

Compliance and Monitoring Coordinator - Turkey

Starting Date: ASAP

Contract type: Permanent

Location: Turkey

Salary range: 21'000 TL per month

Application closing date: Midnight 23:59 CET, 27th August 2023

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. Through our network of field-level partners we have trained over 2.5 million farmers - from the smallest to the largest - in 23 countries in more sustainable farming practices. 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.

We work across all kinds of farm types, sizes, and geographies. It is crucial that these producers, and the Better Cotton they produce, can continue to access international markets in the face of changing regulatory and business expectations.

About this role

At Better Cotton we want to continue to increase the amount of monitoring and oversight of the Chain of Custody (CoC) and supply chain. In 2023 we are introducing traceability into the Better Cotton Standard System which will mean new CoC requirements for suppliers and new procedures and practices in the trading and processing of cotton. With these changes come additional integrity risks that will need to be carefully managed alongside any other potential risks in the existing supply chain. This role will play a key part in ensuring assurance and helping to bring increased supply chain transparency and credibility.

Responsibilities

The Compliance and Monitoring Coordinator reports into the Senior Membership and Supply Chain Coordinator for Turkey and is responsible for delivering the following body of work:

1. **Conduct ginner assessments.**

- Together with the line manager, develop and implement a supply chain compliance approach for Turkey, in line with the global approach to ensuring supply chain compliance to the Better Cotton Chain of Custody Standard.

- Organise and conduct second party ginner audits in Turkey as defined, report and coordinate the follow-up of non-conformities or supply chain risk areas identified.
 - Follow up on and track closure of corrective action plans from the Ginner Assessments.
- 2. Conduct remote transaction monitoring audits for Better Cotton supply chain actors.**
- Conduct remote transaction monitoring audits and proactively investigate irregular transactions detected via the Cotton Cloud or Digital Platform.
 - Monitor outputs of the remote transaction monitoring audits and ensure effective close out of any non-conformities.
 - Ensure smooth reporting of audit outcomes using the dedicated tracking system.
 - Provide regular inputs to help improving the overall monitoring processes.
- 3. Support assurance activities on the Better Cotton Chain of Custody Standard third party audits**
- Oversee the training of third party auditors for the region and implement systems to monitor auditors' performance (including shadow visits, feedback surveys, report reviews) in collaboration with the line manager.
 - Follow up on closing any non-conformities found during third party verifications.
- 4. On-boarding process**
- Prepare and update training and capacity building materials based on the findings of the monitoring visits of previous years to reduce the risk of non-conformities.
 - Deliver on-site and online ginner training for ginner located in different regions of Turkey.
 - Support the onboarding of organisations to the new Chain of Custody Standard which may include reviewing registration forms and screening for other integrity risks.
 - Review annual internal reviews submitted by supply chain organisations.
 - Follow up on actions required from the annual internal reviews.
- 5. Continuous process improvements**
- Proactively share local best practices with the other Better Cotton compliance and monitoring resources and enquire about the best practices in other countries.
 - Work with the other Better Cotton compliance and monitoring resources to review existing processes and recommend improvements.
 - Keep up to date with local laws and policies, and proactively share with the global team, highlighting any potential risks.
- 6. Team support**
- Assist in updating the related process and training materials.
 - Contribute to the development of the team's objectives and workplans.
 - Support training activities of the Compliance and Monitoring team as required
 - Attend and participate in regular team meetings.

Beyond these specific responsibilities, the Compliance and Monitoring Coordinator is expected to collaborate on activities as agreed with the line manager to support the delivery of the Better Cotton strategy.

We are looking for someone who is having

The selected candidate will have the following skills, knowledge, and experience: Candidates with some but not all the preferred attributes but strong related experience and enthusiasm for this challenge are encouraged to apply. For the right candidate training will be provided to fill knowledge or skill gaps.

Skills, Knowledge and Experience

Essential

- At least 3 years' work experience in auditing, (textile industry is desirable)
- University degree, or equivalent higher education qualification, in a relevant field
- Strong communication skills and attentive listening abilities.
- Strong ethics and integrity
- Proven ability to multi-task, work with lots of information inputs and monitor several projects running in parallel.
- Detail oriented and analytic
- Team player
- Comfortable working with global teams
- Turkish speaker with excellent written and spoken English
- Strong organisational skills
- Able to work independently and self-motivated
- Highly adaptable
- Good IT skills, including but not limited to MS Office suite (PowerPoint, Word and Excel)

Desirable

- Lead auditor qualification
- Chain of Custody auditing experience in the textile industry
- Experience in financial auditing
- Good understanding of local laws and policies
- Experience in standards and certification programmes
- Experience working in culturally diverse and dispersed organisations
- Additional language expertise

What we offer

- Remote working
- Private health insurance
- Personal accident insurance
- Continuous learning and development
- A warm, positive working environment where everyone is valued
- The opportunity to make your mark and make a difference.

Working arrangements

The position is full-time (40 hours per week) and will be based in Turkey. Better Cotton offers flexible working, with core hours being 10am – 4pm. The person chosen for this position will be working remotely.

Travel will be required within the country during the ginning season (Oct-Dec).

Apply now

Interested applicants with the required attributes are asked to send by or before **27.08.2023** a detailed CV and a brief cover letter (2 pages maximum) in English [via this link](#).

We thank all applicants for their interest; however, only candidates short-listed will be contacted. Better Cotton is currently unable to provide sponsorship for work permits, and candidates need to have a pre-existing right to work in the location where they will be based.

Better Cotton is an equal opportunity employer and is committed to good practice and transparency in the management of natural, human, and financial resources.