

Africa Programme Fund Development Manager

Starting Date: 1st September 2024

Contract type: One-year consultancy – 40 hours per week, with possibility of extension.

Salary: EUR 3,600 per month.

Location: Côte d'Ivoire, Africa. Fully remote.

Application closing date: 7th August 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 Africa Programme Fund Development Manager and be part of a team to generate income to support adoption of more sustainable farming practices and farm livelihoods for the thousands of cotton farmers in the Better Cotton network in Africa. Better Cotton is 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.

The Africa Programme Fund Development Manager will play a pivotal role in driving revenue to support the ongoing success and growth of Better Cotton initiatives across the continent. This role encompasses two key functions: internal programmatic design and external donor partnership management. The role holder will collaborate with teams operating in various African countries. Currently our programmes are running in Egypt, Cote D'Ivoire, Mali, Mozambique, and we are in potential start-up phase in Chad and Benin. Your primary responsibilities will involve designing projects and programmes for donor funding while concurrently maintaining and managing relationships with key donors. Additionally, you will serve as the representative of Better Cotton in external forums, leveraging these opportunities to influence and secure resources.

This position will report directly to the Senior Manager of Africa Programmes and be matrix managed by Global Director of Development.

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.

As Africa Programme Fund Development Manager you will drive revenue and design donor-funded projects to support and grow Better Cotton initiatives across Africa, while managing key donor relationships and representing the organization externally.

Areas that play to your strengths

We are seeking a motivated Africa Programme Fund Development Manager - Consultant to join our team. In this role, you will be responsible for:

Programme & Project Design

- Collaborate closely with Africa-based teams in Mali, Mozambique, Cote D'Ivoire, Benin, Egypt, and other countries in West Africa to identify local needs and opportunities for Better Cotton
- Facilitate the development of geographic and thematic funding strategies specific to each country programme.
- Lead the crafting of project proposals and associated budgets, ensuring they resonate with donor priorities and adhere to guidelines.
- Foster understanding and buy-in for donor opportunities across the organization, including country directors and functional leads.
- Customize Better Cotton materials to effectively engage donors in Mali, Mozambique, Cote D'Ivoire, Egypt, and other West African countries.

Donor Partnerships

- Identify and nurture relationships with donors to increase investment in sustainable cotton farming communities across countries in Africa that have Better Cotton Programmes.
- Manage donor partnerships by organizing thematic donor panels and providing ongoing stewardship.
- Coordinate outreach efforts to attract new donors and investors specifically interested in supporting Better Cotton initiatives in West Africa.
- Maintain an active pipeline of prospective donors, ensuring alignment with Better Cotton's 2030 vision and the needs of African programmes.
- Enhance Better Cotton's network and visibility among stakeholders in Mali, Mozambique, Cote D'Ivoire, Egypt, and other West African countries.
- Articulate the unique value propositions of Better Cotton opportunities to potential funders operating in West Africa and in other regions in Africa.
- Contribute to the ongoing refinement of Better Cotton's fundraising strategy, ensuring it remains relevant and effective in the African context.

Better Cotton Representation

- Act as a representative of Better Cotton and its Africa programme during donor pitches
- Participate in relevant workshops, symposia, and collaborations to promote Better Cotton's work and attract funding opportunities in West Africa and other regions in Africa where relevant.
- Contribute to the development of promotional materials and publications that highlight the impact of Better Cotton programs in Africa and align with donor priorities.
- Establish and maintain strong relationships with internal stakeholders, gathering insights and support for fundraising activities.
- Cultivate relationships with prospects, donors, and external stakeholders in Mali, Mozambique, Cote D'Ivoire, Egypt, and other West African nations.

- Strengthen connections with bilateral agencies, trusts, and foundations operating in Africa to expand funding opportunities for Better Cotton initiatives.

We are looking for someone who has

the following skills, knowledge, and experience:

Essential

- A thorough understanding of the current donor landscape and fundraising environment, ideally for sustainability programmes.
- Skilled in project and program design, with a facilitative approach to bring to life the vision of the program delivery teams.
- Effective fundraising management and planning skills evidenced by a full knowledge of philanthropic income sources and their application, the legislative environment for the charitable sector, fundraising planning and monitoring tools.
- Donor cultivation and sales skills evidenced by successful proposals with an individual value of more than €1 million.
- Good active contacts within the donor community.
- The ability to turn lukewarm opportunities into tangible successes.
- IT literacy, to include: Word; PowerPoint; Excel; Outlook; MS Teams.
- Ability to analyse complex budgets and manipulate budget data.
- Strong interpersonal skills and enjoys networking, public speaking and presenting.
- Well-developed personal strategies for time and complex process management; data management and internal communications.
- Ambition, positivity, determination and able to take initiative.
- Knowledge of the sustainable agricultural sector, including common challenges and opportunities associated with smallholder agriculture.
- Fluent in English and French – ability to communicate clearly and concisely

Desirable

- Professional qualifications in marketing and sales. Experience with impact investing

What we offer

- Competitive salary
- Remote working
- 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 Côte d'Ivoire. Better Cotton offers flexible working, with core hours being 10 am – 4 pm local time.

The successful candidate will receive a one-year, consultancy contract, with the possibility of extension.

Frequent travel will be required.

Apply now

Send us your CV (two pages maximum) and a brief cover letter (one-page maximum) by or before **07.08.2024** [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.