

# Climate Change Manager – Cotton/Regenerative Agriculture

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**Starting Date:** ASAP/Mid-Month June – July 2024

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

**Salary:** if hired in London – 57'400 GBP, if in Delhi – 3'042'400 INR, if in Lahore – 6'773'600 PKR, commensurate with experience

**Location:** London, Delhi, Lahore, Exceptional candidates will be considered in Europe (remote)

**Application closing date:** 24 May 2024

## About the Job

Better Cotton is seeking a highly motivated and experienced Climate Change Manager with a specialised focus on cotton/agriculture to join our team. The ideal candidate will have a deep understanding of climate change issues within the agricultural sector, particularly with regards to (smallholder) cotton production, and possess expertise in implementing strategies to mitigate climate impacts while promoting sustainability among (smallholder) farmers. The Climate Change Manager will play a pivotal role in driving forward Better Cotton's climate change agenda, with a strong emphasis on incorporating regenerative practices, greenhouse gas (GHG) accounting, carbon removals, and aligning with Science-Based Targets Initiative (SBTI) and other industry leading goals to achieve climate adaptation and resilience at farmer level.

You will be part of the Impact team supporting the organisation on embedding climate change and regenerative practices in its standard, developing knowledge and expanding/managing our portfolio of projects for the development of carbon revenues and uptake of regenerative practices at farmer level. You will work closely with the Senior Impact Manager, Director Fundraising, Programs, Director Impact and the country team across the globe.

## Your role and responsibilities

**Develop and Implement Climate Change Strategies:** Lead the development and implementation of climate change strategies within the cotton/agricultural sector, focusing on mitigating and adapting to climate impacts and promoting resilience among smallholder farmers.

**Regenerative Agriculture:** Drive the adoption of regenerative agricultural practices within the Better Cotton system, working closely with programme partners, producers and stakeholders to integrate practices that enhance regenerative outcomes, such as soil health, biodiversity, and carbon sequestration.

**GHG Accounting:** Work with MEL and provide technical oversight for the development and implementation of GHG accounting methodologies within the cotton supply chain. Ensuring accurate measurement and reporting of emissions and identifying opportunities for reduction and improvement of LCA based emission factors.

**Capacity Strengthening:** Provide technical and capacity strengthening support to country programmes teams, programme partners, producers and relevant stakeholders on climate change adaptation and mitigation strategies, including training on sustainable agricultural practices and carbon removal practices.

**Stakeholder Engagement:** Collaborate with key stakeholders including producers, internal teams, industry partners, NGOs, and government agencies to drive collective action on climate change within the cotton sector.

**Research and Innovation:** Stay abreast of the latest research, innovations, and best practices related to climate change mitigation and adaptation and regenerative agriculture, fundraise for testing and scaling within Better Cotton and incorporate findings into Better Cotton's strategies and long term objectives.

**Monitoring and Evaluation:** Support the MEL team to develop robust monitoring and evaluation frameworks to track progress towards climate change and regenerative goals and targets, and regularly report on performance to internal and external stakeholders.

## Profile

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

- Master's degree or equivalent experience in environmental science, agronomy, climate change, or a related field.
- Minimum of 8 years of experience working on climate change or sustainability initiatives within the agricultural sector, with a focus on cotton production preferred. We highly welcome experience in NGOs and/or Multinational Corporates.
- Strong understanding of regenerative agricultural practices, GHG accounting methodologies, carbon removal practices, and climate change adaptation strategies.
- Familiarity with the Science-Based Targets Initiative and experience in setting climate targets.
- Proven ability to work effectively with smallholder farmers and diverse stakeholders in a cross-cultural environment.
- Track record of project/program management skills, with the ability to prioritise tasks, meet deadlines, and manage multiple projects simultaneously.
- Strong analytical and problem-solving skills, with the ability to translate complex data into actionable insights.
- Excellent communication and interpersonal skills, with the ability to effectively engage and influence a wide range of stakeholders.
- Inclusive by nature and ensuring that our programs are socially inclusive to farmers from diverse backgrounds.
- Fluency in English required, proficiency in other languages such as Hindi, Urdu, Portuguese or French would be advantageous.

## We offer

- Hybrid working – Two 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 either in London, Lahore or Delhi. Exceptional candidates with a (European) remote based location will also be considered. 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. The position will require travel up to 25% to Pakistan, India, USA, Australia, Brazil and across the African continent.

## 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.

## Apply now

If you are passionate about addressing climate change and promoting sustainability within the cotton/agricultural sector, and if you possess the skills and experience outlined above, we invite you to join us in our mission to make global cotton production better for people and the planet. Apply now and be a part of the Better Cotton journey!

**Application deadline: 24 May 2024**

Interested applicants with the right skillset are asked to send, in English, a detailed CV and a brief cover letter (2 pages maximum) [via this link](#).

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