Standards Manager - Job Description

Bonsucro is looking to fill the role of Standards Manager to help move forward its strategy, which is based around three core imperatives: Communities, Performance Improvement and Performance Verification.

As one of the most efficient photo-synthesisers, sugarcane is of huge importance to a renewable, low carbon future. Grown in some of the most challenging development contexts, we believe that sustainably grown sugarcane is critical to achieving the Sustainable Development Goals. Bonsucro unlocks the extraordinary value of sugarcane - for the long-term and mutual benefit of people, communities, business, economies and ecosystems.

Bonsucro is a not-for-profit organisation founded by WWF and other key stakeholders and has grown substantially over the last few years. The organisation currently has over 500 members representing all areas of the supply chain – ranging from global corporations, large milling companies to small scale sugarcane farmers and NGOs. Bonsucro has a team of staff based across the globe with a headquarters in London, where this job is based.

Managing the global industry standard for sustainable sugarcane production, we are the reference point for the conversations and measures that matter about sugarcane; providing the focus, knowledge and standards which catalyse a committed change-community. We are looking for individuals who want to join us on this journey to deliver long-lasting, transformational change.

Who are we looking for?

The Standards Manager is responsible for maintaining, interpreting and developing the Bonsucro certification standards and protocols in order to ensure the highest levels of credibility, relevance and performance for Bonsucro, and to support Bonsucro members to perform more sustainably.

The role will deliver on the standard revision schedules, which include revisions of the Chain of Custody and Production Standard by 2019/2020. Working with a diverse range of stakeholders, the role will also help evaluate how standards can provide a solution to issues across social, environmental and technical/economical areas.

The ideal candidate is familiar with sustainable supply chains, agriculture commodity producers and civil society organisations in a context of services and product development, ideally with existing experience working in standard setting / assurance. As a key member of the Assurance & Innovation Team, the position will be working closely with the Head of Assurance & Innovation and other team members, together with external experts and stakeholders, as required. As such, we are looking for candidates with strong interpersonal skills, used to dealing with individuals at different levels and from different cultures and able to use this experience to lead consultations and reach consensus. A proven ability to successfully plan and deliver work in a dynamic small team with multiple work-streams is also essential.
Key End Results and typical Responsibilities

- Technical Management of the Standards
  o Maintain and lead revisions of the standards, including Bonsucro Production Standard, Bonsucro Production Standard for Smallholder Farmers, Chain of Custody Standard
  o Periodically review and identify any problems with current implementation and develop solutions that ensure the system is fit for purpose, consistent with global best practice and future-proofed
  o Ensure that Bonsucro Standards are up-to-date, accurate and are credible and endorsed by a broad community of practitioners in the sugarcane sector
  o Support governance working groups focussed on standard development and improvement
  o Provide expert support to impact assessments, assurance, and global programmes including benchmarking and endorsement

- Technical support to sustainable production of sugarcane
  o Develop tools and providing technical support (gap assessment, online support, audits) related to the standard and its implementation to other teams and external stakeholders, including operators and certification bodies;
  o Produce technical reports and publications, including scientific publications;
  o Develop and deliver formal training to mills, farmers, CBs, and Bonsucro staff and other stakeholders, as required.
  o Support content development for use on the Bonsucro Academy.
  o Provide support to regional teams in delivering their planned objectives

- Online data platform support
  o In close collaboration with Technology Implementation Manager and external developers, design and improve Bonsucro Connect, our online platform for sustainability performance reporting, chain of custody trade registration, and traceability.
  o Support development of the Bonsucro Credit trade

- External representation
  o Represent Bonsucro at conferences and events related to standards, sustainability and responsible sourcing in the sugarcane sector
  o Maintain compliance with ISEAL’s code for Standard Setting

The employee may be required to undertake such other tasks and responsibilities as may be directed, from time to time, by the relevant director or Chief Executive which are consistent with the nature of the job described above.

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<tr>
<th>Service:</th>
<th>Assurance &amp; Innovations</th>
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<tbody>
<tr>
<td>Grade</td>
<td>4</td>
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<td>Responsible to:</td>
<td>Head of Assurance and Innovation</td>
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<td>Accountable for:</td>
<td>All activities related to the development, management and interpretation of the Bonsucro Standards (Production, Smallholder, Chain of Custody) To maintain a high level of credibility and trust toward the Standards.</td>
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Providing technical support to other teams and external stakeholders in relation to the Standards
Participate to the technical excellence of Bonsucro in matter of production and trade of sustainable sugarcane and products thereof

Person specification

Essential requirements

- Educated to degree level (or equivalent), preferably in agronomy, agricultural sciences, or related subject
- Knowledge/experience of third party certification/ecolabelling schemes and their role in sustainability
- Solid understanding of sustainability issues and sustainability standards, including traceability of commodities
- Previous experience in/affinity for stakeholder engagement and consultation, in particular at mills/farmer levels
- Sensitive to group dynamics/diverging perspectives and ability to manage relationships, build consensus and resolve conflict
- Confident presenting to/interacting with a variety of international audiences and stakeholders from different cultures and backgrounds
- Good writing skills and ability to deliver comprehensive analytical reports
- Proficient in using IT and online tools
- Experience working effectively with data in an analytical capacity and synthesising complex information
- Excellent organisational and work planning skills, capable of multi-tasking on a wide-range of topics
- Previous experience in managing direct reports

Additionally desirable:

- Knowledge of tropical agriculture farming and sugarcane processing, and related economic, social, labour and environmental issues
- Past experience with Bonsucro Standards either implementing, auditing or training / Bonsucro Qualified
- Experience in carrying out sustainability gap assessment at farm level
- Experience in developing metric indicators
- Additional language skills: Portuguese, Spanish

This job description reflects the core activities of the post. As the service and the post-holder develop, there will inevitably be some changes to the duties, and possibly to the emphasis of the post itself. This could include undertaking relevant training where necessary. The line manager will consult the post-holder if significant changes to the job description become necessary.

How to apply
To apply for this role, please submit your CV along with a letter explaining your motivation and how you fit the job profile. Applications and enquiries should be sent to recruitment@bonsucro.com by deadline 23 July 2018. Early submission is recommended.