

Policy & Advocacy Manager

Starting Date: 1st July 2024

Contract type: Full-time and open-ended

Salary: If hired in Geneva CHF 95,450, if hired in London GBP 57,400, if hired in the Netherlands EUR 62,000, if hired in Sweden SEK 62,500 p/m.

Location: Geneva, Switzerland, London, United Kingdom, the Netherlands or Sweden.

Application closing date: 30th May 2024

About the Job

Better Cotton envisions a world where all cotton farming is sustainable – socially, environmentally, and economically. Our approach recognises that a supportive policy environment is necessary to ensure that cotton farming communities get the knowledge and resources they need to farm more sustainably and to be more self-sufficient.

Sustainable production, sourcing, and trade of Better Cotton must be supported by voluntary and/or regulatory policies and frameworks that enable extension services, incentives, and enforcement that recognises, supports, and invests in Better Cotton from farming through to consumption.

As Better Cotton enters its second decade and next strategic phase towards 2030, we aim to exert greater influence both within and beyond the cotton sector. This role will focus on cross organisational advocacy on key issues related to sustainable cotton production and sourcing and will focus on building and maintaining a network of relationships with key public sector and civil actors working on related issues. Our policy and advocacy activities will play a key role in maximising our impact by nurturing a policy and implementation environment where the adoption of Better Cotton, and more sustainable cotton generally, is seen as a solution to many pressing social and environmental sustainability issues such as climate change mitigation, biodiversity, child labour and smallholder economic resilience.

The Policy & Advocacy Manager will be the centre of knowledge of policies related to sustainability and advise colleagues, Better Cotton's Council and members on a wide range of matters. The successful candidate will play a key role in asserting Better Cotton's leadership globally, from advocacy to coordinating the participation to global events such as COP, and in doing so, will require working closely with diverse functions throughout the organisation including Fundraising, Global Impact Team, Programmes Team (including Country leads) and the Events Team with the Annual Conference.

The Challenge

Looking ahead to 2030, we are targeting a reduction in 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 Policy & Advocacy Manager you will serve as the central knowledge hub for sustainability-related policies, providing advice and leadership in advocacy while collaborating across various functions within the organisation.

Areas that play to your strengths

We are seeking a motivated Policy & Advocacy Manager to join our Communications team. In this role, you will:

- In collaboration with the Director of Communications, continue delivering the public affairs strategy including tactics and advocacy activities that promote sustainable procurement and trading policies.
- Collaborate with and educate internal colleagues on the strategy to ensure a shared vision, coherence and compliance for the strategy across Better Cotton.
- Work closely with diverse functions on key thematic issues such as climate change mitigation, natural resource use, pesticides/toxicity, smallholder livelihoods and women's empowerment in order to communicate and engage with public sector and intergovernmental actors as well as civil society.
- Engage and support local and national governments to integrate the Better Cotton Standard System into cotton policies, regulation, and extension services, working with Better Cotton country teams (and external advisories if necessary) where appropriate.
- Engage with national governments, the EU, international development banks and UN organisations through dedicated advisory and advocacy support on key thematic issues.
- Conduct global stakeholder mapping to support the public affairs strategy and identify key targets for strategic relationship development, partnerships, and potential funding opportunities.
- Support and help equip Better Cotton Members, Implementing Partners, and civil society organisations to encourage governments and regulators to create the right incentives, levers, and penalties to accelerate sustainable production and consumption as well as change practices in public procurement.
- Initiate and organise meetings and participate in discussions with relevant stakeholders and governments to advance the organisation's public affairs agenda.
- Support the Events Team in creating policy-related content for the Annual Conference.
- Provide ongoing research, background information, and policy support as necessary, including help drafting briefs, white papers, and other policy reports.
- Advise, answer questions and support the Leadership Team on advocacy and public affairs issues as well as key opportunities and trends within the space globally/regionally (e.g. EU) and in key countries (assisted by external resources where necessary).
- Represent Better Cotton at influential policy networks, conferences, meetings and relevant Working Groups (i.e: ICAC, UN Fashion Charter Policy Engagement WG, ISEAL Policy).

This challenging role offers excellent opportunities for personal and professional development, together with a competitive benefits package. The position reports to the Director of Communications. Some travel may be required.

We are looking for someone who has

the following skills, knowledge, and experience:

Essential

- Extensive experience in planning, managing, and implementing advocacy and public affairs strategies.
- Demonstrated track record managing cross-organisational/functional projects.

- Demonstrated grasp of key sustainability issues in the textile and apparel sector including cotton agriculture and sustainability standards.
- Political and/or civil society network in Europe.
- Strategic and analytical thinker.
- Excellent communication skills in English: orally and written.
- Strong presentation skills.
- Strong relationship management skills.
- Proficiency in English, working language of Better Cotton.

Desirable

- Strong German and French language skills.
- Knowledge of sustainability standards.
- Knowledge of the EU Green Deal legislation and other relevant regional pieces of legislation.
- Passionate about sustainability and collaborating with diverse stakeholders to drive change.

What we offer

- Competitive salary
- Hybrid working – Two to three days/week in the office
- 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 one of European locations. Better Cotton offers flexible working, with core hours being 10 am – 4 pm. Some travel may be required.

Apply now

Send us your CV (2 pages maximum) and a brief cover letter (1-page maximum) by or before **30.05.2024** [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.