

Programme Funding Manager

Starting Date: 1st May 2024

Contract type: Full-time and open-ended

Salary: 54'100 GBP commensurate with relevant experience and skills

Location: London, United Kingdom

Application closing date: 1st April 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 Programme Funding Manager and help to drive revenue in support of the ongoing success and growth of the world's largest cotton sustainability initiative – we support more sustainable farming practices and farm livelihoods for nearly 3 million farmers in the Better Cotton network in 23 countries around the world.

The role has a dual function; internal programmatic design & external donor partnership management. As Programme Funding Manager you will work with teams across the organisation to design projects and programmes for donor funding whilst maintaining and managing donor relationships. In addition to this you will represent Better Cotton in external forums and use these opportunities to influence and leverage resources. This post will report to the Director of Fundraising. This challenging role offers excellent opportunities for personal and professional development, together with a competitive benefits package.

The Challenge

Looking ahead to 2030, we are targeting reducing GHG emissions from cotton production by half, big cuts in synthetic pesticide use, improve soil health across our network, improve farm income and support women's empowerment among farmers and farm workers.

As Programme Funding Manager, you will be responsible for internal programmes design and external donor partnership management, ensuring we reflect the strength of our value proposition.

Your role and responsibilities

We are seeking a motivated Programme Funding Manager to join our team. In this role, you will be responsible for the following workstreams:

Programme & Project Design

- Work with teams delivering Better Cotton country programs to articulate fundable projects based on local needs and opportunities.
- Keep abreast of ongoing market requirements for sourcing of sustainable cotton
- Design programmes that meet farmer needs and market requirements
- Review and support the development of geographic/thematic programme funding strategies
- Lead proposal development; ensuring projects are matched with donor priorities and translating the vision of the delivery teams to meet donor guidelines and language.

- Ensure donor opportunities are well understood across the organisation, including country directors and functional leads.
- Tailor Better Cotton material to approach donors as first contact

Donor Partnerships

- Identify & cultivate donor relationships to increase the flow of investment to sustainable cotton farming communities
- Steward donor partnership management – this includes hosting and running thematic donor panels
- Coordinate and lead outreach to potential new donors and investors
- Build and maintain an active pipeline of prospective donors
- Ensure the alignment of relevant donors and financing instruments with Better Cotton's 2030 vision
- Build Better Cotton's network; improve awareness of and recognition of Better Cotton amongst relevant stakeholders
- Convey the distinct value of Better Cotton opportunities to funders
- A positive attitude, with a high level of presentation and persuasion
- Participate in the review of Better Cotton's fundraising strategy to ensure it remains relevant and fit for purpose
- Demonstrate resilience and determination

Better Cotton representation

- Represent Better Cotton and the programmes, when needed to present a 'pitch' to donors and coordinate impact funding panels. Where required represent programmes nationally and internationally through participation in relevant workshops and symposia and in collaboration with partners where fundraising or the potential for fundraising is deemed significant.
- Contribute to the development of programmatic documents, multimedia and publications for use in promotion of the work of the programmes. Ensuring the documentation reflects and is relevant to donor priorities.
- Building internal and external relationships
- Collate key information through high level of engagement with internal stakeholders
- Foster relationships with prospects, donors and other external stakeholders, by applying high levels of professionalism, using diplomacy with influencing and persuasion.
- Build relationships with bilateral agencies, trusts and foundations from a variety of countries, cultures, languages and charitable interests.

Management

- Line management of Donor Partnerships & Fundraising coordinators

We are looking for someone who has

the following skills, knowledge, and experience:

Essential

- A thorough understanding of the current donor landscape and fundraising environment, ideally for sustainability programmes.
- Skilled in project and program design, with a facilitative approach to bring to life the vision of the program delivery teams
- Effective fundraising management and planning skills evidenced by a full knowledge of philanthropic income sources and their application, the legislative environment for the charitable sector, fundraising planning and monitoring tools.
- Donor cultivation and sales skills evidenced by successful proposals with an individual value of more than €1 million
- Good active contacts within the donor community
- The ability to turn lukewarm opportunities into tangible successes
- IT literacy, to include: Word; PowerPoint; Excel; Outlook; MS Teams
- Ability to analyse complex budgets and manipulate budget data
- Strong interpersonal skills and enjoys networking, public speaking and presenting
- Well-developed personal strategies for time and complex process management; data management and internal communications
- Ambition, positivity, determination and resilience
- Fluent in English, working language in Better Cotton.

Desirable

- Knowledge of the agricultural sector, including common challenges and opportunities associated with smallholder agriculture.
- Professional fundraising qualification at management and strategy level, or relevant qualifications in business management
- Professional qualifications in marketing and sales. Experience with impact investing.
- Knowledge of Salesforce
- Ability to read and present 'audited accounts'
- Fluent in French or other languages relevant to Better Cotton's work: Portuguese, Turkish, Mandarin, Hindi, Urdu

What we offer

- Competitive salary
- Hybrid working – One to three days/week in the offices in central London
- 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 discretionary 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 London. Better Cotton offers flexible working, with core hours being 10 am – 4 pm. Travel will be required.

Apply now

Send us your CV (two pages maximum) and a brief cover letter (one-page maximum) by or before **01.04.2024** [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.