

Talent Acquisition Lead

Starting Date: As soon as possible

Contract type: Full-time and open-ended

Salary: if hired in London – 47'200 GBP, if in Geneva – 82'600 CHF, if in Sweden – 600'000 SEK, if in the Netherlands – 65'000 EUR, commensurate with relevant experience and skills

Location: London, Geneva (hybrid) – Sweden and the Netherlands (remote).

Application closing date: 12 August 2024 noon GMT

About the Job

Are you a seasoned HR professional passionate about driving exceptional people operations and enhancing employee experiences? Better Cotton is looking for a dynamic Talent Acquisition Lead to join our team and play a key role in shaping our global people strategy.

The successful candidate will enjoy a varied role managing end-to-end recruitment, enhancing employer branding through strategic initiatives, and building relationships within industry to ensure a strong talent pipeline. Responsibilities will include but not be limited to:

- Managing end-to-end recruitment processes, from taking role briefs, to consulting on hiring strategies, sourcing and headhunting through various platforms, screening candidates, interviewing, conducting pre-employment checks, and negotiating offers.
- Overseeing the recruitment of roughly 15-20 vacancies at a time, covering a range of positions
- Assisting hiring managers with recruitment needs and offer high-touch support.
- Cultivating industry relationships to establish partnerships with sustainable development industry/sector.
- Monitoring and analysing recruitment metrics to assess effectiveness and make data-driven decisions.
- Developing and overseeing processes to ensure that all recruitment activities comply with GDPR and other data protection regulations.
- Partnering closely with the People & Culture team to develop talent strategies, identify needs, and upskill hiring managers in relation to hiring for their teams.

The Challenge

Looking ahead to 2030, we are targeting reducing GHG emissions from cotton production by half, big cuts in synthetic pesticide use, improve soil health across our network, improve farm income and support women's empowerment among farmers and farm workers.

In this role, you will embrace autonomy and drive recruitment, while diving into strategic employer branding and talent pipelining initiatives.

- Work alongside supportive and experienced industry leaders who prioritise your growth
- Enjoy a down-to-earth, creative and collaborative organisational culture
- Great opportunity to take on strategic responsibilities

Areas that play to your strengths

We are seeking candidates with experience recruiting diverse roles in sustainable development sector. You should be confident operating in a standalone Talent Acquisition function, with the support and guidance of the Senior People & Culture Manager.

The ideal candidate will blend strategic capabilities with hands-on recruitment activities. While experience in employer branding or building talent pipelines through industry partnerships is advantageous, we are also open to those eager to take on additional responsibilities and develop their skills in these areas.

What's most important to us is finding someone who is proactive, creative, and truly enjoys building meaningful relationships with candidates, internal stakeholders and industry partners. You'll take pride in providing an exceptional customer experience every day, and your ability to create genuine and trustworthy connections will be highly valued.

We are looking for someone who has

the following skills, knowledge, and experience:

- You've done this before—you have experience in a high-growth startup environment with constant change as your companion; minimum of 5 years of experience in talent acquisition, with at least 2 years in a team leading role.
- Proven track record of developing and executing successful recruitment strategies.
- Strong leadership and team management skills.
- Excellent communication and interpersonal skills, with the ability to build relationships with stakeholders at all levels.
- Proficiency in using ATS and other recruitment software. Working knowledge of Rippling is a strong asset.
- Strong analytical skills and the ability to make data-driven decisions.
- Ability to work independently and handle multiple priorities in a fast-paced environment.
- Fluency in English; knowledge of additional languages is a plus.
- A clear understanding of Human Resources practices and legal requirements.
- Well-developed writing and presentation skills. Demonstrated ability to communicate clearly across all levels of an organisation.
- Discretion, sensitivity, and confidentiality. Demonstrated ability to listen, analyse and inform appropriately while maintaining the required sensibilities in handling confidential information.
- Experience with change management and organisational development is a plus.
- Ability to travel domestically and internationally (up to 10%).

What we offer

- Competitive salary
- Hybrid working – Two to three days/week in the offices central London or Geneva
- 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

- Pension scheme
- 25 days paid annual leave, plus 8-9 Bank Holidays and a further 3 days off over Christmas
- Enhanced parental benefits
- 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 either in London, Geneva, Sweden or the Netherlands. Better Cotton offers flexible working, with core hours being 10 am – 4 pm. The position will require up to 20% of domestic/international travel.

Apply now

Send us your CV (two pages maximum) and a brief cover letter (one-page maximum) by or before **12.08.2024** [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.

Our hiring process

Initial Screening:

If you are selected, you will be contacted for an initial screening, which may involve a brief phone interview or video call. The purpose is to learn more about you, confirm basic qualifications, and discuss the role and organisation.

Interviews:

If you are confirmed after the initial screening, you will be invited for interviews. The interview process at Better Cotton may include one or more rounds with various stakeholders, such as the hiring manager, team members, and potentially senior management.

Assessment and Testing:

Depending on the role, you might be required to complete assessments, technical tests, or skills evaluations to gauge your competency and suitability for the position.

Reference Checks:

Once you progress further in the process, reference checks are conducted to validate your work history, skills, and qualifications, and for some roles, your education and criminal history.

Offer stage:

After completing interviews, assessments, and reference checks, the hiring team evaluates your performance and fit for the role. If you are selected and your references are relevant and satisfactory, you will receive a formal job offer letter outlining the terms of employment, compensation, benefits, and any other relevant details.

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.