

India – Social Impact Manager

Starting Date: As soon as possible

Contract type: Full time contract for 12 months (with possibility of extension in a permanent contract)

Location: New Delhi (flexible), India

Salary: Competitive salary commensurate with experience

Application closing date: Midnight 05th December 2023 IST (recruitment on a rolling basis)

About this role

We are looking for a proactive and experienced Social Impact Manager to take the lead on the implementation of the decent work and smallholder livelihoods workstreams in India.

As a Social Impact Manager, you will be expected to effectively plan, lead, represent, communicate about and coordinate any decent work and smallholder livelihoods related activity, especially in the areas of stakeholder engagement and capacity building. This will comprise the initiation of new projects and partnerships around these workstreams and the design and implementation of localised plans to address decent work-related risks and enhance livelihood opportunities of cotton communities. The position will support our Programme Partners' capacities to monitor and address incidents and risks to decent work including through the establishment of effective mechanisms and the development of partnerships with social and labour rights expert organisations.

This role will report into the Senior Programme Manager in India. This role offers excellent opportunities for personal and professional development, together with a competitive benefits package.

Responsibilities

Stakeholder engagement on Decent Work

- Build a network of key stakeholders at country level including labour experts, government agencies, local civil society groups and worker representative structures which can be drawn upon to help inform our decent work plans and support with capacity building work, and to support Programme Partners (PPs) to implement decent work projects in specific areas;
- Lead on continuous risk assessments (local and country-wide) to enable risk-based targeting and inform assurance and capacity building approaches and help design relevant tools;
- Coordinate and conduct desk- and field-based research at country level to understand decent work related topics and risk factors
- Ensure that country programme activities, including mitigation measures and remediation approach are informed by the outcomes of contexts specific risk assessments and consultation with key stakeholders

- Review Producer self-assessments and external assessments for risks, identify specific vulnerable groups and provide recommendations to adapt assurance and capacity building approaches and tools
- Translate Better Cotton's global decent work agenda and lead its adaptation to India specific contexts

Grievance Handling

- Monitor the complaints received by Partners and farmers through existing feedback channels, escalating cases as needed, coordinating corrective action and facilitating remediation in collaboration with the relevant stakeholders, including government agencies, trade unions, local community actors, civil society organisations and labour experts
- Support Partners in establishing grievance redressal mechanisms supporting farm workers and sharecroppers through exploring existing local worker feedback mechanisms, designing and planning implementation of new solutions as needed

Enhancing Livelihood Opportunities of Cotton Communities

- In accordance with the Principle on Sustainable Livelihoods in the revised Principles & Criteria, the Better Cotton's Sustainable Livelihoods Approach, conduct mapping of organisations implementing sustainable livelihoods programme in India and identify ways to collaborate with those to support the 2030 Livelihood target of Better Cotton.
- Conduct rapid state-level assessments to understand what the drivers of living income in cotton communities are, and how the barriers in achieving those be overcome.
- In consultation with Programme Partners, identify existing and potential resources and opportunities to enhance sustainable livelihoods of cotton communities, and support them identify priority opportunities and secure resources and support.
- Support PPs design livelihood enhancement programmes which are based on the principles of cooperation, collaboration and inclusivity; and support them with implementation of these programmes.
- Support PPs strengthen the existing Farmer Producer Organisations (FPOs) and promote formation of new ones; identify opportunities to improve their market access and acquire financial and material resources to support the growth of FPOs
- Equip PPs to work with existing Public/private/CSO programmes in building employable skills in youth, especially in young women in the cotton communities

Capacity Strengthening

- Support the review and update of Programme Partners training materials and facilitate the sharing of resources and approaches
- Support PPs in identifying effective training methods and help them develop relevant guidance and training materials on decent work and livelihoods.
- Support the PPs in developing and roll-out Monitoring, Evaluation & Learning frameworks fit for purpose;
- Explore innovative ways to improve outreach to Better Cotton farmers and workers, including through social media, mass communication channels, etc
- Support the roll-out and implementation of Better Cotton's Revised Standard "Principles & Criteria," related to Decent Work and Livelihoods

Fund Raising and Communication

- Contribute to fund raising efforts to raise resources to fund decent work and livelihood interventions by PPs.
- Prepare relevant and engaging communication briefs on decent work and livelihood interventions in the India Programme
- Ensure regular communication and collaboration with other teams
- Represent the India team in Better Cotton’s Social Impact Working Group to share ongoing updates on key projects, activities and lessons learnt with other social impact focal point

Others:

- Participate in communication activities relevant to Better Cotton global targets on decent work
- Support specific research and innovation projects relating to decent work specific topics.
- Undertake other duties as determined by the Line Manager and the India Country Director which are compatible with the role and the job description

Profile

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

Skills, Knowledge & Experience
<i>Essential</i>
University degree in social sciences at a Master’s level, or equivalent higher education qualification, in a relevant field
Demonstrated expertise in decent work, social issues, including international rights and regulatory framework in India on fundamental principles and rights at work, understanding specific challenges around informality and other risk factors in rural areas
At least 10 years’ working experience, with a minimum 4 years’ experience managing complex projects
Outstanding communication and coordination skills
Experience managing stakeholder relations, engaging with the government agencies (e.g., Ministry of labour, labour inspectorates, etc.), civil society and workers’ organisations
Experience in conducting assessments and/or interviews with workers or other vulnerable groups, such as children
Understanding of feedback mechanisms for farmer/worker grievances
Experience directly supporting farmers, farm workers and farming communities
Excellent organisation and problem-solving skills (capacity to operate independently or with limited supervision)
Demonstrated qualitative research skills (i.e., focus groups discussions, stakeholder interviews, survey development)
Fluent in English and one or more state languages in India

IT literacy including Microsoft software tools
Willingness to travel frequently (unless travel restrictions are in place) and to carry out administrative tasks
<i>Desirable</i>
Solid understanding of agricultural production and supply chains for agricultural commodities

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.

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.

Applications

Interested applicants with the required attributes are asked to send, in English, a detailed CV and a brief cover letter (2 pages maximum) to Better Cotton by visiting the below [link](#);

[Application for Social Impact Manager](#)

Application deadline: 05 December 2023

We thank all applicants for their interest; however only shortlisted candidates 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.

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

The Better Cotton Initiative ([Better Cotton](#)) is a multi-stakeholder initiative and the largest cotton sustainability programme in the world. It is governed by a multistakeholder council comprising representatives of 5 membership categories (civil society, producer organisations, retailers & brands, suppliers & manufacturers and independent members) that are elected by a general assembly. Better Cotton's Secretariat implements the Council's decisions and operates the Better Cotton' Standards System (BCSS) in collaboration with local partners currently supporting over 2.9 million farmers in 26 countries. The BCSS is made of different components including among others the Better Cotton [Principles & Criteria](#) (P&C), a capacity building programme and an assurance programme designed to accompany and guide farmers in continuously adopting more sustainable agricultural practices.

Thanks to these efforts, Better Cotton accounted for around 20% of global cotton production in the 2020-2021 season.

Acknowledging that sustainability in cotton production will only be achieved if both its environmental and social aspects improve, Better Cotton is committed to increase its attention to the needs expressed by farmers and farm workers and to be more accountable for advancing their social, economic and labour rights. Smallholder farmers and their communities, who make up the majority of Better Cotton farms and [99% of the world's cotton farmers](#), face enormous challenges to exercise their most basic rights, including their right to be effectively recognized as well as their right to earn an income that is adequate to fund a decent standard of living.

In India, Better Cotton currently operates in 7 States – Punjab, Haryana, Rajasthan, Maharashtra, Gujarat, Telangana, and Karnataka – serving over 1 million smallholder farms

organised into 234 Producer Units and supported by a network of 13 Programme Partners. In 2021, a field-based risk assessment was conducted to better understand the labour profiles in relevant cotton-producing states and to identify drivers of forced labour and child labour and other decent work-related risk factors. The qualitative outcomes of this assessment provided valuable insights for the development of Better Cotton's decent work workstream in India that is to be implemented and further adapted to the different realities of the local contexts where better cotton is grown.

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.