



PROGRAMME DIRECTOR

CANDIDATE INFORMATION



ORGANIC COTTON ACCELERATOR



Acre

WHO ARE THE ORGANIC COTTON ACCELERATOR?

The Organic Cotton Accelerator (OCA) is the only multi-stakeholder organisation dedicated to organic cotton. As a global platform, we are committed to bringing integrity, supply security and measurable social and environmental impact to organic cotton.

OCA envisions a future where we have fully realised the Organic Cotton Effect - organic cotton's powerful and positive impact on people, planet and prosperity. We unite the sector to unleash the potential of organic cotton because we believe that by working together, we can create the conditions for organic cotton to thrive.

Since our establishment in 2016, with founding partners Laudes Foundation, H&M, Kering, Eileen Fisher, Textile Exchange, Tchibo, Inditex and C&A, OCA has been committed to convening the sector around a common agenda and using our platform's collective investments to act as a catalyst for change.

-  **AMSTERDAM, NL**
-  **70,000-75,000 + BENEFITS**
-  **INTERNATIONAL TRAVEL REQUIRED**

THE ROLE:

The Programme Director will drive a strategic agenda toward solutions which unleash the full potential of organic cotton—from field to fashion—engaging partners and stakeholders from across the organic cotton supply chain. Key Responsibilities in this role will be:

- Developing and implementing OCA's Programmes in line with strategic objectives of the organisation;
- Managing and guiding the Programme team at both a strategic and operational level, providing the right conditions and frameworks to manage the scoping, development, and implementation of the programmes;
- Rolling out OCA's Programme operations to new geographies in line with OCA's long-term strategy;
- Ensuring the effectiveness and credibility of OCA Programmes through a solid monitoring and evaluation system and quality reporting on programme progress and results;
- Building strategic alliances and foster alignment in the organic cotton sector through convening and relationship building with major private and public stakeholders.

PROGRAMME DIRECTOR YOUR PROFILE

OVERVIEW

You are a highly organized and committed team player with strong experience and interest in supply chain sustainability, particularly as it relates to cotton and/or organic agriculture and trade. You have no problem balancing your attention across both strategy and execution; understanding the details of OCA's Programmes while remaining practical and focused on the bigger picture.

You can manage change and commitment to our Programmes across OCA's partners and your team. As a senior manager, you provide your team with the conditions, guidance and coaching they require to meet their targets. You thrive in a results-oriented, cooperative and hands-on work environment in a committed team that acts as the executive arm of a leading multi-stakeholder organisation in the organic cotton sector.

KEY SKILLS

To be successful in this role, you will need to have the following key skills and attributes:

- Seasoned programme director/manager with 10+ years of relevant working experience, preferably in the field of (sustainable) agriculture and trade, and/or the textiles and apparel sector;
- Thorough knowledge of the (organic) cotton sector, its international supply chains, production realities and standards; and the related environmental and social issues;
- Strong network among the variety of partners we work with (cotton producers, value chain players, brands and retail, civil society, and government)
- Affinity with and familiarity in operating in a multi-stakeholder environment

YOU WILL ALSO HAVE...

- Experience in managing and leading a team of professionals in an international setting;
- Excellent knowledge of programme management and performance evaluation techniques
- A business acumen with a strategic ability and strong organizational and leadership skills
- Working and thinking at MSc. level;
- Strong communication skills and fluency in English, other languages are a plus
- Eligibility to work in the Netherlands

PROGRAMME DIRECTOR ABOUT THE ROLE



OCA CURRENTLY HAS THREE CORE PROGRAMMES:



Farmer Engagement & Development Programme:

Organic cotton sourcing and capacity building programme aimed at delivering prosperity, integrity and best practices at farm-level



Seed, Integrity & Community Investments:

Collective investments in key innovations for a healthy and future-proof organic cotton sector, i.e. seed, research, industry standards, and traceability solutions.



Organic Cotton Fund (in development):

The OCF will fund quality organic cotton farmer trainings at scale and enable increased conversion of conventional farmland to organic to accelerate sector.

Being responsible for the delivery and overall success of OCA's Programmes, you will closely monitor progress and performance and adjust approaches and strategy where required to guarantee long-term value.

You will build and coach the Programme's team in the Netherlands and India with strategic knowledge, programme implementation, partner engagement and business development to deliver on the Programmes targets. You will scale interventions and lead the roll-out of OCA Programmes to other key organic cotton geographies in line with the new five-year strategy plan.

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AS A DIRECTOR YOU WILL:

- Ensure the involvement of the wider OCA team, particularly the Directors, in the successes, challenges and learnings of the Programmes, as they represent the core promise and deliverable of our organisation;
- Contribute to the broader sector strategy for organic cotton and the opportunities for expanding OCA's network and Contributor base;
- Inspire and support the development of the Programmes team and foster their performance as both a team and individuals.

PROGRAMME DIRECTOR ABOUT ORGANIC COTTON ACCELERATOR



VISION

At OCA, we envision a future where, every time a farmer switches to organic cotton, there is a ripple effect of positivity; farmers earn more, their families and communities flourish, and their land and soils are fertile for future generations, protecting our planet. We call this the Organic Cotton Effect.

OCA unites the sector to unleash the potential of organic cotton and deliver positive change for people and the planet. We believe that working together we can create the conditions for organic cotton to thrive.

Every dollar invested in OCA Programmes improves farmer profitability and prosperity, contributes to environmental sustainability, and ultimately bolsters the integrity of the cotton sector.

We support farmers because they are the catalysts for this change. They are stewards of the land; support the farmer, you strengthen the sector and you safeguard the planet.

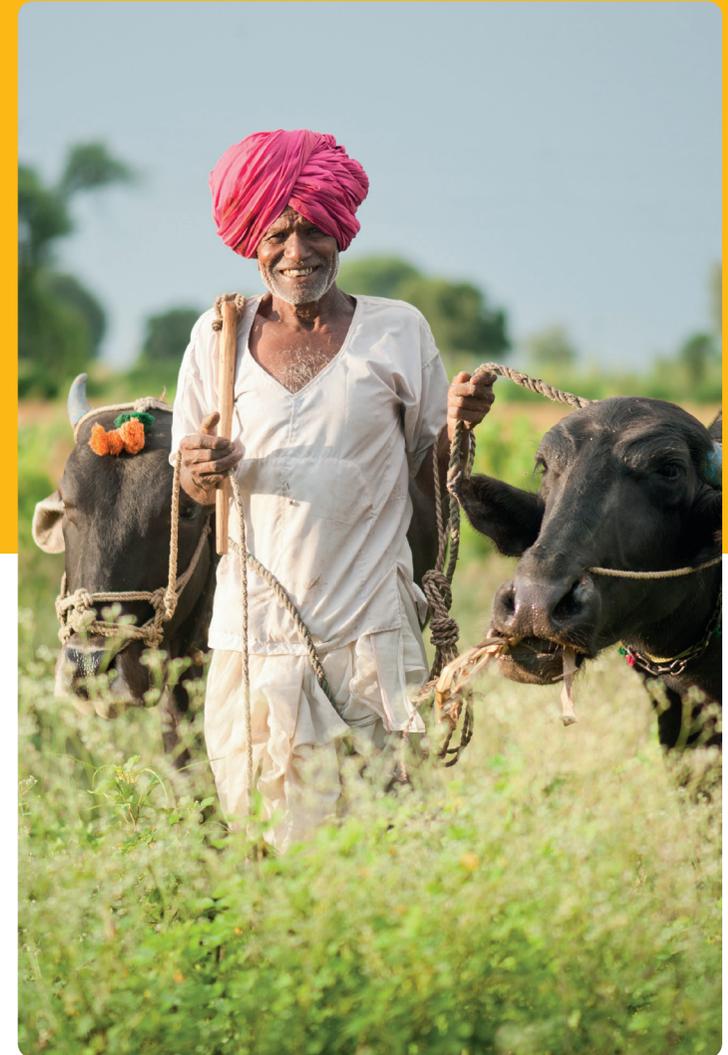
OUR PLATFORM

The OCA Platform brings together those who grow, supply and buy organic cotton and we work together to create the conditions for this fibre to thrive.

Our global collective of brands, retailers, supply chain partners, farm groups, civil society organisations, philanthropic foundations and academics are united in their efforts to safeguard the future of organic cotton.

You'll join OCA at an exciting time when we are expanding our global presence and developing our five-year strategy and ten-year vision.

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PROGRAMME DIRECTOR ABOUT ORGANIC COTTON ACCELERATOR



YOU'LL JOIN OCA AT AN EXCITING TIME WHEN WE ARE EXPANDING OUR GLOBAL PRESENCE AND DEVELOPING OUR FIVE-YEAR STRATEGY AND TEN-YEAR VISION.



PROGRAMME DIRECTOR THE RECRUITMENT PROCESS



This will be a six-stage process beginning with Acre followed by three interviews with OCA's Senior Team and Board. It is at OCA's discretion to introduce another interview or assessment stage throughout the process.

APPLICATION

○
Email your CV to
caitlin.murrell@acre.com

PROFILING

○
After reviewing your application,
Caitlin will conduct profiling

ACRE INTERVIEW

○
Interview with
Caitlin and Harco

FIRST INTERVIEW

○
First stage interview
with Executive Director

SECOND INTERVIEW

○
Second interview including
presentation and task

FINAL INTERVIEW

○
Final interview with a
member of the team

Following the final stage interviews, the panel will agree the successful candidate. Acre will contact you with the decision, manage any offers made, and be your point of contact throughout the process.

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PROJECT RESEARCHER

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For more information on this role, please contact the team on the details above or at +31 20 369 09 23.

