First Mile Traceability Coordinator, India

**Starting Date:** As soon as possible  
**Contract type:** Full-time (40 hours per week)  
**Contract Duration:** One year contract, renewable (depending on availability of funds)  
**Salary:** INR 1'904'700 (commensurate with relevant experience)  
**Location:** New Delhi, India, with frequent travels within the country  
**Application closing date:** 28 July 2023 midnight

**About the Job**

As we prepare to launch Better Cotton’s new traceability offering, we are seeking an experienced professional to join our India Traceability and Supply Chain team to work on strengthening first mile traceability, between farms and gins. Better Cotton currently requires ginner to ensure that Better Cotton is fully segregated between farm and gin at gin level. In view of the adoption of our new traceability solution, we will be investing in strengthening the integrity of this “farm to gin” link. The role will involve conducting research into the flow of cotton between farm and gin in India (including mapping different types of intermediaries), designing pilots, testing new processes and technologies, strengthening assurance at ginner level and all other activities mentioned below. The role will also contribute to the design of farmer benefits interventions, seeking to ensure traceability enhances market access and offers a better remuneration to farmers.

In this role, you will engage with a diverse range of stakeholders, including small holder farmers (through programme partners), intermediaries and giners. You will have confirmed experience with farmer market access programmes, ideally linked to traceability. 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 First Mile Traceability Coordinator will be based in Better Cotton’s India office in Delhi and will have a dual reporting line, reporting both to Supply Chain Manager overseeing both supply chain and traceability activities in India, and to the Farm to Gin global team, based out of London. This role will require frequent travels within India.

**Your Role and Responsibilities**

Working closely with the Better Cotton India Supply Chain, Traceability and Programme teams and the global Farm to Gin team, you will be responsible for delivering the following body of work:

1. **Deliver research and analysis on the flow of cotton between farm and gin in India**
   - Further develop existing research on intermediaries operating in the cotton supply chain between farm and gin throughout different regions of India
   - Analyse data on Better Cotton purchasing patterns at gin level in different cotton growing regions of India to deliver a detailed sourcing map – identifying opportunities and risks
• Work with selected ginners and programme partners to facilitate gin level farmer and intermediary mappings

2. Design and implement a first mile traceability pilot
   • Design a first mile traceability pilot for India to test process improvements and potentially technologies to further strengthen segregation of Better Cotton from farm to gin and information flow from farm to gin. This will require coordinating inputs from multiple internal and external stakeholders.
   • Help identify and engage stakeholders to participate in the pilot
   • Coordinate the implementation of this pilot
     o Deliver trainings and ensure readiness of relevant actors for pilot activities
     o Monitor and report on pilot results, continuously suggesting improvements to actors involved in the pilot
     o Proactively develop solutions to address challenges and bottlenecks faced during the pilot phase

3. Strengthen assurance activities
   • Support the development of the global traceability assurance and integrity approach by providing country level insights into farm to gin challenges
   • Engage local stakeholders to determine the assurance and integrity risks specific to the farm to gin link in 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. Develop a first mile traceability three-year plan for India
   • Following learnings gathered through research and pilot implementation, build a three-year plan for first mile traceability in India
   • Under the direction of local team lead, coordinate the India Farm to Gin Working Group, ensuring this group meets regularly, setting the agenda, capturing insights from the different functions, reporting back on action points. This group will help design the pilot and the three-year plan.

5. Lead on knowledge and information management for first mile traceability
   • Capture lessons learnt from the pilot and other farm to gin activities in India
   • Regularly share key learnings and insights with other teams in India, other country teams and 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 India team and Global Farm to Gin Team on other activities, as required.

Profile

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

Essential
• University degree, or equivalent higher education qualification, in a relevant field with an interest in sustainability
• Minimum 5 years of relevant work experience
• Experience with smallholder farmer market access programmes
• Experience designing and/or implementing pilots and monitoring outcomes
• Excellent project management skills
• Proven ability to inspire, empower, and champion the introduction of new practices across multistakeholder environments
• Strong stakeholder engagement skills – notably through leading workshops - and the ability to communicate effectively with stakeholders from diverse cultures and backgrounds
• Demonstrated organizational skills, ability to prioritize tasks and manage time efficiently while maintaining attention to detail
• Willingness and ability to travel within India and to spend time with farmers, intermediaries and ginners in remote areas
• Good written and verbal communication skills in English and Hindi with the ability to communicate clearly and concisely.
• Self-starter and problem solver, comfortable with uncertainty
• Strong teamworking skills
• Demonstrated integrity and business ethics
• Proficient IT skills, including but not limited to MS Office suite (PowerPoint, Word and Excel).

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. Gujarati, Marathi, Malayalam, etc.is a plus.

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. Travel will be required within the country (30% to 50% of time depending on season).

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
• Mediclaim 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 28 July 2023 midnight your detailed CV (2 pages maximum) and a brief cover letter (1 page maximum) in English via the below link.

Application for First Mile Traceability Coordinator, India

In your cover letter, please include an explanation of why your experience is specifically relevant to this role at Better Cotton. We want to see your personal style – what makes you tick and why you think your next opportunity is here with us.

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.

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 learn more about Better Cotton’s current work on traceability, 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.