



Senior Social Impact Coordinator - Pakistan

Starting Date: As soon as possible, no later than 05.11.2023

Contract type: Full time

Salary: Competitive salary commensurate with experience

Location: Lahore, Pakistan

Application closing date: 28.08.2023

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

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 Programme 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.

Key Responsibilities:

- Support development and roll-out of a strategic roadmap on social impact for Pakistan, drawing on existing strategic commitments on decent work, 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.
- Identify and engage with relevant stakeholders to advance the strategic roadmap.
- 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.
- 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.
- Support design of new social impact projects and initiatives; .
- Oversee and coordinate procurement and contracting for social impact tendering processes.
- 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.
- Represent the Pakistan team in Better Cotton’s Social Impact Working Group to share ongoing updates on key projects, activities and lessons learnt.
- 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.

What we offer

- Competitive salary;
- Flexible working;
- Hybrid working environment (work from office 2 days a week and from home 3 days a week, per current policy);
- 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:

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 organisation 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
<p>Desirable</p>
<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

Apply now

Please send us by or before **28.08.2023** a detailed CV in English and a brief cover letter (2 pages maximum) [via this link](#).

In your cover letter, please include an explanation of why your experience that is specifically relevant to this role at Better Cotton.

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.