Impact Director

Starting Date: as soon as possible
Contract type: Fixed term (2 years renewable)
Salary: GBP 90'200 (commensurate with experience)
Location: UK (London, or remote/ accessible to London)
Application closing date: 08 November 2023 but reviewed on a rolling basis

About this role

Reporting to: Senior Director of Data and Traceability and matrix reporting to CEO.

This role will lead the delivery of the Impact Marketplace. A project team has been formed within Better Cotton drawing on staff across Programs, Traceability, M&E and IT to develop, launch and roll out an approach to paying farmers for their sustainability progress. This role will manage one senior manager and two managers, with several other staff reporting into those roles. This role will also need to work laterally with country offices and stakeholders across the organisation to make this change a whole of organisation affair.

Responsibilities

Program Planning
- Responsible for program evolution and success
- Develop, with internal and external stakeholders, a ready to deploy project plan and pitch deck
- Designing grant and non-grant funding mechanisms for program sustainability with your project team

Program Governance
- Ensure multistakeholder buy in and engagement in program direction and in adaptations to Better Cotton system
- Responsible to ensure governance groups engaged and participate in active co-creation

Partnering
- Build partnerships for Impact Marketplace delivery, system building and piloting
- Partnering internally with county teams and cross functional teams for coherent project delivery

Raise funds
- Working with directors of fundraising and data and traceability to raise funds for program delivery
- Leveraging existing own and Better Cotton relationships for funding development and delivery
• Building new relationships for ongoing financing

System building
• Oversee farmer facing tech delivery plans in Pakistan, India and at least one country in Sub-Saharan Africa, such that those contexts are Impact Marketplace ready
• Contribute to internal workstream to move Better Cotton towards Certification
• Working with MRV expert organisations to creditise carbon savings
• Pilot Carbon mitigation field level interventions
• Work with MEL team to bring in other standards (W+) and verifiers as needed

Pilot Launch
• Oversee success of pilots on the ground – working closely with Better Cotton country teams, program partners and other delivery partners
• Shape in country impact marketplace pilots (In India, Mozambique, USA/Australia in 2024) to explore how different element of the farmer payment and impact deepening could work
• Work closely with stakeholders to ensure funding for these pilots

Other
• Participate in leadership, team and staff meetings
• Mentor and upskill staff on agile programming

Profile
The selected candidate will have the following skills, knowledge, and experience. Candidates with some but not all of 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.

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<th>Skills, Knowledge and Experience</th>
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<td><strong>Essential</strong></td>
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<td>Experienced intrapreneur and changemaker (+10 years' experience)</td>
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<td>Appetite for creation and driving towards outcomes</td>
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<td>Comfortable with uncertainty</td>
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<td>Visionary and experienced team lead</td>
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<td>Proven experience of overseeing delivery of global innovation</td>
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<td>Interest in designing operations and building up teams</td>
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<td>Experience with smallholder farming</td>
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<td>Understanding of fashion and apparel and sustainability key</td>
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<td><strong>Desirable</strong></td>
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Direct experience with and knowledge of agricultural sector supply chains
Understanding of smallholder micro finance
Interest in or knowledge of technology innovations
Experience of fundraising for agriculture systems desirable
University degree, or equivalent higher education qualification, in a relevant field with an interest in sustainability
Experience in organisational change management
Additional languages

What we offer
• Competitive salary
• Hybrid working
• The opportunity to work from anywhere in the world for up to one month per year
• Flexible working, with core hours from 10 am to 4 pm local time
• Continuous learning and development
• Pension scheme
• 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.

Working arrangements
The position is full-time (40 hours per week) and will be based in our London office. Better Cotton offers flexible working, with core hours being 10 am – 4 pm and the option to work from home two to three days per week. Some travel will be required: 15-30%.

About Better Cotton
Better Cotton is the world’s largest cotton sustainability programme. Our 200+ colleagues of 37+ nationalities are united by a shared passion and commitment to achieving the Better Cotton mission: to help cotton communities survive and thrive, while protecting and restoring the environment. 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 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 a 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.

Applications

Interested applicants with the required attributes are asked to send, in English, a detailed CV and a brief cover letter (2 pages maximum) via this link. 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.

Application deadline: 8th November 2023. Applications will be reviewed on a rolling basis.

We thank all applicants for their interest; however, only candidates short-listed for an interview 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.