



Supply Chain Traceability Coordinator

Starting Date: As soon as possible

Contract type: Full-time and open-ended

Salary: 39'375 TL net per month

Location: Türkiye, 70% remote setup, 30% travel domestically.

Application closing date: 30th 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 Supply Chain Traceability Coordinator and work with a global team responsible for delivering high-impact results for 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.

We are looking for a motivated and dynamic individual to join Better Cotton's Türkiye country team focused on traceability. As Supply Chain Traceability Coordinator, you will drive adoption of Better Cotton's new physical chain of custody models and facilitate the supply and demand of Physical Better Cotton in Türkiye. The role will involve designing and implementing initiatives to increase the number of suppliers adopting the new chain of custody models, analysing and incorporating key insights from the Türkiye context to ensure traceability support and guidance is relevant to Türkiye. The role will also entail working with suppliers and manufacturers throughout the country to ensure their readiness to adopt the solution, through trainings and process changes.

The Supply Chain Coordinator will be based at home and will have a dual reporting line, reporting both to the Senior Supply Chain and Membership Coordinator within the Better Cotton Türkiye Country Office and to the Traceability Operations Manager, who is part of the global traceability team, based out of London. This role will require frequent travels within Türkiye and potential international travel.

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

The Challenge

As a part of Better Cotton's 2030 strategy, a dedicated team set of in 2021 to develop Better Cotton Traceability and the system was launched in the end of 2023. Better Cotton Traceability makes it possible to trace Better Cotton back to its country of origin. Future focus is on sealing supply and demand of Physical Better Cotton, and supporting supply chains to adopt the necessary changes that enable traceability.

As Supply Chain Traceability Coordinator, you will play a crucial role in advancing Better Cotton's mission of achieving traceability throughout the cotton supply chain, contributing to systemic change and supporting the organization's 2030 vision.

Your role and responsibilities

We are seeking a motivated Supply Chain Traceability Coordinator to join our Membership & Supply Chain Team. In this role, you will be responsible for the following workstreams:

Coordinate the Türkiye traceability scale-up

- Co-develop a Türkiye-specific supply chain traceability preparedness plan with the Türkiye Senior Supply Chain and Membership Coordinator and Traceability Operations Manager
- Coordinate the roll-out of Better Cotton Traceability in Türkiye through building and delivering a scale-up plan for Türkiye
- Help identify and engage relevant actors to ensure readiness of supply chain to adopt Better Cotton standards and systems
- Run trainings for selected suppliers and manufacturers on the new chain of custody and traceability, notably through creating training materials and/or adapting/translating materials shared by the global traceability team
- Arrange and deliver regular engagement events, webinars and visits to suppliers/manufacturers in person and online
- Monitor and report on roll-out challenges, continuously suggesting improvements and working with the global traceability team and other country teams to ideate, implement and monitor improvements

Conduct analysis and gather information on Türkiye's cotton supply chain

- Coordinate interviews and workshops with Türkiye suppliers/manufacturers and retailers and brands who have agreed to be consulted on changes
- Gather data and conduct analysis to gain insight of Türkiye traceability adoption, barriers, and solutions
- Work with the global traceability team and local stakeholders to make outputs relevant for the Türkiye context
- Provide insights into the global traceability scale strategy design process based on local knowledge and stakeholder feedback
- Help maintain databases (including the new Better Cotton Platform – BCP) and capture lessons learnt from the traceability scale-up in Türkiye
- Help analyse data and conduct research as required to support the scale-up of traceability in Türkiye

Support supply chain assurance activities

- Engage local stakeholders to determine the assurance and integrity risks specific to the local landscape including drivers for fraud and potential avenues for risk mitigation
- Help coordinate local audits and address local queries related to monitoring and assessments
- Support the Compliance Desk with the analysis of local audits and conduct training or second party credibility checks where relevant

Engage stakeholders and communicate on traceability

- With the Communications Team and global traceability team, develop local communication materials on Better Cotton Traceability to increase supply and demand, identifying key audiences
- Keep up-to-date with significant developments in the cotton sector in Türkiye including policy issues, market trends, and report any new developments affecting Better Cotton or any supply chain issues related to Better Cotton to line managers in Türkiye and in the global team
- Translation of traceability materials can be added as well.

Beyond these specific responsibilities, the Supply Chain Traceability Coordinator is expected to collaborate with the Better Cotton Türkiye team and global traceability team on other activities, as required, to support the roll-out of the global traceability plan.

We are looking for someone who has

the following skills, knowledge, and experience:

Essential

- University degree, or equivalent higher education qualification, in a relevant field with an interest in sustainability
- Experience rolling-out new processes or systems throughout textile or commodity supply chains in Türkiye
- Experience or knowledge of the cotton and/or textile sector in Türkiye
- Proven ability to inspire, empower, and champion the introduction of new systems and practices across multistakeholder environments
- Strong stakeholder engagement skills – notably through leading workshops - and the ability to communicate effectively with stakeholders from diverse cultures and backgrounds
- Demonstrated organizational skills, ability to prioritize tasks and manage time efficiently while maintaining attention to detail
- Willingness to travel in Türkiye and to spend time with suppliers/manufacturers
- Good written and verbal communication skills in English and Turkish with the ability to communicate clearly and concisely
- Proactive and solution-oriented individual with a versatile approach to addressing daily challenges in a dynamic environment.
- Team player
- Demonstrated integrity and business ethics
- Proficient IT skills, including but not limited to MS Office suite (PowerPoint, Word and Excel).

Desirable

- Experience working with cotton and/or textile supply chains
- Knowledge of traceability and associated technologies
- Experience designing and delivering trainings

What we offer

- Competitive salary
- 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
- 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) following a fully remote setup. Better Cotton offers flexible working, with core hours being 10 am – 4 pm. The position will require frequent travels within Türkiye and potential international travel.

Apply now

Send us your CV (two pages maximum) and a brief cover letter (one page maximum) by or before **30.04.2024** [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.