

Job opening Senior Manager Sustainable Sourcing



Do you want to make a positive difference in the lives of smallholders around the world through a major international development and sustainability effort in coffee producing countries?

Are you excited by the idea of playing a key role in supporting one of the world's largest industries to move toward a more prosperous, equitable and sustainable future?

Do you want to join a high-performing team of dedicated professionals who work effectively together, have fun, and share the joy of truly making the world a better place?

1. Background

The Global Coffee Platform (GCP) is an inclusive multi-stakeholder sustainability association dedicated to advance coffee sustainability. Guided by the vision of a thriving, sustainable coffee sector for generations to come, GCP Members work together to achieve transformational change for 1m+ coffee farmers by 2030. GCP enables coffee producers, roasters, governments, traders, and NGOs to align and multiply their efforts and investments, collectively act on local priorities and critical issues, and grow and scale successful sustainability initiatives across the coffee world.

Over 12 million smallholder coffee farmers around the world produce 70% of the world's coffee in biodiversity rich regions in Latin America, Africa and Asia, but nearly half subsist below international poverty levels, and all face major challenges to adapt to climate change and other critical issues.

Founded in 2016, GCP has achieved remarkable success for a new sector association: It has built a thriving, engaged membership of leading coffee industry players along the entire value chain and created a robust foundation for industry partnership around coffee sustainability with tools and services, and a Network of Country Platforms in coffee producing countries. GCP has fostered transparency on sustainable coffee purchases and has been supporting local efforts and collective investments for sustainability impact in six countries in Asia, Africa and Latin America.

In 2021, GCP launched an industry-wide analysis to determine how GCP could go even further to deliver scalable solutions to the industry's biggest sustainability challenges. By end of 2021, an ambitious goal was set to transform the lives of 1 million smallholders towards farmers' prosperity through closing the living income gap and advancing sustainable coffee production, climate adaptation and mitigation, and worker well-being in more than 10 countries by 2030. In 2022, the local-global GCP Strategy was developed, and successfully kick-started in 2023.

To complement our team, we are looking for a Senior Manager Sustainable Sourcing. This position plays a mission critical role driving the coffee sector towards sustainable sourcing by supporting GCP Members with common tools and technical services, increasing demand for sustainable coffee, fostering sector wide alignment and transparency on sustainability.

The Senior Manager Sustainable Sourcing reports to the Executive Director, closely collaborates with team colleagues and drives further the global services function to support GCP's entrepreneurial expansion to the scale needed to achieve our ambitious vision.

2. Responsibilities

- **Leads the further strategic development** of the GCP global strategy: Towards Sustainable Sourcing.
- **Sets goals and objectives for the implementation** of the GCP global strategy, including the assessment and implementation of new areas of work.
- **Steers planning and delivery in collaboration with colleagues** involved with membership, monitoring, evaluation and learning, communication/marketing and Country Platforms.
- **Ensures GCP Tools in the GCP global strategy are relevant, up to date, accurate and useful** for GCP Members and coffee sector stakeholders to drive uptake of baseline practice of sustainability, increase transparency and demand for sustainable coffees and advance sustainable sourcing to contribute to the GCP 2030 Goal. Specifically, ensures that Coffee SR Code and Equivalence Mechanism documents, protocols and procedures are comprehensive, best practice, and executed with discipline and accuracy, including follow-up and monitoring.
- **Serves as Secretariat representative and drives the work of the Technical Committee** in close collaboration with the Chair of the Technical Committee to deliver on the workplan as mandated by the Board, with focus on regular Coffee Sustainability Reference Code (Coffee SR Code) and Equivalence Mechanism revisions, including integration of related topics like procurement practices, so that these tools remain fit for purpose to advance coffee sustainability and farmer prosperity. This includes working groups of the Technical Committee, such as the Pesticides Action Group.
- **Leads GCP's workstream around Regenerative Agriculture Practices for Coffee**, collaborating with the Technical Committee and GCP members and team.
- **Leads on-going engagement with sustainability schemes recognized as equivalent to the Coffee SR Code** and with interested schemes.
- Supports the GCP Collective Reporting on Sustainable Coffee Purchases and resulting annual GCP Reports.
- Collaborates on the production and distribution of organization wide dashboards to ensure the organization is on track to meet goals.
- Co-represents the GCP Secretariat towards the Board as needed, together with the Executive Director.
- Manages consultants and as the Team grows, line management functions.
- Represents GCP to our members, partners and other stakeholders in an inspiring and engaging way.

3. Profile & Qualifications

Requirements

- Demonstrated experience and expertise in international agricultural standard and assurance development in multi-stakeholder set-ups

- Demonstrated record of successful management of consultants, team building and staff supervision
- Exceptional interpersonal, written and oral communication skills
- Deep cultural fluency and competency to successfully partner with a large, diverse global stakeholder group
- Highly tuned listening skills
- Excellent verbal and written communication skills in English **and** Spanish or Portuguese
- Confidence, professionalism, and passion for the mission
- Strong empathy & perseverance; highest ethical standards; optimistic, positive and charismatic disposition
- Adaptability, flexibility and affinity with new technologies
- Passion for sustainable coffee!

Minimum qualifications

- College Degree
- 5 years' experience with standards & assurance systems development/ implementation/monitoring/benchmarking, business strategy, multistakeholder governance, team building, organizational development and performance enhancement
- Demonstrated track record of success in agricultural standards and assurance system management
- Work experience with agriculture commodities/in the field of sustainability

Preferred qualifications

- Advanced degree preferred
- 5+ years' experience with standard and assurance system development/ implementation/monitoring/benchmarking, business strategy, multistakeholder governance, team building, organizational development and performance enhancement
- Work experience in the coffee sector
- Work experience with private sector
- Work experience in or with multi-stakeholder/membership organisations
- Additional language skills: Vietnamese / Bahasa Indonesia

4. What we offer

This is a full-time position within GCP (40 hours/week) with a period of employment of initially one year, extension desired.

Location

- This role is based in our Bonn headquarters.
- We are open to candidates based in other continents. If relocation is not possible, we will create a remote working arrangement, with the expectation of at least quarterly travel to headquarters.
- Our office language is English.
- Ability and willingness to travel internationally (at least 10%) will be required.



Compensation

- We will negotiate an adequate and attractive salary and package with the successful applicant, which also covers relocation costs.
- The gross monthly salary range for the position - if located in Bonn - is between EUR 55,000 – 65,000 plus benefits, depending on experience and competences.
- For the position in Bonn, our contracts are subject to German Labour Law and include 30 days of holidays per year, in addition to all German public holidays.

5. How to apply

Please send your application in English (a short letter of motivation, Curriculum Vitae, reference letters and reference contact details) with earliest start date and salary indication by email to recruiting-gcp@p-4-d.org.

Please refer to “Senior Manager Sustainable Sourcing” in the subject line of your email.

The deadline for applications is October 28th, 2024. Online interviews with the shortlisted candidates are planned in week of November 25th, 2024. Applications will be reviewed on a rolling basis.

Employment start is envisaged for January 1st, 2025.

Applications will be treated with all due discretion.

For more information about the Global Coffee Platform please visit:

<https://www.globalcoffeeplatform.org>