

Programme Officer (Benchmarking)

Starting Date: September 2024

Contract type: Full time (40 hours/week)

Annual salary: BRL 136,914

Location: Remote, Brazil

Application closing date: 31 July 2024

About this role

Better Cotton is now seeking a Programme Officer to support the benchmarking programme of Better Cotton's Programmes Team. The benchmarking programme oversees strategic partnerships in countries where Better Cotton recognises other standard systems as equivalent to the Better Cotton Standard System. The recognition of other programmes as equivalent requires strong project and partnership management skills to foster internal and external collaborations.

As the Programme Officer (Benchmarking) will work closely with other teams and with strategic partners in Australia, Brazil, Israel, Greece, Spain and potentially more countries moving forward. This role requires organizational, problem-solving, and communication skills. You will report to the Senior Manager Large Farm Programmes and Partnerships and work closely with country-based teams in the United States and in Brazil.

This challenging junior role offers excellent opportunities for personal and professional development.

Responsibilities

As the Programme Officer (Benchmarking), you will work across the following workstreams:

Data Management: Licensing, Supply Chain, Monitoring and Evaluation

- Manage benchmarked-farm enrolment, seasonal production data, and contribute to licensing activities per corresponding standard system's certification timelines to ensure that licensing cycles between the BCSS and benchmarked standards are aligned, and data is flowing seamlessly
- Use and maintain benchmarked programmes' seasonal data offline and in Better Cotton online platforms (Salesforce, Better Cotton Platform) to report to MEL and Supply Chain teams and provide input internally and externally as needed
- Liaise with global Supply Chain team to manage BCP accounts of benchmarked programme users and partners
- Support the development and delivery of relevant training for strategic partners to continuously improve reporting and data collection processes
- Contribute to collecting and analysing result indicators data from benchmarked programmes to make result indicators a farm management tool
- Provide inputs for impact reports, harvest reports, and other relevant internal and external publications by collecting and compiling data from benchmarked programmes

Partnership Management

- Contribute to maintaining and increasing the credibility of the benchmarking programme by strengthening of strategic partnerships and stakeholder relationships
- Collaborate with the team and partners to ensure that risks related with partnerships are better understood and mitigated at organisational level
- Maintain licensing and activities calendars while identifying areas for improvement in process management, verification tools, and/or stakeholder engagement as needed
- Support development and delivery of communications strategies for strategic partnerships (e.g., research on ongoing farm/sustainability initiatives, grower interviews, 'story' development) to strengthen the value proposition for strategic partners
- Provide support to gap analyses between the Better Cotton Standard System and other credible standard systems that apply for benchmarking

Capacity Building

- Support the preparation and distribution of continuous improvement dashboards to all benchmarked programmes and partners

Profile

You will be a strong candidate if you have the following skills, knowledge, and experience:

Skills, Knowledge and Experience
Essential
<ul style="list-style-type: none"> • At least 2 years' experience in project management in international development • Developed personal skills for time and complex process management • Fluency in English and Portuguese with strong written and verbal communication skills • Self-starter; capability of working independently, and anticipating and prioritizing tasks • Attention to detail and organization skills • Proven track record as a solution-oriented thinker, with a drive to develop and implement creative solutions. • Ability to coordinate with cross-functional teams and support external stakeholders
Desirable
<ul style="list-style-type: none"> • Familiarity with the cotton sector, sustainable agriculture, commodity supply chain, or related areas • Experience managing data sets effectively • Ability to research, analyse and critically evaluate data to provide summary reports • Proficiency in French or Spanish considered an asset.

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
- 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.

Working arrangements

The position is full-time (40 hours per week) and will be remotely based in Brazil. Better Cotton offers flexible working, with core hours being 10am – 4pm.

Applications

Send us by or before 31 July 2024, in English, a detailed CV and a brief cover letter (2 pages maximum) to Better Cotton [via this link](#).

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. Through our network of field-level partners we have trained over 2.5 million farmers - from the smallest to the largest - in 23 countries in more sustainable farming practices. 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 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.