DATA MANAGER
JULY 2022
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

TITLE: Data Manager

LOCATION: London/UK. Hybrid working model anchored in the London office.

SALARY: £37,728 – £52,400 per annum

JOB SUMMARY

Data plays a central role in Bonsucro’s current strategy and future ambitions. We aim to unlock new value from Bonsucro data and analytics to track performance and impact, improve our understanding of casual relationships, and strengthen future interventions that aim to drive sustainability in sugarcane farming and milling. We also have committed to providing our members with more accessible and shareable data insights, based on implementation of the Bonsucro Standards. Our data strategy prioritises end-to-end stewardship to maintain confidence in our data security and to facilitate more sophisticated and dynamic use and sharing.

The Data Manager is a new role that sits in the Standards and Assurance department (S&A), reports to the S&A Director and it is accountable for the data team (Data Coordinator). It supports the development of the Bonsucro certification data management strategy and aids the organisation’s efforts in becoming more data-driven and digitised. This role continuously sources and uses external research to help with the development of information products, such as risk maps, M&E (monitoring & evaluation) reports and impact models in relation to the implementation of Bonsucro’s Standards.

It works in close collaboration with:

• The Standard Manager(s) and the Impact and Insights Manager to ensure that Bonsucro’s data needs are fulfilled, by improving data collection methodologies and tools, and delivering relevant and accurate data timely to Bonsucro’s teams and externals
• The Assurance team to ensure high quality certification data, through the collection, storage, processing, analysis, and presentation to others.
• The Technology Manager to ensure that data is well managed and appropriately integrated across the organisation’s systems/tools/products, and in line with Bonsucro Data and IT strategy.
KEY ACCOUNTABILITIES

- To be accountable for the data team to:
  - Ensure the maintenance, development, and management of Bonsucro certification databases.
  - Develop and manage systems to ensure high quality data including producers’ data, regular auditing/certification data, and data processing protocols.
  - Develop and share impactful data visualization from certified entities.
  - Help to develop and manage a robust data stewardship process that is implemented across the data chain with particularly emphasis on external, “pre” Bonsucro data stewardship.
  - Analyse certification data in relation to Bonsucro standards, to provide regular internal updates, to improve knowledge, manage risks, develop solutions for continuous improvement of Bonsucro and its members, on key areas like climate change, water, labour and human rights, biodiversity, GHG emissions and yields.
  - Support the delivery of the M&E program by providing to the Impact & Insights Manager analysed data for the Annual Outcome report.
  - In collaboration with the Standard Manager, review, evaluate, develop, and implement a geographical data plan for Bonsucro.
  - In collaboration with the Assurance team, ensure quality of data providing proper collection tools for producers and auditors.
  - In collaboration with the Bonsucro Technology Manager explore and develop tools for data management and digitisation of Bonsucro’s data and support with the development of a performance benchmarking tool for members reporting data in relation to Bonsucro standards, certification, and assurance.
  - Support the planning and execution of specific data-related projects at Bonsucro.
  - Participate in ISEAL data-related projects.

SCOPE/SCALE/AUTHORITY

(a) Decisions
This role operates within S&A, in the data pillar. It supports S&A and other teams and projects, internally at Bonsucro and externally, providing data, analysis, and technical support specifically on certification data that relates to the implementation of Bonsucro’s Standards.

(b) Confidentiality
This role supports and keeps confidential Bonsucro’s data, analysis and tools used for data management, also during their development phases.

(c) Contacts/communication
This role is in constant contact with the S&A team, with other teams and working groups at Bonsucro, like Technology, Markets & Communications, M&E, etc, and eventually 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: Bonsucro’s team, standards, Bonsucro’s data tool for producers (calculator), data base, and certification information.

(e) Supervision
This role supervises and manages the data team (Data Coordinator).
CANDIDATE PROFILE

QUALIFICATIONS, EXPERIENCE, KNOWLEDGE AND SKILLS

Essential requirements
• Educated to degree level (or a minimum of 5 years relevant work experience), preferably with specific training in IT, geoinformation or statistics
• Strong research and analytical skills in environmental/social sciences
• Proven experience of working with cloud-based platforms and understanding of API architecture
• Relevant proven experience in working with data, using data-specific software
• Relevant experience creating user-friendly data dashboards for a range of audiences.
• Excellent spoken and written English
• Ability to identify needs of processed or stakeholders and translated them into (IT) solutions
• Self-starter, proactive, creative and initiator with motivation and enthusiasm
• Ability to work in a cross-functional & multi-cultural team
• Demonstrable commitment for sustainable development.

Additionally Desirable
• Knowledge of SQL Server, SQL Server Reporting Services, SQL Server Integration Services
• Familiarity with AWS services particularly EC2
• Experience with data visualisation tools such as PowerBI or QlickSense
• Familiarity with Agile management methodologies.
• Knowledge of third-party certification/eco-labelling schemes and their role in sustainability
• Knowledge of impacts of agriculture on the environment particularly GHG emissions and water.

COMPETENCIES/BEHAVIOURS
• Analytical and problem-solving skills
• Proactivity
• Strong process management skills
• Effective Planning and organization
• Effective Communication
• Strategic thinking
• Influencing and gaining commitment
• Team working

SPECIAL FEATURES
Overseas travel may be required
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 and cover letter in two different documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit. 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-072022-Bonsuco or Pat-Jones-CoverLetter-072022-Bonsuco.

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 here.

TIMELINE
Closing Date: 11th September 2022
First stage interviews: Week 37
Final interviews: Week 39

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 Bonsuco 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 bonsuco-data-manager@oxfordhr.co.uk in the first instance.
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.