Textile Exchange
Director of Strategy and Digital Assets

This fall, Textile Exchange is launching our **2030 Climate+ Strategy**. This strategy will aim to catalyse and guide the industry to reach a 35-45% reduction in GHG emissions in raw materials production while amplifying positive impacts in soil health, water, and biodiversity. We will build on our foundation and success in being a **trusted authority** and to **convene for solutions** in order to empower the industry to **accelerate** its ability to implement the use of preferred fibers and materials.

Through the development of these overarching goals and strategies, we will pivot toward stronger alignment and partnership as a means to leading the industry to accelerate adoption of PFM while measuring, benchmarking, and driving PFM evolution. Implementing a networked digital path will be key to this acceleration, solutioning and measuring. To support this future, we see a need for a senior team member who not only leads the implementation of the strategy but also ensures the digital assets in this strategy are at the level needed in our rapidly changing digital landscape.

Textile Exchange has a unique values-driven, eco-system culture. Founded in 2002, Textile Exchange is a virtual global organization with 50+ TEam members and ambassadors in 15 countries. Our engagement philosophy is based on multi-stakeholder principles.

The 2030 Climate+ Strategy will create an organizational pivot that is key to both TE’s and the industry’s success. We realize that this role is unique as it reports directly to the board while working in close partnership with the managing director. This structure will allow the organization to leverage existing strengths while prioritizing new areas of focus and growth – delivering both increased scope and broader capacity.

Because of the nature of the role and importance of the organization fit, this position will start with a six-month trial period. At which time there will be a review on purpose and fit and decision to move forward.

We would hope to bring this person into the organization by September in order to for this individual to be a part of creating the implementation and roll-out plans for the 2030 Climate+ Strategy.

**Responsibilities**
The role of the **Director of Strategy and Digital Assets** will be focused on helping Textile Exchange’s Senior Management team develop, deploy and commercialize select high profile initiatives from Textile Exchange’s 10-year Climate+ strategy, including TE’s innovative Shared
Measurement System (SMS). The development of our Shared Measurement System is a critical part of TE’s 2030 strategy and will be an immediate focus for this role. This role is also responsible for multiple facets of complex global initiatives and will drive significant change in the industry. This role reports directly to the Executive Committee and in a partnership role with the Managing Director.

*An overview of the 2030 Climate+ Strategy and Shared Measurement Systems will be provided upon submission of initial application.

Strategy Execution Role & Responsibilities:

- Develop a concrete plan to realize strategic goals and KPIs within a 10-year horizon in keeping with the future trends and developments of the sustainable textile industry.
- Provide leadership in developing and updating strategy execution plans (organizational and financial) with senior management and staff and carry out plans and policies authorized by the Board.
- Working in partnership with the Managing Director, ensure that the senior management is kept fully informed on the condition of the organization and maintain a strong reputation with the board, members and other external stakeholders.
- Ensure the strategy execution plan includes strong human resource solutions that are aligned with achieving Textile Exchanges industry targets.
- Ensure that effective project teams and appropriate management systems are in place to implement strategic initiatives, and maintain a climate which attracts, keeps, and motivates a diverse staff of top-quality people.
- Monthly progress reporting on the condition of the organization including key departmental updates, strategy implementation and SMS.
- In partnership with the Managing Director, be responsible for developing and maintaining sound financial practices – work with senior management, Finance Committee, and the board in preparing a budget and see that the organization operates within budget guidelines.
- Maintain official records and documents, and ensure compliance with federal, state and local regulations.
- Maintain a leading working knowledge of significant developments and trends in the Textile industry value chain and related fields.
SMS Development Execution Role & Responsibilities:

- Maintain and update a development roadmap and execution plan to rollout and ramp up SMS adoption by Textile Exchange’s membership
- Ensure development teams are appropriately resourced and meets on-time rollout and feature deployment
- Ensure credibility of data in system and encourage supply chain participants to utilize SMS system
- Develop digital strategy for system to ensure data entry is automated and verified and user interface is functional and friendly
- Assure that the SMS anticipates and acts on the needs of membership

Experience & Qualifications
The Textile Exchange Director of Strategy and Digital Assets must be suitably qualified and experienced to fulfil the abovementioned duties. This includes:

- Solid project management leadership on large global projects.
- Business development experience for launching new products and rapid scaling
- A business degree supported by post-graduate training in the relevant fields of the organization.
- A minimum of 15 years’ experience in the sustainability or textile industry and a thorough understanding of the current and future drivers of sustainability impact business change.
- A proven record of managing a multi stakeholder programs or organization with similar financial management responsibility.
- An in-depth knowledge of and solid supply chain experience across the global Textile industry value chain.
- A working knowledge and understanding of trends and developments that will drive change in the technology
- Proven track record in transition management and moving an organization from a current to a future state.
- Partnership mindset to build on existing strengths of the team and community
Six Month Deliverables

What’s expected over the first six months of the role:

- Alignment and understanding of 2030 Climate+ strategy as evidenced through a clear strategy rollout plan
- Partner with managing director to develop 2-3-year organizational development plan to reach optimized structure to support delivery to strategy, programs and goals
- Digital strategy review with an updated digital plan, budget and assessment of way forward
- Decision on direction and critical pathway on SMS and oversight of activation of plan
  - SMS business model / funding opportunities.
  - Key engagement partners for data, funding, adoption/utilization.
  - Updated roadmap aligned to overall strategy with corresponding resource plan
  - Execution of resource plan (need to hire people)

Employment Package

Full Time Position, 40 Hours a Week

Annual Salary Range: $80,000 to $110,000 (dependent upon experience) plus Full Benefits Package

Start Date: September 2020

Probation Period: Six Months
Application Instructions:
Submit the following to recruitment@textileexchange.org with subject line “Director of Strategy and Digital Assets”

1. Resume / CV, Picture and Biography
   *After review, applicants who meet the required qualifications will be sent an overview of the 2030 Climate+ Strategy and Shared Measurement Systems.

2. Letter or presentation of your vision for Textile Exchange and how you can be an effective catalyst in the 2030 Climate+ Strategy.
3. Your vision of eco-system and shared leadership and how you would envision working with and leveraging existing leadership of Textile Exchange.
4. Press or Articles you have written or where you have been referenced.
5. Links to Recordings of presentations or public speaking
6. References and Recommendations

Deadline: July 20th (No applications beyond this date will be considered. The posting will be active from June 29th to July 20th)

Textile Exchange is a global non-profit that creates leaders in the sustainable fiber and materials industry. The organization manages and promotes a suite of six leading industry standards, as well as, collects and publishes critical industry data and insights that enable brands and retailers to measure, manage and track their use of preferred fiber and materials. With more than 400 members representing leading brands, retailers and suppliers, Textile Exchange has, for years, been positively impacting climate through accelerating the use of preferred fibers across the global textile industry and is now making it an imperative goal through its 2030 Strategy: Climate+. Under the Climate+ strategic direction, Textile Exchange will be the driving force for urgent climate action with a goal of 35-45% reduced CO2 emissions from textile fiber and material production by 2030.

To learn more about Textile Exchange, visit: TextileExchange.org