

Director of Farm Programmes Quality and Partnerships

Contract type: Permanent

Salary: £95'756/year if in London; INR 5'633'900/year if in Delhi or PKR 12'543'800/year if in Lahore.

Location: London, UK; Lahore, Pakistan or Delhi, India

Application closing date: 31 October 2024 @ 17:00 UK time.

Please note that the applications to be reviewed on a rolling basis and recruitment will be closed when the suitable candidate is identified. We encourage interested candidates to apply ASAP.

Reports to: Senior Director of Programmes

Line management: Partnership Manager, Knowledge & Learning Manager, Decent Works Manager

Matrix management: country teams as needed to ensure quality of programme delivery and partnership

About This Role

The Director of Farm Programmes Quality and Partnerships is responsible for all aspects of quality programme implementation at Better Cotton small holders countries including development of programme designs and strategies, programme.

The incumbent is responsible for ensuring development of high quality, evidence based, high impact, innovative programmes that deliver immediate and lasting changes in the small holders farming communities Better Cotton works in. S/he is responsible to ensure the compliance with technical standards in programme design and implementation. Primary (but not exclusively) this role will focus on programmes in China, Pakistan, India, Mozambique and other small holders' countries.

In addition, the Director of Farm Programmes Quality and Partnerships will lead the global partnerships team and will be responsible for setting up Partnership Management Standards, supporting capacity of teams in project cycle management and supporting Better Cotton's network of partners to ensure that their programme delivery is of high quality and integrity.

Responsibilities

In addition to actively participating in the relevant leadership fora and providing a role model for colleagues to follow in their interactions with internal and external stakeholders in line with Better Cotton's ethos and values, the specific responsibilities of the role are:

Programme Quality and Management

- Accountability for quality and progressive improvement of Better Cotton global programme delivery.

- Support country teams to develop country programme strategies, programme designs and operating plans, including annual plans and budgeting.
- Ensure globally coherent programme design by supporting in-country programme teams, in collaboration with other teams/functions such as: assurance, monitoring & evaluation, and supply chain.
- Review structure and strengthen capacity of country programme teams to carry out a range of activities to deliver the Better Cotton Standard System, in collaboration with in country or regional leadership
- Strengthen capacity of country programme teams in project cycle management.
- Ensure good practices of project cycle management are consistently adhered to.

Partnerships

- Develop, test and roll out Better Cotton's Partnership Management Guidelines with relevant tools.
- Coordinate with internal grant funding team to ensure global Partnership Management Guidelines meet all programme and project needs of Better Cotton.
- Ensure application of Partnership Management Guidelines and other partnership guidelines by all partners.
- Oversee quality programme partnerships to deliver our work at the farm.
- Working closely with country teams to ensure we work with high quality partners who aligned with Better Cotton direction of travel and with a shared commitment to a progressive system for farmers and credible delivery against our Standards.
- Support the country teams to develop and implement partnership mechanisms that facilitate sector funding of new country programmes
- Support management of country teams and programme partners to produce credible funding proposals to Better Cotton funding programme
- Ensure that an appropriately robust and effective programme partnership and due diligence framework is being used to drive excellence and impactful programme delivery.
- Oversee implementing of learnings from the complaint's mechanism related to programme partners.
- Proactively build relationships with a wide range of external stakeholders

Team Leadership

- Build a cohesive team spirit and culture among staff and delegate responsibilities to them, while ensuring achievement of programme objectives.
- Lead, mentor and build capacity of global partnership staff and in country programme staff in a way that creates a working atmosphere conducive to professional growth and development of excellence at all levels.
- Matrix management of in country capacity strengthening leads, as needed
- Maintain effective and positive internal communication with Better Cotton staff in country offices, this includes ensuring open and harmonious communication with different departments, offices, and programs.
- Contribute team-building efforts, help team members identify problem solving options and ensure the integration of all team members into relevant decision-making processes.
- Promote accountability, communicate expectations and provide constructive feedback informally and formally via regular one on ones and performance reviews.
- Create and sustain a work environment of mutual respect where team members strive to achieve excellence

- Building and support a culture of global support for country led strategies, ensuring the global and country teams work well together

Fundraising

- Actively support proposal development, budgets and pitch decks to support the delivery of fundraising targets.
- Ensure quality end to end management of fundraising and grants implemented by country teams
- Support the country teams to work in collaboration with the Fundraising Team to secure funding for new country programmes and to deliver subsequent grant-funded activities in line with donor requirements and expectations.
- Ensure forecasts are done of scenarios for different funding models and geographical balance of funds.

Finance & Compliance Management

- Ensure compliance and transparent use of resources in compliance with Better Cotton or donors' regulations.
- Monitor adherence to grant agreements, Better Cotton's policies and procedures and relevant external rules and regulations.
- As part of the senior management team, work within operations systems for programme impact including finance, procurement, people & culture.
- Work relevant team members on proper budget management, including forecasting and procurement planning.

Profile

The selected candidate will have the following attributes, skills, knowledge, and experience:

Attributes
• Self-starter with ability to work with limited direction
• Excellent interpersonal skills, able to handle difficult interviews
• Excellent organisational skills, ability to think ahead and anticipate needs
• Ability to handle sensitive information confidentially
• Ability to lead and inspire others
• Ability to remain calm under pressure
• Willingness to travel internationally (20%) of time
Skills, Knowledge and Experience
Essential
• Master's degree in relevant field or bachelor's degree with commensurate work experience
• At least ten years of progressive experience in project or programmes management, preferably in agriculture, economic development or agriculture commodities supply chain development

<ul style="list-style-type: none"> • Experience of managing projects or programmes in more than one context (multicountry experience is required)
<ul style="list-style-type: none"> • Experience of leading cross-functional projects and workstreams
<ul style="list-style-type: none"> • Experience of working with people of diverse backgrounds and cultures
Desirable
<ul style="list-style-type: none"> • Experience in managing programmes in India, Pakistan, Mali, Mozambique
<ul style="list-style-type: none"> • French, Urdu or Hindi language fluency

What we offer

- Competitive salary
- Hybrid working – Two to three days/week in the offices central London, Delhi or Lahore
- 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
- 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 either London, Delhi or Lahore. Better Cotton offers flexible working, with core hours being 10 am – 4 pm. Travel may be required to country offices from time to time in accordance with business needs (estimated up to 20%). This is not anticipated to be more than twice per year.

Apply now

Send us your CV (2 pages maximum) and a brief cover letter (1-page maximum) by or before deadline 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.

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.