



**OXFORD HR**  
SEARCH FOR A BETTER WORLD

# STANDARDS MANAGER

JUNE 2022



## ABOUT BONSUCRO

Bonsucro is the leading global sustainability platform and standard for sugarcane, one of the world's most important crops. Our purpose is to collectively accelerate the sustainable production and uses of sugarcane.

We convene over 270 members from more than 50 countries to address critical challenges in the sugarcane sector and drive both performance and impact through our system of sustainability standards. We work across all sugarcane products and derivatives – sugar, ethanol, molasses, and bagasse in traditional and newer market sectors, from sugar and alcohol to biofuels and bioplastics.

Bonsucro is ISEAL Code Compliant. Our system has been independently evaluated against ISEAL's Codes of Good Practice—a globally-recognised framework for effective, credible sustainability systems.

In 2021, we published a new strategic plan that reflects our confidence in the future of sustainable sugarcane and the contribution we will make to the UN Global Goals and climate action.

The strategy sets out our ambitions to collectively accelerate the sustainable production and uses of sugarcane through three strategic aims:

- Create shared value across the supply chain
- Improve the environmental impact of sugarcane
- Strengthen human rights and decent work in sugarcane farming and milling.

These aims are underpinned by six main activities: certification and assurance, impact projects, membership development, market development, digitisation, and communications. We will use the combined strength of our global membership to create a powerful force for change.



## THE ROLE

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**TITLE:** Standards Manager

**LOCATION:** UK is preferred. Europe Candidates may be considered

**SALARY:** £36,000 - £50,000 per annum

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## JOB SUMMARY

This role is part of the Standards pillar of the Standards and Assurance Department (S&A). It will manage, the development, maintenance, and revision of the Bonsucro standards. The role will have a special and specific focus on environmental and social topics of the standards and will support other teams and projects, internally and externally, with its technical knowledge.



# RESPONSIBILITIES

## KEY ACCOUNTABILITIES

- To develop, maintain, and interpret the Bonsucro Standards and Guidance (Production, Smallholder, Chain of Custody) in compliance with ISEAL codes.
- To maintain a high level of credibility and trust towards the standards among the sugarcane and certification sectors, by contributing to the assurance of the program.
- Together with the Data Manager/Coordinator and/or Impacts and Insights Manager, to analyse evidence on the impact of Bonsucro standards to inform the development of science-based criteria (GHG, biodiversity, water, HCV, etc), to provide data and reports for members/stakeholders, and to inform the development of new tools, and innovative practices
- To provide technical support on environmental and social issues internally and externally to Bonsucro members principally at the farm and mill level but also with intermediaries and end-users of the sugarcane supply chain.
- To share knowledge of best practices and trends on the most critical issues identified by Bonsucro's stakeholders, such as greenhouse gas emissions, water stewardship, human & labor rights, among others.
- To manage the process of benchmarking and alignment with other sustainability standards and relevant initiatives
- In collaboration with the S&A Director, to coordinate the tasks and meetings of the Technical Advisory Board (TAB).

## SCOPE/SCALE/AUTHORITY

### (a) Decisions

This role operates within S&A, in the standards pillar. It supports S&A and other teams and projects, internally and externally, providing technical support on standards and environmental and social-related topics. The work is variable according to the needs of the standards and projects.

### (b) Confidentiality

Support and keep confidential the creation of our standards until approval and publication.

### (c) Contacts/communication

This role is in constant contact with the S&A team, regularly with other teams and working groups like communications, markets, M&E, GHG data, etc, and customarily with external stakeholders like certification bodies, trainers, buyers, mills, NGOs, ISEAL, IT providers, etc.

### (d) Resources

The resources available for the success of this role are: the team, our standards, and certification information.



# CANDIDATE PROFILE

## QUALIFICATIONS, EXPERIENCE, KNOWLEDGE AND SKILLS

### Essential requirements

- University degree in a relevant subject, preferably in agricultural sciences, environmental science, or other similar
- Technical skills relevant to developing and implementing sustainability standards, preferably with ISEAL principles.
- Good and broad knowledge of relevant social issues, and specific expertise in environmental issues, relating to agriculture, particularly in areas of water, GHG, and soil.
- Previous experience in/affinity for stakeholder engagement, consultation, and consensus-building around technical topics within complex stakeholder context
- International work experience
- Previous experience working internationally for the private sector or not-for-profit.
- Excellent organizational & work planning skills, capable of multi-tasking on a wide range of topics
- Confident in presenting to/interacting with a variety of international audiences and stakeholders
- Proficient writing skills and ability to deliver comprehensive analytical reports
- Proficient in using IT and online tools
- Experience working with data in an analytical capacity and synthesizing complex information

### Additionally Desirable

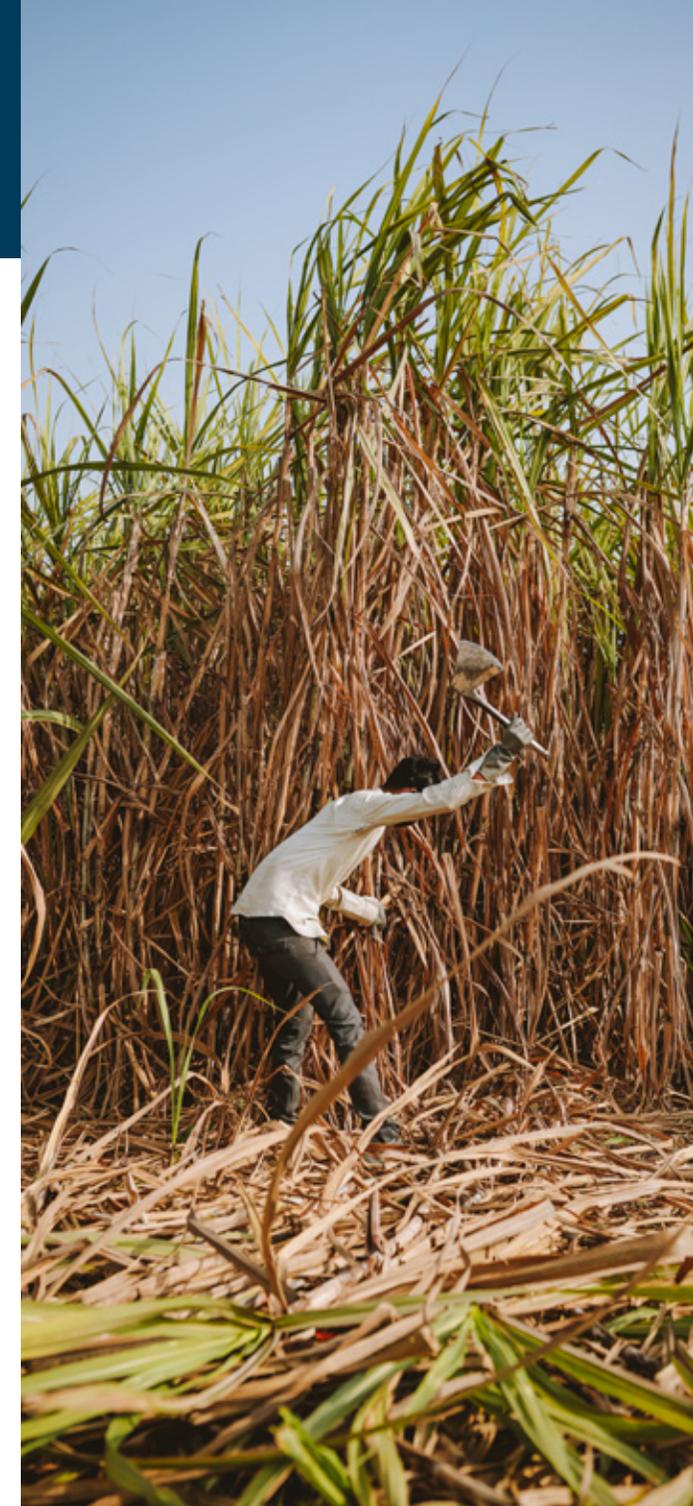
- Knowledge of tropical agriculture farming and sugarcane processing, and related economic issues
- Experience in smallholder and/or regenerative agriculture
- Experience with Bonsucro Standards either implementing, auditing, or training / Bonsucro Qualified
- Experience in carrying out an environmental audit
- Additional language skills: Portuguese, Spanish

### COMPETENCIES/BEHAVIOURS

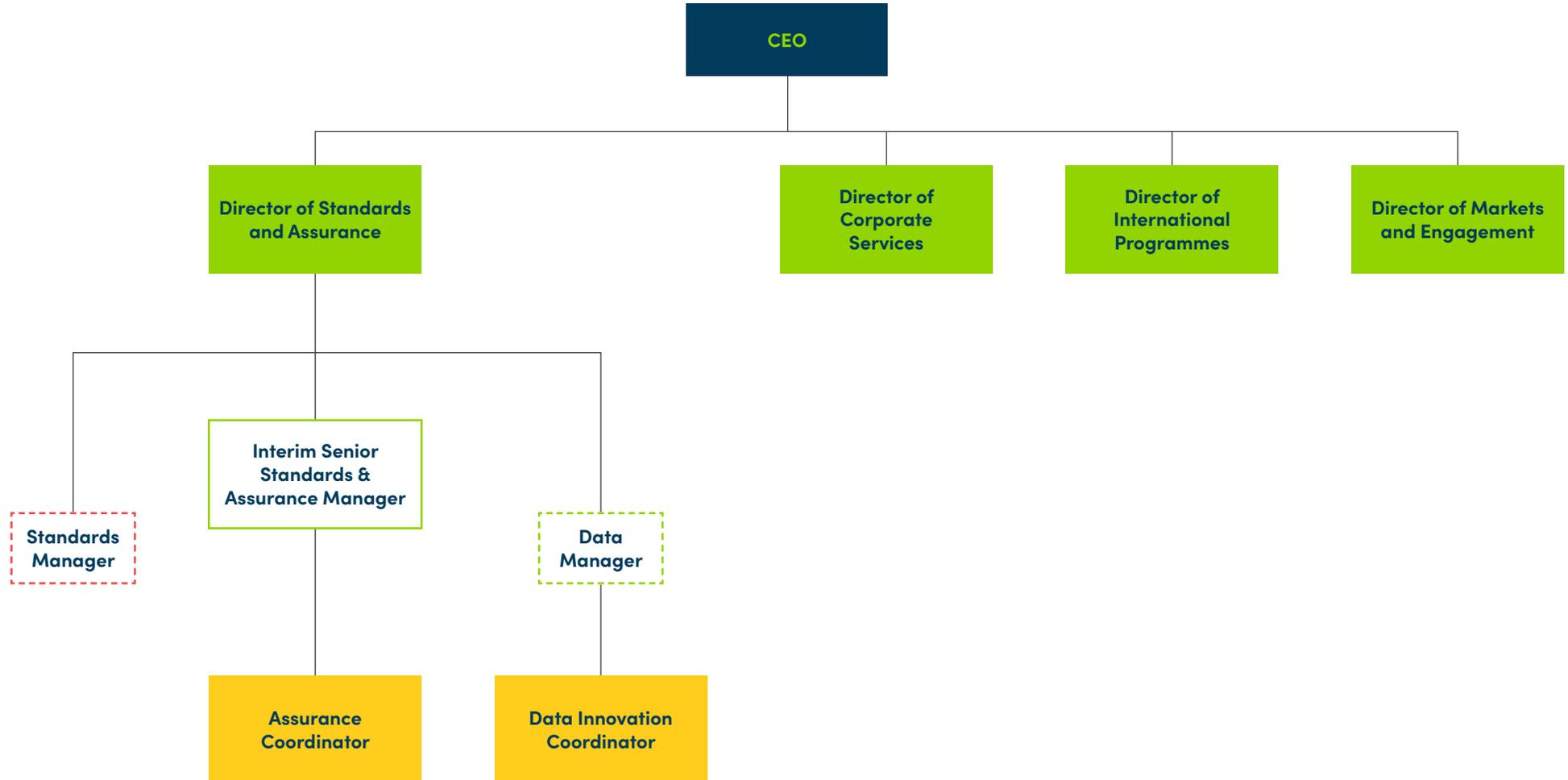
- Effective Planning and organization
- Effective Communication
- Strategic thinking
- Influencing and gaining commitment
- Team working
- Engaging customers

### SPECIAL FEATURES

Overseas travel may be required



# ORGANIZATION CHART



## HOW TO APPLY



All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button on the job advert page, complete our online application form, and submit your CV, which should be prepared before applying as they will be considered in the application process. The document should be saved in MS Word in the following format: Your First Name-Your Last Name-Document Name-Date (mmyy) e.g., Pat-Jones-CV-122021-Bonsucro.

Please note that all our clients recruiting in the UK are legally obliged to confirm that the appointee is eligible to work in the UK. As of 1 January 2021, government’s new regulations will apply. For further information visit the Home Office website at <https://www.gov.uk/browse/visas-immigration/work-visas>

### TIMELINE

Closing Date: 31st July 2022

First stage interviews: First Week of August 2022

Final interviews: Last Week of August, 2022

### SELECTION PROCESS

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

### EQUALITY STATEMENT

Equality and diversity are at the core of Bonsucro values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

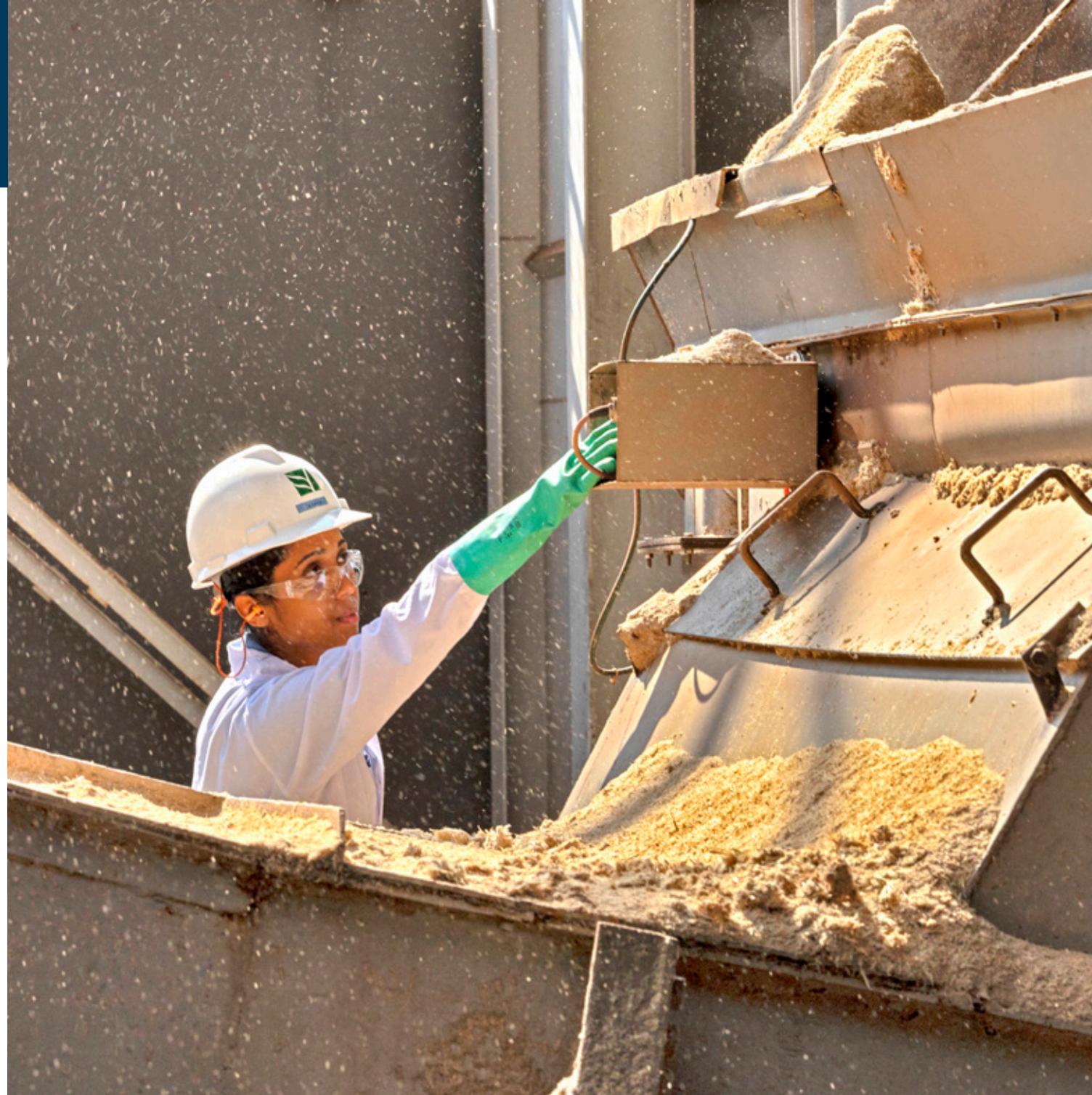
### QUERIES

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at [bonsucro-manager-standards@oxfordhr.co.uk](mailto:bonsucro-manager-standards@oxfordhr.co.uk) in the first instance.

## ABOUT OXFORD HR

Oxford HR operates globally - mainly within the international development and charity sectors. We carry out retained executive search mandates at board and senior management levels. We also offer human resource and organisational development consultancy.

Oxford HR has many years of experience in search as well as an extensive network of international development, social sector, corporate, public sector, and academic contacts from across the world. We carry out comprehensive and often international searches designed to meet the specific needs of our client.



## OXFORD

46 Woodstock Road  
Oxford  
OX2 6HT

United Kingdom

+44 (0) 1865 985 457

## LONDON

5 Tanner Street  
Bermondsey  
London  
SE1 3LE

United Kingdom

+44 (0)20 7939 7459

## AMSTERDAM

Korte Schimmelstraat 12  
1053 SZ  
Amsterdam

The Netherlands

+31 (0) 683 334 473

## NAIROBI

Workify Africa  
ABC Place  
Waiyaki way  
Nairobi

Kenya

+254 (0) 797 233 217

## SINGAPORE

7500A Beach Road,  
#04-326,  
The Plaza,  
199591

Singapore

+65 9114 1439



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