

Senior Programme Officer, India

Starting Date: As soon as possible
Contract type: Full-time (40 hours per week)
Contract Duration: Open-ended
Salary: Commensurate with relevant experience
Location: New Delhi, India
Application closing date: 12 May 2024 midnight

About the Job

Reporting to the Better Cotton India Senior Programme Coordinator, working very closely with the Better Cotton Programme Team and Programme Partners based in India.

Your Role and Responsibilities

Relationship Management of Programme Partners:

- With the guidance of Senior Programme Coordinator, effectively manage relationship of selected PPs to support them to deliver the programmes with quality.
- Motivate PPs to identify improvement areas, support them address those.
- Continuous engagement with local partners of the relationship managed projects and ensure that they receive support, and address any challenges faced as part of the implementing the project.
- Support the projects in effectively formulating good quality funding proposals for Better Cotton Growth and Innovation Fund (GIF) long with log frame, assist the projects throughout the cycle, and help/support GIF to take informed decisions on funding by understanding the quality of projects.
- Identify new and relevant technological developments in the field of sustainable agriculture and Natural Resource Management and support PPs to identify their practical applications and implement those.

Stakeholder Engagement:

- Support in identifying and engaging with relevant stakeholders who can support and further Better Cotton's 2030 strategy in India, including supporting relevant organisations to enrol as Better Cotton Members
- Support Better Cotton Partners identify meaningful and effective ways to engage communities in villages where Better Cotton Programme is implemented and contribute to their social and economic development.
- In collaboration with Better Cotton Partners, identify opportunities for collective action at the field level and support Partners to materialise those.

Scouting new Partners

- Support in scouting new potential partners who can implement the programme in good quality to the areas where currently the projects are not present but can be expanded.
- Supporting the team in endorsing potential partners through the due-diligence process and field visits.

Capacity Strengthening and Monitoring

- Support PPs in effective cascading of Capacity Strengthening (CS) facilitated by Better Cotton India Office to the appropriate level and follow up on actions from these activities.
- Support Better Cotton Partners to continuously improve the delivery of their capacity strengthening programmes; support them undertake effective monitoring and evaluation of those programmes.
- Support Better Cotton Partners to identify barriers to adoption of key sustainable practices faced by farmers and support them find and implement solutions.
- Support the use of tools/approaches to monitor of the progress CS activities at the PP level.
- Support PPs monitor project outcomes and impact and support them to effectively communicate progress made and challenges faced internally and where relevant externally.
- Review and analyse important general trends from Monthly Progress Report received from the PPs to facilitate cross learning and support them where needed.

Facilitating and Supporting Continuous Improvement:

- Encourage and support PPs in continuous improvement in their field-level performance, especially in selected thematic areas.
- Support in the identification of social issues which would benefit from interventions from PPs, and support collaboration, where needed.
- Support PPs to identify opportunities to improve the livelihoods of cotton communities, especially women.

Others:

- Support the Programme team with ongoing cross-functional collaborations with other teams and functions
- Support in identifying fund-raising opportunities and help prepare proposals, support with donor reporting
- Support in identifying and preparation of case studies and success stories by PPs and preparing reports for internal and external communication.
- Support development of materials to communicate about the India programme, its approaches, and achievements.
- Coordinate with other teams and functions as necessary.

- Undertake other duties as determined by the Line Manager, Senior Programme Manager and the India Country Director which are compatible with the role and job description.

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Profile

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

Skills, Knowledge & Experience

Essential

- Master's degree in any relevant field such as Agriculture, Soil Science, Natural Resource Management, Climate and Environmental Science, Social Sciences
- At least 5 years' work experience in a related sector, with at least 1 years supporting with capacity strengthening in or with grass-roots organisations and rural communities
- Demonstrated ability to coordinate different projects involving multiple external stakeholders and internal teams
- Good understanding of 'training of trainers' process and ability to support organisations to identify and implement effective capacity building methods
- Demonstrated ability to identify best practices, cross-fertilise ideas and support learning among different stakeholders
- Ability to identify stakeholders, build relationships with them and manage those relationships
- Fluent in English – ability to communicate clearly and concisely, both written and verbal
- Fluency in Hindi – ability to communicate clearly in Hindi.

Proven ability to work productively in a fast-paced multi-cultural environment with minimal supervision

- Strong problem-solving skills, and demonstrated ability to understand behaviour change, and ability to influence change
- Proven experience in knowledge management
- Proven interest in sustainable agriculture, natural resource management and gender justice
- Excellent IT Skills including MS Office
- Willingness to travel – up to 40% of time
- Demonstrated experience writing fund raising proposals
- ***Desirable***
- Fluency in one of the following Indian languages – Marathi, Gujarati, Punjabi, Telugu, Kannada
- Experience working with international non-profit organisations
- Prior experience working in the cotton sector
- Experience working on livelihood programmes
- Understanding of the legal and policy framework governing agriculture in India

- Experience with Standard Systems and Assurance
- Experience working with remote teams

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.

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.

Apply now

Send us by or before 12 May 2024 midnight your detailed CV (2 pages maximum) and a brief cover letter (1 page maximum) in English via the below link

[Application for Senior Programme Officer](#)

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

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. In challenging times, we are meeting the challenge head on. In the 2020-21 cotton season, through our network of field-level partners, our programme reached 3.9 million people, and 2.9 million farmers in 26 countries received training on sustainable farming practices. A fifth 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.

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 and 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.