

Supply Chain Coordinator - India

Starting Date: As soon as possible, not later than 01st Oct 2023

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: 01 Sep 2023 midnight

About the Job

Better Cotton is actively looking for a dynamic and driven individual to join Supply Chain Team as a Supply Chain Coordinator at the Better Cotton India Office. This position oversees operations in India, Bangladesh, and Sri Lanka. Collaborating closely with the India Supply Chain Manager, the role entails steering stakeholder engagement, fostering Better Cotton uptake, and supporting supply chain actors. The Supply Chain Coordinator will lead interactions, enhance communication, and facilitate process implementation, strategically amplifying Better Cotton's influence in alignment with Better Cotton's 2030 strategy.

The Supply Chain Coordinator will be part of the Better Cotton Membership and Supply Chain Team. The role requires a strong service-oriented approach to Better Cotton stakeholders, responsible, reliable and rapid but accurate in completion of administrative tasks. The individual should be able to respond timely to new challenges, identify and analyse problems and contribute to finding solutions proactively. The Supply Chain Coordinator will provide support to the Supply Chain Team in India and will report to the India Supply Chain Manager.

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

Your Role and Responsibilities

Under the line management of the India Supply Chain Manager, you will be responsible for:

Regional Communication and Stakeholder Engagement

- Acting as the main in-country point of contact for Retailer and Brand Members interested in sourcing Better Cotton and regularly updating them with information regarding ginners, and spinners from where Better Cotton can be sourced.
- Lead stakeholder engagement with trade & industry, while building relationships and ensuring effective communication with supply chain actors, retailers and brands in India, Bangladesh, and Sri Lanka to promote understanding of Better Cotton Chain of Custody Standard.
- Support Better Cotton engagement with cotton producers, seed cotton traders, ginners, ginning associations, programme partners, and other organizations.
- Stay updated on significant developments in the cotton sector in the region, reporting on policy, pricing, premiums, and other relevant supply chain issues related to Better Cotton.
- Work with the India Supply Chain Manager to achieve country targets and strategize on expanding Better Cotton's reach in the region.

- Contribute to identifying barriers to increasing uptake ratio at gin, Spinning and Retailers level and devising Better Cotton appropriate activities.

Supply Chain Engagement and Training

- Oversee the development and implementation of effective and scalable training programs (online and in-person) for participating ginners, suppliers and manufacturers, and retailers and brands in the region.
- Facilitate knowledge-sharing sessions and workshops for supply chain actors to promote Better Cotton sourcing best practices and innovation.
- Facilitate and guide Program Partners and ginners in effectively implementing the Chain of Custody standard for Better Cotton, ensuring high levels of uptake and seamless compliance from the farm to the gin.
- Lead the ginner recruitment activities in the region, involving the selection of ginners through mapping, planning in collaboration with the global team, and organizing training sessions on the Chain of Custody Standard and Better Cotton Platform.
- Ensure documentation of all training and workshop sessions, while integrating them into a centralized and accessible common database.

Supply Chain Credibility and Compliance

- Under the direction of the India Supply Chain Manager and Chain of Custody and Supply Chain Integrity Senior Manager, develop and implement a supply chain compliance approach for India and Bangladesh, in line with the global programme to ensure supply chain compliance.
- Organise and oversee third party and remote auditing schedules in the region, including ginner and supplier selection for audits, coordinate with ginners and suppliers, review audit reports, and track and follow-up on non-compliances (NC's).
- Oversee effective training for third-party auditors for the region and implement systems to monitor auditor performance.

Global and Regional management

- Provide regular reporting within a set framework, and in line with overall objectives to the India Supply Chain Manager.
- Provide feedback to global team to improve Better Cotton Platform (BCP) based on interaction with the supply chain stakeholder and ways to improve efficiency for the user.
- Keep up to date with complementary activities / projects implemented in the region.
- Actively contribute to and collaborate on various Global & Regional projects as needed, offering valuable inputs and insights. Oversee effective training for third-party auditors for the region and implement systems to monitor auditor performance.

General

- Attend internal meetings to report on activities and to facilitate the exchange of information between regions.

Beyond these specific responsibilities, the Supply Chain Coordinator is expected to collaborate on activities and projects as agreed with the India Supply Chain Manager and the Global M&SC Director.

Profile

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

Essential

- University degree, OR equivalent higher education qualification
- Relevant work experience for a minimum of 5 years in relevant field
- Knowledge and experience of the textile/cotton sector in India, in particular the trading /marketing /ginning/spinning of cotton and the associated logistics
- Demonstrated keen interest in sustainability as it applies to the cotton textiles sector
- Excellent analytical and problem-solving skills with a proactive approach to finding and proposing solutions to challenges within clearly defined boundaries
- Good written and verbal communication skills in English and Hindi with the ability to communicate clearly and concisely
- Self-starter, problemsolver, well-organised and comfortable with some self-direction
- Team player with excellent interpersonal skills
- Demonstrated trustworthiness and integrity
- Proficient IT skills, including but not limited to Microsoft suite (PowerPoint, Word and Excel).
- Willingness to travel frequently and to carry out administrative tasks

Desirable

- Experience working in the supply chain of a large retailer, brand or textile supplier
- Deep understanding of traceability and its application in cotton textiles
- Experience of designing and delivering training
- Experience working with global/international organizations.
- Project management skills

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.

The position may require travel in- and outside of the country / region not more than 2 weeks of long haul trips and not more than 15 short-haul trips 2-3-day trips.

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 01 Sep 2023 midnight your detailed CV (2 pages maximum) and a brief cover letter (1 page maximum) in English via the below link

[Application for Supply Chain Coordinator](#)

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.