

# New Country Start-up Manager

## Job Advertisement

**Starting date:** as soon as possible

**Salary:** £58,000 (depending on location)

**Contract:** 1 year (project basis, with possibility to extend)

**Location:** London or remote

**Application Closing date:** Midnight 8 April 2021 GMT (applications reviewed on a rolling basis)



The Better Cotton Initiative aims to be truly global. Our mission is to develop Better Cotton as a sustainable mainstream commodity, transform the market and make cotton production better for the people who produce it, better for the environment it grows in and better for the sector's future. Our strategy is based on focused, manageable interventions by BCI itself and clear roles for other supply chain actors, implementing partners, strategic partners, and governments.

BCI aims to reach 5 million farmers worldwide with more sustainable agricultural practices, and account for 30% of global cotton production by the end of the 2020-21 cotton season. In under 12 years, the Better Cotton Initiative and its Partners have supported 2.3 million farmers in 23 countries. In adopting more sustainable agricultural practices. Thanks to these efforts, Better Cotton accounts for around 22% of global cotton production.

One of the key differentiators around BCI's approach is its requirement to engage national stakeholders and secure broad-based support for a new programme prior to starting to grow Better Cotton in any given country (BCI's New Country Start-up Process). This requirement facilitates long-term national embedding, involves all stakeholders, and ensures everyone understands the role they have in creating positive change at farm-level. BCI is currently engaged in a pilot project with GIZ and IFC to explore whether and how a new country programme could be established in Uzbekistan.

BCI has been actively supporting IFC and GIZ projects piloting the Better Cotton Standard System in Uzbekistan over the past years. In 2021, IFC and GIZ launched a joint pilot in partnership with BCI that aims to lay the foundation for a full-fledged BCI programme in 2022-23. The 2021 pilot builds on the lessons of 2020 and aims to establish the basis for a full BCI programme to launch in 2022. In parallel the International Finance Corporation (IFC) commissioned a scoping study under the BCI New Country Start-up (NCSU) process for a proposed BCI programme in Uzbekistan. The findings of this study and an imminent New Country Start-up Report will inform the design of the BCI's model for operating in Uzbekistan from 2022 onwards if that is deemed possible at the end of 2021.

We are looking for an ambitious and process focused individual to manage New Country Start-up for Uzbekistan. This includes managing the ongoing pilot, managing relationships with funders and key stakeholders (such as retailer and brands BCI members), and to shepherd the prospective county programme's progress towards becoming a BCI producer country where farmers could be licensed as Better Cotton producers. In Uzbekistan a country

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programme, if possible, would have to be accompanied by significant investment in a comprehensive programme of actions on decent work and traceability.

## Role

**Reporting to:** BCI Director of Data and Traceability or Director of Implementation

**Posts this job manages:** Uzbekistan Implementation Coordinator, Uzbekistan Decent Work Coordinator and consultants engaged to support delivery of objectives (line management). BCI Pakistan is providing back up and support around implementation for the pilot and will participate in programme activities (matrix management), IFC and GIZ (donor management), BCI retailer and brand member engagement (partnership management).

## Responsibilities

### BCI Uzbekistan Country Plan 2022

Building on the existing BCI structure and in line with 2030 targets, develop a pathway to a fully functioning country programme in Uzbekistan, modelling established BCI Country programmes and incorporating adaptations around the specific sustainability hotspots – notably decent work – in Uzbekistan’s cotton production. The NCSU Manager would formulate the NCSU plan for 2022, incorporating findings of the Better Cotton in Uzbekistan Scoping Report.

### 2021 BCI Uzbekistan pilot assessment

Undertake review of the entire pilot and pre-pilot project experience for best practices and lessons learned. Share findings with BCI internal and external stakeholders. Systematically review practical lessons around incidences of forced labour, low levels of farmer autonomy, viability of local partners, etc., supported by the Uzbekistan Implementation Coordinator.

### Oversee ongoing pilot activities

Ensure high-quality programme implementation. Line manage Implementation Coordinator based in Tashkent including providing oversight and support where needed. Organise monthly check in calls with core NCSU working group to ensure programme milestones are on track. Monitor the implementation of the project and project costs by Implementing Partners and coordinate sourcing information from Partners (as per signed agreements or ad-hoc) and provide Partners with reciprocal information from BCI.

Managing the overall execution of the Assurance Programme in accordance with Global Assurance Protocol. Supervise the delivery of Assurance Programme activities conducted by Uzbekistan- and Pakistan-based Coordinators. Identify risks or issues affecting BCI Assurance Programme delivery in Uzbekistan. Support Training and Capacity Building of BCI’s Implementing Partners (IPs) in scope identifying gaps and opportunity areas for improvement.

Oversee the quality execution of Capacity Building Programme activities in line with Grant Agreement. Ensure project team members carry out quality capacity building activities. Ensure funded Implementing Partner access capacity building workshops, field training of trainers

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pilot workshops, and project support visits. Support Uzbekistan Implementation Coordinator with relationship management at the project-level.

### Grant management (Current grant agreements are with GIZ and IFC)

Coordinating, compiling, editing, and providing feedback to ensure the development of high-quality narratives and timely submissions including briefs, budgets, work plans, logframe and other required documents before sending for sign-off.

### Stakeholder Coordination and Consultation

Engage with IFC on the running of the Consultative Council (stakeholders including government, donors, retailers and brands and national industry actors and civil society). Support the establishment / evolution of a fully representative multi-stakeholder group to drive the further development of a national level cotton sustainability programme, including the engagement with BCI. Participate in other bilateral and multi-lateral meetings with stakeholders, including cluster managers. Run NSCU follow-up meetings.

### Traceability

Oversee 2021 research on the viability of traceability and options for working in partnership for traceability in Uzbekistan and formulation of a plan to pilot a BCI Uzbekistan traceability scheme for any potentially licensed cotton in the future.

### Demand for Uzbek Better Cotton

Support for BCI start-up is strong, but not universal. Demand-side support is currently the weakest link. The Uzbekistan NCSU Lead will work with BCI Membership team to assess viability and key actions.

### Other

Undertake all other duties that may be determined by the line manager and that are compatible with the job description. Maintain and ensure a culture of strict confidentiality - inter BCI staff and between BCI staff and non-BCI employees. Develop generic project communications materials as required.

### Profile

The candidate will have the following Skills, Knowledge, and Experience:

Skills, Knowledge and Experience
<b>Essential</b>
<ul style="list-style-type: none"><li>• Capable stakeholder manager</li></ul>
<ul style="list-style-type: none"><li>• Excellent project management skills</li></ul>
<ul style="list-style-type: none"><li>• Skilled at influencing and persuading</li></ul>
<ul style="list-style-type: none"><li>• Grant management</li></ul>
<ul style="list-style-type: none"><li>• Demonstrated team leadership skills</li></ul>
<ul style="list-style-type: none"><li>• Strategic thinker with get things done attitude</li></ul>

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<ul style="list-style-type: none"><li>• Demonstrated interest in related topics: sustainability, standard systems, farming, textiles, or technology for traceability</li></ul>
<b>Desirable</b>
<ul style="list-style-type: none"><li>• Grant management skills</li></ul>
<ul style="list-style-type: none"><li>• Knowledge of Uzbekistan and Centra Asia region</li></ul>
<ul style="list-style-type: none"><li>• Knowledge of agriculture</li></ul>
<ul style="list-style-type: none"><li>• Expertise in decent work (including understanding of forced labour and state-imposed forced labour)</li></ul>
<ul style="list-style-type: none"><li>• Knowledge of the textile industry</li></ul>

### Working Arrangements

The position is full-time (40 hours per week) and will be based in the UK or remotely. BCI offers flexible working, with core hours of availability being 10am – 4pm UK time and post-Covid working from home options currently being reviewed.

Pending Covid restrictions, some travel will be required (10-15%).

### Applications:

Interested applicants with the required attributes are asked to send a detailed CV (3 pages maximum) and a motivational letter (2 pages maximum), in English, by email to: [recruitment@bettercotton.org](mailto:recruitment@bettercotton.org) with subject: "Application – NCSU Manager" by 8am GMT on 8<sup>th</sup> April 2021 at the latest.

We thank all applicants for their interest; however only shortlisted candidates will be contacted.

BCI is currently unable to provide sponsorship for work permits, and candidates need to have a pre-existing right to work in the location where they will be based.

BCI is an equal opportunity employer and is committed to good practice and transparency in the management of natural, human, and financial resources.