



Programme Manager – Fair Cobalt Coalition
UK, Europe and the Democratic Republic of the Congo

The Impact Facility for Sustainable Mining Communities
(a project of TDI Sustainability)

<https://impactfacility.com/>

January 2020

The Impact Facility for Sustainable Mining Communities is recruiting an experienced individual for a significant position to manage the field programmes of the newly formed Fair Cobalt Coalition. The Fair Cobalt Coalition's founding members include Fairphone, Huayou Cobalt and The Impact Facility and is supported by government agencies and private companies.

The principle aim of the Fair Cobalt Coalition is to improve the safety and security of men and women working at artisanal mining sites, drastically reduce the occurrence of child labour, bolster the protection of children's rights and access to education, and create opportunities for alternative non-mining livelihoods through a practical and progressive programme in mining communities.

We are looking for a highly practical professional experienced in managing international field programmes, programme design, donor relations, coordination of implementing partner projects, sustainable natural resource management to fill a full-time position, starting from February 2020.

The Impact Facility is a global sustainability organisation that seeks to bring economic and environmental empowerment to local mining economies, and especially artisanal and small-scale mining communities. The Impact Facility's purpose is to provide mining communities with access to the technical assistance, markets, capital and equipment that enable the building of diverse local economies through viable and thriving small- and medium-sized businesses. We pursue business-driven engagement between supply chain partners to build viable long-term sourcing relationships. Our vision is for communities endowed with mineral wealth to have the means to grow a sustainable and just economy that is catalysed by – rather than relying on – mining.

The Impact Facility was co-founded by TDI Sustainability, Fairphone and the Fairtrade Foundation with support from the government of the Netherlands and several private donors.

THE ROLE

The Impact Facility is seeking an accomplished professional interested and experienced in grant and project management, implementation of field programmes and in working in East Africa. You will report to senior management and our donors and work closely with other team members globally. You will be based in the UK within in easy travelling distance of our head offices are in Stroud, Gloucestershire, or in/near one of satellite offices in Europe (the Netherlands, Sweden or Italy). You will be required to travel to the DR Congo several times a year as well as other project countries in East and West Africa, including Ghana, Kenya, Nigeria, Tanzania, and Uganda

Your main responsibilities will include:

Managing all aspects of a new, multi-part programme designed to reduce child labour and uphold children's rights, improve health and safety conditions on artisanal mining sites, encourage children to remain in education, and training for alternative non-mining livelihoods in the Kolwezi region of the DR Congo, this will include:

- Overall responsibility for a multi-year and multi-donor programme budget (book-keeping support will be provided);
- Preparing and communicating regular activity and financial reports to internal management, donors and external stakeholders.;
- Line-management of DR Congo based staff and support staff; and,
- Contracting and business relationships management with implementing partners

The manager will be exposed to and engage multiple stakeholders and stakeholder groups on a topic that draws considerable public and media attention. You will be required to confidently contribute to multi-party discussion and present on the programme's progress at international forums.

Everyone who works in our team speaks directly with our business partners and donors, which means that strong written and verbal communications are a requisite, as well as confidence in dealing with people at different management levels and working in a range of institutional settings such as SMEs, corporations, NGOs and government agencies.

We are a small team, the members of which work remotely and travel frequently. The applicant will need to be happy working autonomously, managing their own time, prioritising work-load, thinking on their feet, and taking the initiative to ask questions and find solutions to problems.

QUALIFICATIONS AND EXPERIENCE

- Minimum of 5 years' relevant professional work experience; working in an international consulting/contracting environment or international development agency or NGO is preferred;
- Familiarity with cobalt supply chains and with the DR Congo, a strong plus;
- Experience of designing, managing and/or delivering programmes related to or connected with raw materials, international mining and mineral development, especially artisanal and small-scale mining, and supply chains, a strong advantage;
- Experience of working with international social development/environmental groups/NGOs, esp. in Africa.

- Excellent oral, digital communication and presentation skills;
- English and French fluency is a “must”;
- Extremely organised with excellent project and time management skills;
- Experience and confidence working with contractors and donors, often in other countries, including writing RFPs, negotiating contracts and monitoring delivery.
- Good familiarity/general knowledge (but not necessarily expertise) with/of CSR issues, particularly:
 - conflict minerals and human rights in (mineral) supply chains;
 - voluntary sustainability standards and compliance (RMAP, LBMA, Fairtrade, Fairmined, CRAFT, etc),
 - Occupational Health & Safety and Environmental management systems;
 - traceability standards, chain of custody, and assurance systems;
 - UN, ILO Conventions, OECD Guidance, relevant local laws and regulations; and,
 - poverty alleviation and rural development programmes;
- Proficiency in MS Office (PowerPoint, Excel, Word and Outlook).
- Proficiency in budget development and management.
- Master’s degree in a related field including natural resource management / geography / political science / international relations / environmental or social management / CSR.

WHAT WE CAN OFFER YOU

This is a chance to work with and learn from a very experienced team and to lead and contribute to a fascinating, influential and potentially ground-breaking project in supply chain risk management, responsible sourcing, and impact investing.

- A contract for 40 hours per week;
- A competitive salary, commensurate with experience;
- 20 days holiday per annum plus public holidays;
- Diverse, exciting and impactful work;
- Being part of a dynamic and experienced international team passionate about serving its clients to build successful responsible businesses, and committed to corporate sustainability, human rights and social change;
- Possibility to work remotely

TDI’s offices are located near Stroud, Gloucestershire, UK with satellite offices in New York City; Mexico City, Mexico; Johannesburg, South Africa; Accra, Ghana; Vancouver, Canada; Amsterdam, Netherlands; Kolwezi, DR Congo; Nairobi, Kenya; and Malmo, Sweden. We have a policy to accommodate remote, flexible and autonomous working arrangements in return for a commitment to extremely high-quality deliverables, working to fulfil project goals, and consistently meeting deadlines. Where the candidate is located is less important than their professional ability, commitment, enthusiasm and personal energy.

HOW TO APPLY

If you are interested in being considered for this role, please send your CV, a cover letter and a writing sample to Amy Kilmister at admin@tdistrategies.com with the email subject heading: “Programme Manager – Fair Cobalt Coalition”. All applications will be reviewed on a continual basis until the position has been filled. Shortlisted applicants will be invited to complete a written assessment exercise, followed by an interview.

RELEVANT MEDIA LINKS

The media links below provide some background information regarding the current situation in Kolwezi:

Fairphone – *“Cobalt mining: It’s time to face the facts and invest in making improvements”*: <https://www.fairphone.com/en/2019/12/20/cobalt-mining-its-time-to-face-the-facts-and-invest-in-making-improvements/>

Guardian – *“Apple and Google named in US lawsuit over Congolese child cobalt mining deaths”*: <https://www.theguardian.com/global-development/2019/dec/16/apple-and-google-named-in-us-lawsuit-over-congolese-child-cobalt-mining-deaths>

Amnesty International – *“DRC: Crisis in mines requires sustainable solution”*: <https://www.amnesty.org/en/documents/afr62/0772/2019/en/>