

Climate Change and Regenerative Coordinator - Pakistan

Starting Date: ASAP

Contract type: Full-time and open-ended

Salary: As per respective grade and commensurate with relevant experience and skills

Location: Lahore - Pakistan

Application closing date: 23 06 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 Better Cotton is seeking an experienced and passionate Climate Change and Regenerative Project Coordinator. The Coordinator will champion the adoption of regenerative agricultural practices and outcomes among programme partners, smallholder farmers and key stakeholders, whilst coordinating regenerative projects across Pakistan. Supporting fundraising efforts to further expand our impact is a crucial element of this position.

Better Cotton supports more sustainable farming practices and farm livelihoods for nearly 3 million farmers in the Better Cotton network in 23 countries around the world.

The Challenge

Looking ahead to 2030, we are targeting reducing 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.

Your role and responsibilities

We are seeking a motivated Climate Change and Regenerative Project Coordinator to join our team at Pakistan. In this role, you will be responsible for:

- **Climate Change and Regenerative Project Coordination:** Provide project coordination support, including, but not limited to, project planning, fundraising support, communication and report writing, resource and budget coordination.
- **Promote Climate Positive and Regenerative Cotton Production:** Collaborate with programme partners, knowledge partners and extension services to engage smallholder cotton farmers in Pakistan in the adoption of climate-smart and regenerative agricultural practices, tailored to the local landscape and socio-economic context.
- **Data Collection and Analysis:** Work with the local MEL team on the collection, analysis, and reporting of data on greenhouse gas emissions, soil carbon sequestration, and other climate-

related metrics, ensuring accuracy, relevance, and alignment with regenerative agriculture principles.

- **Stakeholder Engagement:** Collaborate with a wide range of stakeholders, including programme partners, farmers, community-based organisations, government agencies, NGOs, and research institutions, to coordinate regenerative agriculture initiatives and leverage existing resources and networks.
- **Knowledge Sharing and Capacity Strengthening:** Facilitate knowledge sharing and peer-to-peer learning among country teams, programme partners, smallholder farmers and key stakeholders, promoting the adoption of regenerative agricultural practices and sharing success stories and best practices within the cotton-growing community in Pakistan and globally.
- **Monitoring and Evaluation:** Support programme partners to further improve their monitoring and reporting of regenerative agriculture interventions and contribute to regular reporting and documentation of project outcomes.
- **Fundraising Support:** Assisting in the preparation of funding proposals through drafting compelling narratives, locally applicable budgets, and identifying locally relevant activities and outcomes.

We are looking for someone who has

- Master's degree in agriculture, environmental science, or a related field.
- At least 4 years of experience working with smallholder farmers in agricultural development or extension services, with a focus on climate change adaptation and mitigation.
- Strong knowledge of climate-smart agriculture practices, soil conservation techniques, and sustainable farming systems, with expertise in the Pakistani agricultural context.
- Proven ability to work effectively in international teams and collaborate with diverse stakeholders, including farmers, community leaders, government officials, and international experts.
- Excellent communication and interpersonal skills, with fluency in English required, proficiency in Urdu and other languages spoken in Pakistan would be advantageous.
- Experience in data analysis and reporting tools is a plus, using e.g. Excel or Power-Bi to produce high-quality reports and publications.

What we offer

- Competitive salary.
- Hybrid working – (Depending upon location).
- Flexible working, with core hours from 10 am to 4 pm local time.
- Medical outdoor coverage.
- Indoor Health insurances for self and dependant/s.
- Life Insurance.

- Terminal benefit (Gratuity).
- Continuous learning and development.
- 25 days paid annual leave, plus 8-9 Bank Holidays and a further 3 days off and 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 Lahore - Pakistan. Better Cotton offers flexible working, with core hours being 10 am – 4 pm. The position might require travel domestically as well as internationally, if needed.

Apply now

Send us your CV (2 pages maximum) and a brief cover letter (1-page maximum) by or before **23.06.2024** via this link:

<https://forms.monday.com/forms/c39dece469b76edd1c1ca247dcf4439e?r=use1>

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.