

Gender Equality Manager

Starting Date: As soon as possible

Contract type: Full-time (40 hours per week)

Contract Duration: Open-ended, Permanent

Salary: Commensurate with relevant experience

Location: New Delhi, India

Application closing date: 20 Aug 2023 midnight (Interviews for this position won't be held until mid-September)

About the Job

Better Cotton is seeking a forward-thinking and ambitious Gender Manager to ensure that we deliver on our aim to make Better Cotton better for all. This role will be responsible for designing and implementing the next phase of our [Gender Strategy](#) to support this aim

Your Role and Responsibilities

The role will sit within the Programmes Function at Better Cotton. It will involve close collaboration with other internal teams including Standards & Assurance, Monitoring Evaluation and Learning, Communications, Fundraising, and country-level programme teams (e.g., in India, China, Pakistan, Mali, Mozambique and Turkey).

The Gender Manager will have the following responsibilities:

Gender Strategy revision and rollout, 2030 women's empowerment impact target rollout

- Through a consultative process, update the [gender strategy](#) in line with the Better Cotton 2030 strategy and new women's empowerment impact targets, and our commitment to transformative action.
 - The women's empowerment impact targets will be published by year-end 2022. They aim to drive progress at partner level and at field level, through a focus on representation and participation.
- Lead the rollout of the new strategy, including identifying resource requirements from staff capacity to budget allocation

Collaboration, partnership development and stakeholder engagement

- Lead on identifying and setting up new global level partnerships with NGOs, multistakeholder groups, government actors, and others to help drive progress on gender equality
- Collaborate with the Better Cotton fundraising team to create proposals
- Support country-level Better Cotton teams in identifying and establishing new partnerships with women's rights organisations and transformative gender equality focused organisations
- Collaborate with Better Cotton colleagues, in particular those leading Decent Work and Livelihoods activities, to mainstream gender considerations

Thought leadership and communications

- Raise the profile of the Gender Strategy internally and support all stakeholders to understand the need and benefits of committing time, resources and, importantly, budget, to gender work
- Participate in events, conferences, and panels to represent our work and share learnings and provide thought leadership on the topics of gender equality and sustainable agriculture
- Communicate our learnings, challenges and progress to internal and external audiences through various outputs such as newsletter articles, blogs and videos

Build staff capacity

- Organise training for Better Cotton staff on GESI, in collaboration with the HR team
- Coordinate the representative Gender Working Group, a platform for learning, brainstorming and sharing

Profile

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

Essential

- Relevant university degree, or equivalent work experience with women's rights and/or organisations focused on gender
- Minimum 10 years' experience in a relevant position
- Leadership skills – ability to influence and convince others to commit to gender in an otherwise 'conservative' agriculture sector
- Significant practical experience of gender and development work with substantial time spent in South Asia or Sub Saharan Africa
- Experience in developing and implementing gender mainstreaming strategies and action plans and creating and inspiring gender-responsive programmes across various contexts
- Brings an existing network of individuals and organisations with gender equality expertise, such as women's rights organisations
- Excellent organisational and project management skills – ability to handle multiple projects in parallel using best practice tools
- Fundraising experience – proposal development, partnership building, donor relations
- Proven ability to collaborate effectively (in-person and through use of virtual tools) across different teams and cultures, with strong relationship-building skills.
- Excellent written and verbal communication skills – ability to communicate clearly and concisely, as well as the ability to assimilate and process information for diverse audiences
- Experience with monitoring, evaluation and learning systems and developing indicator frameworks and methodologies to measure empowerment and equality
- Proven ability to work autonomously with a high level of personal effectiveness and ability to adapt to changing priorities
- Experience building and managing project teams and identifying and recruiting human resources as needed.

Financial skills, particularly building and managing budgets

- Excellent computer and IT skills, including: Word; PowerPoint; Excel, Outlook
- Fluent in English

Desirable

- Relevant higher level university degree
- Familiarity with the gender dynamics of smallholder agriculture systems, especially cash crops/cotton
- Experience with farmer training and capacity building, particularly in smallholder contexts
- Experience with livelihoods and decent work initiatives
- Experience with sustainability standards systems
- Competency in languages most relevant to Better Cotton countries, such as Hindi, Urdu, Mandarin Chinese, French, Portuguese and Turkish

Working arrangements

The position is full-time (40 hours per week) and will be based in the Delhi, India. Better Cotton offers flexible working, with core hours being 10am – 4pm, staff are required to come to the Better Cotton Delhi office as per flexible working policy (currently minimum one week in every 6 weeks) and can work from home accordingly.

Covid-dependent, the position will include travel – likely 1-2 short-haul trips per year and 1-2 longer trips to a cotton-growing regions (Africa, South Asia, Americas).

What we offer

- Competitive salary
- The opportunity to work from anywhere in the world for up to one month per year
- Continuous learning and development
- Employees Provident Fund
- Medclaim and Life Insurances
- 25 days paid annual leave, plus 8-9 Bank Holidays and a further 3 days off over Christmas
- Enhanced parental benefits
- A warm, positive working environment where everyone is valued
- The opportunity to make your mark and make a difference.

Apply now

Send us by or before 31 July 2023 midnight your detailed CV (2 pages maximum) and a brief cover letter (1 page maximum) in English via the below link **as well as a 2-minute video in which the following questions are answered to Better Cotton**

Applications with video answers will only be accepted for screening process.

[Application for Gender Equality Manager](#)

Video Questions:

1. How and why do you feel that you are suited for this role? Please share specific experiences and projects as examples.
2. Which of the responsibilities outlined above most inspire you?
3. Better Cotton is active in over 23 countries. How will you approach developing policies and projects that are globally applicable while ensuring local relevance and adaptation?

About our Values

The post holder will be expected to operate in line with our workplace values which are:

- **Trustworthy** (including honest, transparent, credible)
- As having **Integrity** (including responsible, authentic)
- **Positive** (including problem-solving, pragmatic)
- **Engaging** (including adaptable, inclusive, holistic)
- **Daring** (including courageous, innovative, game-changing)

Being you @ Better Cotton

Better Cotton is committed to creating a diverse environment and is proud to be an equal opportunity employer with strong commitment to good practice and transparency in the management of natural, human, and financial resources.

We have 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.

About Better Cotton

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. In the 2020-21 cotton season, through our network of field-level partners, our programme reached 3.9 million people, and 2.9 million farmers in 26 countries received training on sustainable farming practices. A fifth 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.

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

Our hiring process

If your profile matches our search, you will be contacted by the HR team:

Step 1 : To complete a written assignment and thinking skills written assessment online

Step 2: If you are successful in your written online assignment, you will be invited to the 1st interview with the hiring manager(s) and HR. Otherwise, you will receive an email to inform that you are not selected.

Step 3 : If you are successful in the 1st interview, but we still want to explore additional areas of your knowledge, skills and experience, you will be invited to attend the 2nd final interview.

Step 4 : If you are successful in the 2nd final interview, you will be asked to provide at least two references including one from your most recent manager/job.

Step 5 : If your references are satisfactory, you will receive an offer letter from HR. Otherwise, you will receive an email to inform that you are not selected.