First Mile Traceability Coordinator, Pakistan

**Starting Date:** As soon as possible, no later than July 28, 2023  
**Contract type:** Permanent  
**Salary:** Competitive salary commensurate with experience  
**Location:** Lahore, Pakistan, with frequent travels within the country  
**Application closing date:** June 30, 2023 – (Open one week for internal candidates with deadline of June 19, 2023)

**About Better Cotton**
Better Cotton is the world’s largest cotton sustainability programme. Our mission is to help cotton communities survive and thrive, while protecting and restoring the environment. Better Cotton currently has offices in China, India, Mozambique, Pakistan, Switzerland and UK, as well as staff based in Brazil, Burkina Faso, Ivory Coast, Kenya, Mali, Netherlands, Sweden, Turkey, the Unites States and Uzbekistan.

Better Cotton in Pakistan is working under a service level agreement with Better Cotton Global.

**Why join us**
In challenging times, we are meeting the challenge head on. Better Cotton includes more than 200 individuals from diverse cultures, countries and backgrounds. Through our network of field-level partners 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.

**About this role**
As we prepare to launch Better Cotton’s new traceability offering, we are seeking an experienced professional to join our Pakistan Traceability and Supply Chain team to work on further strengthening first mile traceability, between farms and gins.

The First Mile Traceability Coordinator will be based in Better Cotton’s Pakistan office in Lahore and will have a dual reporting line, reporting both to the Supply Chain Manager, overseeing both supply chain and traceability activities in Pakistan, and to the Farm to Gin global team, based out of London. This role will require frequent travels within Pakistan.

**Key Responsibilities**

**Deliver research and analysis and implement first mile traceability pilot**

- Further develop existing research on intermediaries operating in the cotton supply chain
• Analyse data on Better Cotton purchasing patterns at gin level
• Work with selected ginners and programme partners to facilitate gin level farmer and intermediary mappings
• Design a first mile traceability pilot for Pakistan.
• Test process improvements, potentially technologies to further strengthen segregation of Better Cotton from farm to gin
• Deliver trainings and ensure readiness of relevant actors for pilot activities
• Monitor and report on pilot results, continuously suggesting improvements
• Proactively develop solutions to address challenges and bottlenecks faced

**Strengthen assurance activities and develop traceability three year plan**

• Engage local stakeholders to determine the assurance and integrity risks
• Analyse local audits and conduct training or second party credibility checks
• Build a three-year plan for first mile traceability in Pakistan
• Under the direction of local team lead, coordinate the Pakistan Farm to Gin Working Group, ensuring this group meets regularly, setting the agenda, capturing insights.

**Other areas on knowledge and information management**

• Capture lessons learnt from the pilot and other farm to gin activities in Pakistan
• Regularly share key learnings and insights with other teams in Pakistan, global teams
• Help design surveys, analyse data, and conduct research as required

Beyond these specific responsibilities, the First Mile Traceability Coordinator is expected to collaborate with the Better Cotton Pakistan team and Global Farm to Gin Team on other activities, as required.

**What we offer**

• Competitive salary
• Flexible working
• Continuous learning and development
• 25 days paid annual leave, plus 9 Bank Holidays and a further 3 days discretionary leave
• Maternity/paternity leaves
• OPD & IPD coverage
• Life insurance
• A warm, positive working environment where everyone is valued
• The opportunity to make you mark and make a difference.

**We are looking for someone who is having**

**Skills, Knowledge and Experience**

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<td>• University degree, or equivalent higher education qualification, in a relevant field with an interest in sustainability</td>
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<td>• Minimum 5 years of relevant work experience</td>
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<td>• Experience with smallholder farmer market access programmes</td>
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• Experience designing and/or implementing pilots and monitoring outcomes
• Excellent project management & IT skills (MS Word, Excel, Powerpoint)
• Strong stakeholder engagement skills – notably through leading workshops - and the ability to communicate effectively with stakeholders from diverse cultures
• Demonstrated organizational skills
• Willingness to travel within Pakistan and to spend time with farmers, intermediaries and ginners in remote areas
• Good written and verbal communication skills in English and Urdu
• Self-starter and problem solver, comfortable with uncertainty

Desirable
• Good understanding of the cotton sector
• Knowledge of traceability and associated technologies
• Knowledge of climate change and other sustainability challenges
• Experience designing and delivering trainings. Experience writing donor reports
• Knowledge of local dialects e.g. Punjabi, Saraiki and Sindhi, is a plus.

Apply now

Please send us by or before June 30, 2023 – (Open one week for internal candidates with deadline of June 19, 2023) a detailed CV in English and a brief cover letter (2 pages maximum) via below link. In your cover letter, please include an explanation of why your experience is specifically relevant to this role at Better Cotton.

https://forms.monday.com/forms/4ae4e169f2fe57b06f00141b3c0e58ef?r=use1

Additional info

We thank all applicants for their interest; however, only shortlisted candidates 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. Therefore, all offers of employment are subject to satisfactory references and appropriate screening checks.

Better Cotton is currently unable to provide sponsorship for any work visas, so you need to have work rights in the country where the position is based at.