

## Member Manager, based in France - Lille

### Earthworm Foundation

Earthworm Foundation currently has presence in 19 countries including Indonesia, Malaysia, China, Ecuador, Peru, Brazil, India, and several locations within West Africa, Europe and the Americas. We employ 230 people worldwide and work with big and small companies, communities and producers of raw materials to create compelling cases of transformation. With an innovative and entrepreneurial spirit, we work on the ground with people to create inspiring transformation stories. We focus on creating value, engage without judging and carry hope and a positive vision of the future.

### Living Soils Initiative

Since 2018, Earthworm has been developing the Living Soils Programme in France, the aim of which is to accelerate the transition to an agriculture that allows for the regeneration of soils (regenerative agriculture) in partnership with farmers and the sectors. We believe that it is essential to support farmers and the entire agri-food industry in improving the quality and fertility of soils, as they are linked to 95% of our food. The Programme now brings together several major agri-food companies wishing to bring the transition to regenerative agriculture to the forefront. This transition involves a dialogue with farmers and suppliers of these companies in order to bring farmers to change their practices.

The first project concerned by this position aims to accompany an agri-food company in a transition programme and change of practices (regenerative agriculture, agroforestry) in the field in 2 different territories in connection with 2 agricultural cooperatives. This project is currently underway. The objective is to structure the actions and to show a clear roadmap aiming at accompanying the increase in competences of the farmers, but also of the technicians of the cooperatives. This project is multi-actor at the level of the sector: agri-food companies, cooperatives, farmers. It is also multi-stakeholder at the level of the project, as several technical partners are involved with Earthworm in areas related to regenerative agriculture and agroforestry.

The second project concerned by this post concerns one of the main companies already involved in the Programme. This company has the ambition to accompany the progressive transition of its French suppliers. This transition is already underway with 4 of them for 2020/2021. Translating this ambition into concrete and interlinked actions requires a sustained coordination effort between this company and Earthworm on the one hand, and between Earthworm, its technical partners in the field, the committed suppliers and the farmers on the other.

Earthworm Foundation is seeking a motivated

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### What we offer

Earthworm Foundation is a dynamic and growing international non-profit organization whose objective is to work with all the actors in the supply chains: food companies, retailers, food service providers, etc. The experience of working in a dynamic and growing international non-profit organization with a solid reputation in the sector

- An opportunity to be involved in the deployment of innovative projects with a strong impact on the territories and in relation with all the actors of the sector

- A young and dynamic working environment bringing together a wide range of external actors and complementary skills within the company
- The opportunity to act for a programme with a positive and sustainable impact, both for the agri-food sector and for the valorisation of farmers' work
- A rich partnership environment that allows us to increase our skills on technical subjects

## Responsibilities and Scope

Each of the two projects has two main components:

### 1. Coordination of the project with the agro-industrial partner:

The Member Manager is in direct contact with the project manager of each of the two companies and with his colleagues in the other departments of the company: CSR, supply chain, agronomy and, if necessary, with the interlocutors at the company's headquarters (corporate level).

The Member Manager:

- Ensures the monitoring of the project, the implementation of activities, the quality of deliverables, the respect of deadlines and budgets;
- Reports on the project's progress to the company's project manager and to an internal audience within the company;
- Coordinates external communication activities around the project;
- Facilitates internal discussions to support the company in its decisions related to its commitment to regenerative agriculture and the measurement and financing of that commitment

Internally at Earthworm, the Member Manager interacts with other Member Managers working with other companies and brands, sharing experiences and results with them on the project and learning from their feedback for continuous improvement.

### 2. Project coordination at the supplier level of the agro-industrial partners:

The ambition of the projects with the 2 agro-industrial companies is to create a real commitment of their suppliers in the transition of the farmers who are linked to them; this requires the commitment of these suppliers, the understanding of their internal dynamics and the proposal of specific action plans.

At the supplier level, the Member Manager is responsible for

- Leading the supplier engagement process, in coordination with the agribusiness partner;
- Establishing with the supplier the planning of activities related to the project ;
- Coordinating the interventions of Earthworm's technical partners (specialised in regeneration agriculture and agroforestry) and our field teams with the supplier;
- Ensure the implementation of activities, the quality of deliverables and the respect of deadlines;
- Helping the supplier to unite its teams and member farmers/clients around the project and regenerative agriculture.

At the level of all suppliers, the Member Manager ensures that the implementation of activities with the various suppliers is optimised and establishes feedback on the first suppliers involved in order to improve the interventions with the following suppliers.

## Requirements – Candidate Profile Minimum Qualifications

### Education:

BAC +5 - master / engineering school in agronomy / business school - subjects: agronomy, management, business, environment

### Professional experience :

- More than 5 years in the agri-food sector, if possible in or closely related to a cooperative or an agricultural trade. We are looking for a candidate with sufficient seniority to be able to establish and maintain a constructive working relationship with people in managerial positions at the agri-food industrial partner and its suppliers
- Experience in project management is essential, especially on complex, multi-stakeholder projects

### Skills :

- Very good knowledge of the agricultural sector
- Strong interest in agro-ecological transition issues and a good understanding of the challenges linked to regenerative agriculture for the sectors
- Organisational and structured mindset: given the multiple activities implemented with numerous suppliers, we are looking for someone with a strong organisational capacity, who structures the project and facilitates its follow-up
- Very good interpersonal skills and ability to express oneself. The project involves organisations with diverse cultures and sometimes conflicting interests, so we are looking for someone who is :
  - A good listener and diplomat,
  - Positive and looking for the best compromises,
  - Adaptable and able to interact with all types of actors,
  - Convincing and passionate,
  - Empathetic, able to step back easily
- Autonomy, ability to take innovative initiatives,
- Team player,
- Languages: FR (, read/spoken/written) / English (read/spoken/written)
- Driving licence required
- Working conditions:
  - The position is based in the Hauts-de-France region to be close to Earthworm's French office in Lille
  - Regular travels, especially in the Hauts-de-France, Paris region and Lyon region.

### To Apply

Interested candidates should send a cover letter and CV via email to [France.recruitment@earthworm.org](mailto:France.recruitment@earthworm.org) **by 31/01/2022**. Please put your last name and SoilMM22 in the subject line of the email. Successful candidates will be contacted by email for an initial interview. The position will be open until filled. Only candidates who send a full application will be considered. Only selected candidates will be contacted.