 2023

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 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.