

## Capacity Building Manager - Pakistan

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**Starting Date:** As soon as possible, no later than 28.10.2023

**Contract type:** Permanent/Full Time

**Salary:** Competitive salary commensurate with experience

**Location:** Lahore, Pakistan

**Application closing date:** 27.08.2023

### 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 United 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

We are thrilled to announce this exciting opportunity for a **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.

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 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.

This challenging role offers excellent opportunities for personal and professional development, together with a competitive benefit package.

### Key Responsibilities:

- Assist the Country Director on national policy engagement to support more sustainable cotton production and assist in the development of a long-term strategy;

- Work closely with various cotton research institutes, agricultural colleges/universities, and other public sector organizations;
- Design and implement a strategy and annual operational plan around 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;
- Create greater awareness about key sustainability issues, including use of pesticides, soil health, climate change adaptation, decent work, amongst the PPs/stake holders;
- Ensure the Better Cotton Programme at the field level evolves as more gender inclusive – in design, implementation, and MEL;
- 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;
- 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;
- Participate actively in global assurance and capacity team and thematic working groups across Better Cotton countries to promote coordination and best practices;
- 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.
- Contribute to preparation of annual budget, especially for the activities directly related;
- Ensure that expenditures are within the allocated budget and financial resources are effectively used and associated reporting on the budget is timely done;
- 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.

## What we offer

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

## We are looking for someone who is having

<b>Skills, Knowledge and Experience</b>
<b><i>Essential</i></b>
University degree, or equivalent higher education qualification, in a relevant field

<b>Skills, Knowledge and Experience</b>
<b><i>Essential</i></b>
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
Experience in line management; including clear and concise communication, effective problem-solving, and leadership Proven ability to collaborate effectively
Strong relationship building skills and service-oriented attitude
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
Advanced numerical skills and experience in analysing large data sets
Experience with Sharepoint, PowerBI (Microsoft Suite), Monday Board and 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 with an initial three-month probation period.

## Apply now

Please send us by or before **27.08.2023** a detailed CV in English and a brief cover letter (2 pages maximum) [via this link](#).

## 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.