

# Standards and Crop Protection Senior Officer

**Starting Date:** As soon as possible – Mid-Month June/July 2024

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

**Salary:** INR 1'584'300 if hired in Delhi, PKR 3'526'750 in Lahore, GBP 35'750 in London

**Location:** Delhi, Lahore or London

**Application closing date:** 2 June 2024, midnight GMT

## About this role

To support an effective implementation of the revised Better Cotton farm-level standard and achievement of the ambitious targets on Crop Protection, Better Cotton looks for a dedicated senior officer to support the standards sub-team in fostering its activities around Crop Protection and Standard evolution in general. The senior officer will work closely with the thematic lead within the standards team, as well as global and country programmes teams to support the roll-out of coherent and robust Integrated Pest Management Strategies, develop roadmaps for Highly Hazardous Pesticides Phase out, and help further refine the standards and assurance protocols in that matter and provide guidance around requirements for responsible handling of pesticides. The senior officer will also support global advocacy work to support the reduction of use and total toxicity of pesticides used in cotton production globally related assurance protocols. Besides the focus on Crop Protection, the officer will also be involved in broader standard related work - depending on the competencies and experiences of the candidate and the needs of the team.

The role will be reporting to the Standards and Learning Manager.

This role offers excellent opportunities for personal and professional development, together with a competitive benefit package.

## Responsibilities

In this role, the senior officer will be taking up the following responsibilities:

### Support in implementation of the Crop Protection Workstreams

- Work with countries to support an effective roll-out of Integrated Pest Management (IPM) strategies and develop roadmaps for HHP phase outs. Support on development of IPM planning and monitoring tools by adapting and testing and or rolling them out in key countries.
- Support in the management of a global coalition to facilitate alignment of crop protection endeavours of voluntary standard systems.
- Support with internal and external communication and potentially fundraising.
- In close collaboration with the Monitoring, Evaluation, and Learning team, process and analyse data related to the use of pesticides (Crop Protection Result Indicators Reporting, nationally registered pesticides list collection, HHP classification list annual update)

- Support in developing and refining implementation guidance on Crop Protection
- Lead on stakeholder management, meeting organisation and notes-taking, as well as other administrative and logistical tasks.
- Support with administrative and analytical work to the development and dissemination of global guidance, including providing data and information analysis and updates, helping prepare and deliver meetings and webinars, and others.

### Support in Standard-related work.

- Support in standard implementation and oversight work.
- Support in liaising with assurance workstreams, country-teams, benchmarked partners, and others to ensure intent of the farm-level standards is met.
- Internal and external communication and logical, analytical, or administrative support

## Profile

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

Skills, Knowledge, and Experience
<b>Essential</b>
<ul style="list-style-type: none"> <li>• At minimum entry-level experiences and academic background on topics relevant to Crop Protection (pesticides reduction, Integrated Pest Management, responsible handling of pesticides, etc.)</li> </ul>
<ul style="list-style-type: none"> <li>• Demonstrated interest in sustainability issues related to agriculture</li> </ul>
<ul style="list-style-type: none"> <li>• English native speaker or proven proficiency in English, with excellent writing and editing skills</li> </ul>
<ul style="list-style-type: none"> <li>• Experiences in supporting in stakeholder management, including meeting management and ability to collaborate effectively across different teams and culture</li> </ul>
<ul style="list-style-type: none"> <li>• Proven ability to work autonomously with a high level of personal effectiveness and ability to adapt to changing priorities</li> </ul>
<ul style="list-style-type: none"> <li>• Demonstrated skills in well-structured and organised project management</li> </ul>
<ul style="list-style-type: none"> <li>• Ability to combine a passion for details with a solution-oriented mindset to deliver effective results</li> </ul>
<ul style="list-style-type: none"> <li>• Excellent computer and IT skills, including Microsoft Office tools</li> </ul>
<b>Desirable</b>
<ul style="list-style-type: none"> <li>• Experience of working for or with Voluntary Standard Systems</li> </ul>
<ul style="list-style-type: none"> <li>• Experiences in field-level work, ideally in agriculture</li> </ul>

## What we offer

- Competitive salary
- 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

- 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 in either the London, Delhi or Lahore Office. Better Cotton offers flexible working, with core hours being 10am – 4pm. The London Office operates on a hybrid setup, with office attendance required once per week or four times per month.

## Applications

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

**Application deadline: 2 June 2024**

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

## 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.