

# Director – Farm Programmes and Partners

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**Starting Date:** April – May 2024

**Contract type:** Full-time and open-ended

**Salary:** if hired in London – 90'200 GBP, if in Delhi – 5'396'500 INR, if in Lahore - 10'135'600 PKR, commensurate with relevant experience and skills

**Location:** London (UK), Delhi (India), or Lahore (Pakistan)

**Application closing date:** 15<sup>th</sup> March 2024

## About the Job

Are you purpose led and ready to embark on a journey to shape the future of sustainable cotton? Join us at Better Cotton as Director of Farm Programmes and Partners, and lead a global team engaging with a network of programme partners to support adoption of more sustainable farming practices and farm livelihoods for the nearly 3 million farmers in the Better Cotton network in 22 countries around the world.

## The Challenge

Looking ahead to 2030, we are targeting reducing GHG emissions from cotton production by half, big cuts in synthetic pesticide use, improvements in soil health across our network, improvements in farm income and a stronger focus on women's empowerment among farmers and farm workers. We work across a diverse network of partners and growers around the world and needs and realities are highly variable.

We are also looking to grow our funding base ten-fold to support farmers in moving to more sustainable practices and developing an Impact Marketplace to pay farmers for the progress they are making in more sustainable outcomes. We know that in order to use our big platform to go deeper we will need to keep evolving our system and way of working. There is much change afoot.

As Director of Farm Programmes & Partnerships, you will be responsible for the performance of all Better Cotton direct country and partner country programmes.

## Your role and responsibilities

We are seeking a motivated Director of Farm Programmes and Partners to join our team.

You will report to the Chief Development Officer, lead a team of 57 professional staff, and directly oversee Senior Managers.

In this role, you will be responsible to:

1. Develop high-quality, impactful, field programmes through great partnerships
  - Accountability and oversight of Better Cotton global programme delivery. Includes oversight of work by programme teams around the world – both Better Cotton country staff and strategic partners – that carry out a range of activities to deliver the Better

Cotton Standard System. Accountable for globally coherent programme design by in-country capacity strengthening leads, in concert with linked teams, assurance, monitoring & evaluation, and supply chain.

- Oversight of high-quality delivery partnerships – strategic and programmatic. Better Cotton delivers through a network of programme partners, strategic partners and more. We need high quality partners that are aligned in our direction of travel, with a shared commitment to a progressive system for farmers and credible delivery against our Standard.
2. Ensure Better Cotton has a balanced portfolio of country programmes contributing supply of sustainable cotton to global markets
- In the 2023-24 season, licensed Better Cotton was grown in 22 countries. We are committed to enabling mainstream sourcing of sustainable cotton and work to ensure there is supply available at the right place, the right time and right price. This role includes oversight of the pipeline of new country startups as well as working closely with country leads on plans for growth and links with Better Cotton’s membership, supply chain and traceability programmes.
  - The Growth and Innovation Fund (GIF) has directed 75 million euros of funding to programme partners since its inception in 2016. It is a core tool to drive farm level impact in line with our 2030 targets. Much work has been done to ensure that funding is being directed towards those partner organisations that have demonstrated the ability to plan and deliver high-quality, impactful programmes. The goal in the next several years will be to make sure that we are cultivating investment in great partners with an increasingly diverse global footprint. This role will partner closely with the Director of the Growth and Innovation Fund to form a clear strategy on intended balance of investments across countries in the Better Cotton landscape.
3. Develop team capabilities to contribute to successful funding bids
- Building a culture of successful grant-based fundraising among the Programmes team. To meet our ambitious impact targets we will need to go beyond the existing Better Cotton Standard System. The Director will encourage and support the team and partners to develop a pipeline of fundable activities/projects that deepen and transform farm programmes. This role will partner closely with the fundraising team to design and deliver a pipeline of grant funded projects deepening our field support to programme and knowledge partners alongside core GIF funding.

The Director – Farm Programmes and Partners will be a member of the Better Cotton Senior Management Forum and will be responsible for providing strategic inputs and contributing towards alignment of the organisation as a whole. This is an organisation leadership role, perfect for someone passionate about enabling and equipping teams to excel and keeping a close eye on strategic needs. This role will also need to evolve with the organisation as strategic planning unfolds and as growth continues.

## We are looking for someone who has

the following skills, knowledge, and experience:

### **Essential**

- Demonstrated ability to lead teams with vision and purpose.
- Commitment to operational delivery, team, and programme performance.
- Hands-on experience on driving change on the farm
- Direct experience delivering programming in developing countries.
- Passion for helping farmers to thrive and thrive, while protecting and restoring the environment and ability to inspire others to work to this shared purpose
- Adept at navigating change and fostering order and harmony within teams.
- Comfort in handling both simple and complex challenges and equipping teams to do the same with clear coherent plans
- Strong organizational skills, with the ability to set plans and KPIs for teams.
- Capacity to provide structure to teams to cope with uncertainty. Comfortable balancing or managing competing expectations.
- Ability to "hold the space" for others and advocate for your and team perspectives effectively.

### **Desirable**

- Master degree in international development, sustainability or a related field
- Significant experience working in not-for-profit sector
- Experience working in agricultural development
- Passion for sustainability
- Exposure to standard systems

## What we offer

- Competitive salary
- Hybrid working – One to three days/week in the offices central London, Delhi or Lahore
- 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 New Delhi, Lahore or London,

although other established locations may be considered for the right candidate. Domestic and international travel will play an important part of the role. Applicants must be currently authorised to work in desired location without the need for visa sponsorship now or in the future.

## Apply now

Send us your CV (two pages maximum) and a brief cover letter (one-page maximum) by or before **15.03.2024** [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.

## Our hiring process

### Initial Screening:

If you are selected, you will be contacted for an initial screening, which may involve a brief phone interview or video call. The purpose is to learn more about you, confirm basic qualifications, and discuss the role and organisation.

### Interviews:

If you are confirmed after the initial screening, you will be invited for interviews. The interview process at Better Cotton may include one or more rounds of interviews with various stakeholders, such as the hiring manager, team members, and potentially senior management.

### Assessment and Testing:

Depending on the role, you might be required to complete assessments, technical tests, or skills evaluations to gauge your competency and suitability for the position.

### Reference Checks:

Once you progress further in the process, reference checks are conducted to validate your work history, skills, and qualifications, and for some roles, your education and criminal history.

### Offer stage:

After completing interviews, assessments, and reference checks, the hiring team evaluates your performance and fit for the role. If you are selected and your references are relevant and satisfactory, you will receive a formal job offer letter outlining the terms of employment, compensation, benefits, and any other relevant details.

## 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.