

Impact Incentives, Manager

About Us

Textile Exchange is a global non-profit driving positive impact on climate change across the fashion and textile industry. It guides a growing community of brands, manufacturers, and farmers towards more purposeful production from the very start of the supply chain. By 2030, its goal is to guide the industry to achieve a 45% reduction in greenhouse gas emissions within fiber and raw material production. Its focus is holistic and interconnected, accelerating the adoption of practices that improve the state of our water, soil health, and biodiversity too. For real change to happen, everyone needs a clear path to positive impact. That's why Textile Exchange believes that approachable, step-by-step instruction paired with collective action can change the system to make preferred materials and fibers an accessible default, mobilizing leaders through attainable strategies, proven solutions, and a driven community.

At Textile Exchange, materials matter. To learn more, visit [TextileExchange.org](https://textileexchange.org).

Working at Textile Exchange

We work remotely with a team located in 20+ countries. We are a diverse group committed to harnessing the strengths of the global textile industry to accelerate change toward climate and other key environmental goals. We work collaboratively on important environmental issues around the world by working and interacting with farming groups, processors, brands, retailers, and environmental experts in the textile and fashion industries around the world. We offer an opportunity to join a cutting-edge global environmental nonprofit and to help strengthen the impact of our organization.

About Impact Incentives

Impact Incentives are an evolution of the book & claim or credit trading systems. Incentives are issued to producers that meet a set of sustainability criteria (eg: zero deforestation).

The physical goods and the Impact Incentives are traded separately from each other, eliminating the cost and complexity of traceability, while still allowing transparency. Brands buy incentives to deliver financial support to the farmers for following best practices, and in turn can make sustainability claims.

To learn more, visit: www.impactincentives.org and <https://textileexchange.org/impact-incentives/>

About the Impact Alliance

The Impact Alliance is a voluntary collaboration between global sustainability programs with standards or benchmarks focused on producers at the beginning of the supply chain. Impact Alliance members work together to define, promote, and oversee the trading of Impact Incentives. Textile Exchange is a founding member of the Impact Alliance. To learn more, visit: www.impactincentives.org

Job Summary

We are looking for an **Impact Incentives Manager**, to become part of the Textile Exchange Impact Incentives team and work with the Leather team and other Fiber and Materials teams. The Impact Incentives Manager will focus on implementing and scaling up the Impact Incentives. They will support the Senior Manager in executing the operational and strategic goals that aim at large-scale adoption of the Incentives by brands and producers.

A strong initial focus of this position will be on leather and the cattle industry in Brazil and South America. Textile Exchange is currently expanding the use of Impact Incentives to other materials and regions in the world. By incentivizing raw material producers to adopt and sustain best practices, the Impact Incentives are an important tool to deliver key impacts in support of the Textile Exchange Climate+ strategy. The Impact Incentives Manager will play an important role on scaling up this tool.

The Impact Incentives Manager will support the oversight of all Textile Exchange Impact Incentives programs. Their work will include the onboarding and supporting of producers, on-the-ground Program Partners, and third-party verifiers, as well as managing relationships with other key stakeholders in the regions the Impact Incentives are being applied in. Engaging closely with the supply side of the Incentives, they will play a key role in safeguarding the integrity of the Impact Incentives and in delivering value to the invested brands and to Textile Exchange.

This is a fantastic opportunity to work for a mission-driven organization. You will be a positive person interested in sustainability and passionate about scaling solutions to address the climate crisis. You will have a proven ability to work autonomously, have good judgement, the ability to think critically and to adjust to a fast-changing environment. Expert-level written and verbal communication skills, the attention to detail, as well as a high level of professionalism and integrity are all needed.

Like all roles at Textile Exchange, this role will be primarily home-based, ideally in Brazil or South America; Textile Exchange is a US-based but remote-working organization with a global team. Your key colleagues will be in Argentina and Canada, while key stakeholders are based in time zones between PST and CET.

Reports to: Impact Incentives, Senior Manager

Duties and Responsibilities

Engagement with producers, Program Partners, and Verifiers

- Act as primary contact with existing and new producers, including recruitment, onboarding/training, support and guidance on the Impact Incentives program(s).
- Act as primary contact with existing and potential new Program Partners, including recruitment, onboarding/training, support and guidance from project design to completion of the Impact Partnership.
- Apply local knowledge and understanding to assess the value and feasibility of new Impact Partnerships and support their development and implementation.
- Act as primary contact for third-party verifiers, including onboarding/training, support on Textile Exchange's and Impact Alliance's policies & procedures.
- Provide training, support, and compliance monitoring for established policies & procedures to ensure the integrity of the Textile Exchange Impact Incentives programs by all parties involved.

Program development and monitoring

- Help develop and improve tools and processes that support the efficient and credible delivery of value to all parties involved.
- Provide operational guidance and support to all parties involved in the Impact Incentives.

- Support the accurate use of internal (SMS) and external (Chainpoint) systems for critical data collection and accurate registration of Impact Incentives.
- Support internal teams on implementing the Impact Incentives and on developing procedures that fit within the established policy framework.

Networking & stakeholder engagement

- Represent Textile Exchange and other Impact Alliance programs in the region.
- Introduce and explain Textile Exchange and the Impact Alliance's scopes and goals to stakeholders.
- Help identify, develop, and grow relationships with local and global stakeholders, including NGOs, industry players, industry/producer associations, etc.

Experience and Qualifications

Required

- Bachelor's degree in a relevant field. Experience in lieu of a degree may be considered.
- 5-8 years of experience in a role that provided the development and demonstration of the key competencies and skills required for this position.
- Experience in working with and understanding the complexity of the cattle supply chain.
- Excellent communication, written, and grammatical skills in Portuguese and English (Native or bilingual proficiency), Spanish skills beneficial.
- Highly literate, with excellent written and grammatical skills.
- Ability to work in a flexible, yet fast-paced remote environment, able to meet deadlines and share progress regularly.
- Comfort with ambiguity and changing priorities and direction.
- Ability to work independently, and to apply good judgement, critical thinking, time-management, and problem-solving skills.
- Confident managing complex projects and deadlines, following them through to conclusion while maintaining thoroughness and attention to details.
- Ability to communicate and collaborate effectively.
- Proven track record of building and fostering relationships and networks.
- Demonstrated interest in Textile Exchange's vision, mission, and goals.
- Strong work ethic and self-motivation with ability to work remotely effectively.
- Strong team player.
- Equipped with excellent computer skills including advanced proficiency in Microsoft. Excel, PowerPoint, and Word and the ability to quickly learn new systems.
- Occasional travel, as needed.
- Detail-oriented, logical, systematic, methodical, and organized.
- Honest, professional, responsible, discreet, and able to always act with the utmost integrity.

Desired

- Experience with book & claim systems.
- Experience with certification programs and/or sustainability standards.

Employment Package

- Full-time contract position until December 31st, 2023
- 40 Hours a Week
- Location: virtual/remote, ideally based in Brazil/South America
- Salary Range: \$60,000 – \$75,000 USD dependent on experience

How to Apply

Please [apply here](#) and submit:

- Resume
- Cover Letter

Applications will be considered on a rolling basis as they are submitted. Early application submission is strongly encouraged.

Textile Exchange is committed to creating a diverse environment. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.