

First Mile Traceability Manager

Starting Date: As soon as possible

Contract type: Permanent

Location: UK (London or accessible to London)

Salary: £54,100 commensurate with relevant experience

Application closing date: 9 February 2024, but applications will be reviewed on a rolling basis

About this role

Better Cotton has recently launched a new traceability service for suppliers, manufacturers, retailers and brands in the cotton, apparel and textiles sector. The service will support the tracing of Better Cotton through complex supply chains, connecting our licensed producers to increasingly regulated international markets. To continue improving supply chain transparency, our next step is to transform data collection and connectivity at the first mile between farm and gin.

In many countries, farm to gin traceability is a largely paper-based process. Defining solutions and engaging our 2.2 million farmers in a new way of working is no small challenge but the potential benefits are huge. Improving visibility of farmers, creates new commercial opportunities and greater access to finance for a group that ultimately relies on cotton for their livelihoods. First mile traceability will form the foundation for new services for Better Cotton farmers including an impact marketplace.

Better Cotton is looking for a motivated and adaptable Manager to implement the first mile traceability strategy. This role will lead a body of work to improve arrangements surrounding the sale and transport of cotton from the farm to the gin, in favour of farmers and transparency.

In the Better Cotton system at present, we aim to help farmers survive and thrive, with improved incomes and more sustainable practices. While we actively support smallholder farming communities with sustainable practice adoption, we are not yet actively supporting their efforts to sell cotton. We mandate that Better Cotton is kept separate from other cottons at the gin but the journey of the cotton from farm to gin is not always a highly aggregated process. Day to day will encompass supply chain engagement, solution design and piloting, implementation and working to solve complex but fascinating problems with the opportunity to drive real impact.

We're seeking a well-rounded candidate that can employ both systems and process thinking. Previous international experience in agriculture, operations, or supply chains will be highly regarded.

The work environment is high paced but within a supportive and energetic team. You will be excited about getting things done, have the ability to prioritise, work with cultural sensitivity, and enjoy delivering high quality work in collaboration with internal and external stakeholders. Interest in supply chain technologies is desired, experience in this sector is a plus. The role offers excellent opportunities for personal and professional development, together with a competitive benefits package.

To learn more about Better Cotton's current chain of custody model and work on traceability, please visit [this page](#) on our website.

Responsibilities

Reporting into: Sr Manager Traceability

Line managing: First mile coordinator

Matrix managing: In country first mile team members (who line report into the Supply Chain team)

1. Stakeholder engagement and requirements gathering

- Lead requirements gathering for first mile traceability, understanding the challenges from a broad spectrum of internal and external stakeholders, including supply chain actors, farmer groups, Better Cotton country program and supply chain teams
- Coordinate and convene traders panel:
 - Build upon established work to engage with traders to strengthen FMT and explore opportunities for improving farmer incomes
 - Develop and progress vision to strengthen engagement with Merchants/Traders in Better Cotton

2. First mile pilot design and management

- Manage a team to design and implement FMT pilots to test different approaches that can address first mile challenges and opportunities
- Lead procurements to identify technology vendors to support pilots
- Project manage pilots, leading project meetings and workshops
- Identify KPIs to measure pilot success
- Reporting on pilot progress and learnings
- Analyse learnings and define recommendations for the programme

3. Solution and strategy development

- Collaborate with the Sr Manager for Traceability to develop and refine the overall FMT strategy
- Explore and develop potential solutions, processes and/or concepts to improve first mile traceability but also farmer ability to benefit from the sale of cotton.
- Map the specific FMT challenges and opportunities by country, ensuring solutions can be tailored to specific contexts

4. Ensure alignment within Better Cotton of FMT strategies

- Represent FMT in cross functional initiatives including but not limited to field data digitisation, explorations into landscape approaches, field and supply chain integrity.
- Develop enhancements to the current AAV code system with programs, assurance and supply chains teams

5. Manage the global roll-out of FMT interventions

- Analyse how FMT fits with broader organisational goals including traceability and the ongoing farm level impact work that is ongoing and develop strategy accordingly
- Develop a global first mile strategy and roadmap

- Partner with country teams and cross-functionally to implement the roll out of the strategy
- Support the team structure and management (global, India and Pakistan coordinators)

Fundraising

- Develop fundraising proposals to bring in funding for FMT projects, particularly in country
- Manage funding grants and donor reporting needs related to FMT including reporting

Profile

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

Skills, Knowledge and Experience
<i>Essential</i>
<ul style="list-style-type: none"> • University degree, or equivalent higher education qualification, in a relevant field with an interest in sustainability
<ul style="list-style-type: none"> • At least 5 years of relevant work experience
<ul style="list-style-type: none"> • Experience or knowledge of first mile practices and farming context
<ul style="list-style-type: none"> • Experience working in sustainability, international development and/or global supply chains (for textiles or other commodities)
<ul style="list-style-type: none"> • Excellent analytical and problem-solving skills with a proactive approach to finding and proposing solutions to challenges
<ul style="list-style-type: none"> • Demonstrated organizational skills, ability to prioritize tasks and manage time efficiently while maintaining attention to detail
<ul style="list-style-type: none"> • Excellent written and verbal communication skills in English with the ability to communicate clearly and concisely
<ul style="list-style-type: none"> • Strong teamworking skills – demonstrated experience of working with people from different cultures
<ul style="list-style-type: none"> • Experience with project and knowledge management tools
<ul style="list-style-type: none"> • Self-starter, comfortable with navigating uncertainty
<ul style="list-style-type: none"> • Demonstrated integrity and business ethics
<ul style="list-style-type: none"> • Proficient IT skills, including but not limited to MS Office suite (PowerPoint, Word and Excel).
<i>Desirable</i>
<ul style="list-style-type: none"> • Knowledge of traceability and associated technologies
<ul style="list-style-type: none"> • Experience designing and delivering training
<ul style="list-style-type: none"> • Experience with fundraising or grants
<ul style="list-style-type: none"> • Knowledge of a second or third language

What we offer

- Flexible working, with core hours from 10 am to 4 pm local time

- Continuous learning and development
- 25 days paid annual leave, plus 8-9 Bank Holidays
- Enhanced parental leave
- Specific state mandatory benefits
- The opportunity to work from anywhere in the world for up to one month per year
- 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 10am – 4pm and follows a hybrid work setup, in line with our flexible working policy (dependant on location).

Travel may be required to visit other Better Cotton offices.

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. 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 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.

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 (3 pages maximum) and a brief cover letter (2 pages maximum) to Better Cotton by applying [via this link](#).

Application deadline: 09.02.2024. Applications will be reviewed on a rolling basis.

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