

Vistari SEZ Limited - Job description

Job details	
Job title: Cotton Eco-System Development Manager	Line Manager title: Chief Strategy & Partnerships Officer
Department: Strategy & Partnerships	Location: Eldoret, Kenya
Direct reports	
None	
Job summary	
The Cotton Eco-System Development Manager leads the design, coordination, and implementation of the company's cotton ecosystem development initiatives, enhancing productivity, traceability, and sustainability across the cotton value chain from farm to fabric. The role focuses on strengthening partnerships with farmers, ginners, research institutions, development partners, and government agencies to build a resilient and inclusive cotton supply base that supports industrial-scale textile and garment production. The position serves as the focal point for value chain transformation, sustainable sourcing, and policy alignment within the national cotton–textile–apparel agenda.	
Key roles and responsibilities	
Cotton Value Chain Development & Program Management - Design and implement the Company's cotton ecosystem strategy in alignment with corporate and national industrialisation objectives. - Coordinate end-to-end value chain development, including seed multiplication, cotton farming, ginning, lint processing, and supply to textile manufacturing units. - Develop annual work plans, budgets, and performance indicators for cotton value chain programs. - Identify bottlenecks in the value chain (inputs, aggregation, logistics, quality) and coordinate targeted interventions. - Support the establishment of regional cotton clusters and farmer service centres to promote organised and scalable supply models. Stakeholder Engagement & Partnerships - Build and manage strategic partnerships with government ministries (Agriculture, Industrialization, Trade, and Treasury), regulatory bodies, farmer cooperatives, ginneries, and development partners. - Facilitate public–private dialogue to align interventions with national cotton revival programs, subsidy schemes, and county-level agricultural initiatives. - Collaborate with donor agencies, research institutions (KALRO, KARLO, KEBS), and NGOs to integrate sustainable cotton initiatives into local ecosystems. - Represent the organization in sectoral platforms, industry associations, and regional cotton forums (e.g., AGOA, AfCFTA, Cotton Made in Africa, BCI). Sustainable Production & Traceability - Promote sustainable farming practices emphasizing soil fertility, water use efficiency, integrated pest management, and regenerative agriculture. - Support certification and traceability systems (e.g., Better Cotton Initiative - BCI, Organic Cotton, Fairtrade) to enhance compliance and market access. - Collaborate with production and sustainability teams to develop cotton traceability frameworks integrated with ERP and digital sourcing systems. - Monitor social and environmental impacts, ensuring alignment with ESG and sustainability reporting frameworks. Farmer Capacity Building & Extension Support - Coordinate farmer training programs on good agricultural practices (GAP), post-harvest handling, and lint quality improvement. - Facilitate linkages between farmers and financial institutions for access to inputs, credit, and insurance.	

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- Establish demonstration farms, field schools, and model cooperatives to showcase sustainable production practices.
- Support development of farmer leadership structures and governance mechanisms within cooperatives.
- **Market Development & Value Addition**
 - Identify and promote market linkages between ginneries, spinners, and apparel manufacturers within and beyond Kenya.
 - Facilitate buyer–supplier matching initiatives to strengthen domestic cotton procurement and export competitiveness.
 - Support business case development for cotton-based industrial investments (lint, seed oil, cottonseed cake, etc.).
 - Contribute to policy proposals on pricing, subsidies, and trade incentives to support competitiveness and farmer income stability.
- **Monitoring, Reporting & Knowledge Management**
 - Establish data systems to monitor cotton production, yields, ginning volumes, and value chain performance indicators.
 - Maintain a database of value chain actors, partnership agreements, and program interventions.
 - Prepare periodic technical and progress reports for the Chief Strategy & Partnerships Officer and CEO.
 - Document lessons learned, success stories, and policy recommendations to inform continuous improvement.
 - Support communication and visibility activities highlighting ecosystem achievements and impact.
- **Team Leadership & Coordination**
 - Supervise technical officers, field coordinators, and consultants engaged in cotton development projects.
 - Build internal capacity for value chain management, stakeholder engagement, and sustainability reporting.
 - Foster collaboration with departments including Procurement, Production, Quality Assurance, and Corporate Affairs.
 - Promote teamwork, accountability, and continuous learning within the cotton development team.
- **Compliance with Vistari’s Corporate Systems**
 - Apply the highest standards of internal controls and risk management practices and behaviours and embed a positive risk and control culture.
 - Demonstrate prudence, sound judgement, and appropriate and timely escalations in management of all types of risk (including fraud risk) applicable to the role.
 - Promote and adhere to Vistari’s core values and ensure compliance with organisational policies and procedures.
 - Maintain zero tolerance to bribery, fraud, and corruption, and ensure the immediate reporting of any corruption or suspect behaviour that threatens Vistari’s reputation.
 - Adhere to safeguarding policies and procedures and immediately report any safeguarding concerns.
 - Any other related responsibilities that may be assigned by the Line Manager from time to time.

Academic and professional qualifications

- Bachelor’s Degree in Agriculture, Agribusiness, Agricultural Economics, Environmental Science, or related field.

Work experience

- Minimum of twelve (12) years progressive experience in agricultural value chain development, sustainability programs, or agribusiness operations.
- Proven experience in cotton sector development, textile value chain management, or related industrial crops (sisal, jute, etc.) preferred.

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- Strong understanding of sustainable agriculture standards (BCI, Organic Cotton, Fairtrade, Rainforest Alliance).
- Demonstrated ability to manage donor-funded projects and multi-stakeholder partnerships.
- Experience working with government, farmer cooperatives, and industry associations.

Technical skills and behavioural competencies

- **Value Chain & Systems Thinking:** Ability to connect upstream and downstream actors within the cotton–textile–apparel ecosystem.
- **Stakeholder Engagement & Partnership Building:** Skilled in multi-stakeholder coordination, negotiation, and relationship management.
- **Sustainability & ESG Literacy:** Knowledge of sustainable agriculture, traceability systems, and environmental management.
- **Policy & Advocacy Awareness:** Understanding of agricultural policy, subsidies, and trade frameworks relevant to cotton.
- **Analytical & Data Management Skills:** Capable of using data to measure performance, impact, and market trends.
- **Project & Financial Management:** Experience managing budgets, grants, and project implementation schedules.
- **Communication & Representation:** Strong written, verbal, and presentation skills for stakeholder and donor engagement.
- **Leadership & Capacity Building:** Demonstrated ability to mentor field teams and coordinate cross-functional initiatives.
- **Integrity & Professionalism:** Upholds ethical conduct, transparency, and accountability in all engagements.
- **Values and work ethic:** High integrity, ethical judgment, results-driven approach, and commitment to accountability.

Sign off

Job holder name:	Signature:	Date:
Line Manager name:	Signature:	Date:
Secondary Reviewer name:	Signature:	Date: