

## JOB DESCRIPTION

### Junior Professional Officer, SDGs and Fibre, Textiles and Clothing

<b>Category / Staff Rules</b>	Junior Professional Officer / P-2
<b>Division / Section</b>	Division of Enterprise Competitiveness and Institutions / Sector and Enterprise Competitiveness Section (DECI/SEC)
<b>Duty station</b>	Geneva
<b>Comments</b>	1 Year with possible extension

### ORGANISATIONAL CONTEXT AND ORGANISATIONAL SETTING

The International Trade Centre (ITC) assists developing and transition economy countries to take advantage of expanding trade opportunities in an increasingly complex global environment. ITC supports Trade Impact for Good, promoting sustainable and inclusive development goals through trade.

The Division of Enterprise Competitiveness and Institutions (DECI) works from an innovative and inclusive market-driven approach to enhance the competitiveness of MSMEs from developing countries and to connect them to international value chains and markets supported by strong business support organisations and institutional ecosystems. DECI contributes to enhancing exporters' competitiveness and strengthening institutions.

The **Sector and Enterprise Competitiveness (SEC)** Section helps developing country MSMEs address the challenges around sustainable value-chain development, catalysing sector-wide transformation, and improving market linkages – including using new digital channels.

The **Fibres, Textiles and Clothing (FTC)** programme improves the international competitiveness of the fibres, textiles and clothing sector in developing countries. Working along the value chain, special emphasis is given on how the sector can improve its competitiveness, while addressing important development aspects such as women's empowerment, youth employment and contributing to reducing climate change. FTC emphasizes the business case for addressing these overarching challenges while helping companies as well as the T&C sector in selected countries to meet ever increasing market requirements. The programme builds capacity of SMEs to take over additional functions along the value chain at production, pre- and post-production stages. In addition to the work with SMEs directly, the programme supports the institutional ecosystem around the sector to improve support services creating a holistic approach to the sector. As part of this approach, the FTC programme puts special emphasis on south-south cooperation as an effective tool to improve performance, link stakeholders across the value chain and to tap into new markets.

After having suffered disproportionately from the disruptions of Covid-19, SMEs in the sector are being pushed to produce in a responsible and sustainable way in response to increasing market pressure and mandatory due diligence requirements being put in place by markets such as the EU, Switzerland and the United States. The EU Circular Textile Strategy and overall 16 regulations in the making by the EU Commission will affect the T&C sector, both in Europe and those that would like to sell in Europe. The market will, thus, impose new challenges to developing country textile and clothing manufacturers that need to be addressed.

The goal of this job function is to support MSMEs with new tools and methodologies on how to help them understand their social and environmental footprint and how to make their businesses more competitive while making them more sustainable. The incumbent will contribute to methodology development as well as implementation and further development of the Global Textiles and Clothing programme and related projects.

## DUTIES AND RESPONSIBILITIES

Under the overall guidance of the Chief, Sector and Enterprise Competitiveness, and the direct supervision of the Head of the Fibres, Textiles and Clothing Unit, the Junior Professional Officer will:

- Assist in designing, testing and implementing of a new business model on how to balance risk and rewards between brand/retailers and manufacturers that is being developed with the international Apparel Federation and selected brands.
- Participate in incorporating the developed and tested model into the design, planning and implementation of existing / new projects.
- Assist in facilitating the dialogue between brands/retailers as well as factories towards a better governance structure along the apparel value chain.
- Contribute to the development of a comprehensive results framework to capture “build back better” for the T&C sector, including results capturing and reporting.
- Undertaking analysis and stakeholder consultations for the design of regional projects in Africa to support the implementation of the AfCFTA.
- Carrying out research on the fibres, textiles and clothing sector and markets to include collecting, analyzing and presenting statistical data and other information gathered from diverse sources
- Developing new tools, training material and methodologies on social and environmental sustainability, resource efficiency, circular economy, digitization and industry 4.0 applications for the clothing sector as well as on empowering women workers to take over supervisory roles at enterprise level.
- Assist in analysing the various circular production legislation being prepared by the EU Commission, the implications for developing country manufactures, and possible response strategies (including for supportive technical assistance) to continue exporting to the EU.
- Provide managerial and technical support to workshops and trainings and other meetings, conferences, south-south cooperation events, etc., including preparing background documents and presentations, handling logistics, etc.
- Contribute to the preparation of various written outputs, e.g. draft background papers, analytical notes, sections of reports and studies, inputs to publications, etc.
- Perform any other related duties as required.

## REQUIRED COMPETENCIES AND KNOWLEDGE

**ITC'S VALUES** are: Integrity, Professionalism, Respect for Diversity

**ITC'S CORE COMPETENCIES** are: Communication, Teamwork, Planning & Organizing, Accountability, Creativity, Client Orientation, Commitment to continuous learning, Technological awareness.

### CRITICAL JOB-SPECIFIC COMPETENCIES

**PROFESSIONALISM:** Knowledge and understanding of theories, concepts and approaches relevant to global value chains. Ability to identify issues, analyze and participate in the resolution of issues/problems. Ability to conduct data collection using various methods. Conceptual analytical and evaluative skills to conduct independent research and analysis, including familiarity with and experience in the use of various research sources, including electronic sources on the internet, intranet and other databases. Ability to apply judgment in the context of assignments given, plan own work and manage conflicting priorities. Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**CLIENT ORIENTATION:** Considers all those to whom services are provided to be “clients” and seeks to see things from clients’ point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients’ needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients’ environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

**TEAMWORK:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others’ ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

**Mandatory knowledge and skills**

- Knowledge of project or programme management methodologies, tools and techniques
- Knowledge of value chain development.
- Knowledge of Inclusive and Sustainable development principles and policies.

**Desirable knowledge and skills**

- Knowledge on textile and clothing value chains

**REQUIRED QUALIFICATIONS**

**Education**

Advanced university degree (Master’s degree or equivalent) in business administration, management, economics, international trade, international relations or a related field. Qualifications in textiles and clothing or engineering with a focus on circularity, or related subjects desirable.

Note: A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree.

**Experience**

A minimum of two years of relevant experience in project or programme management related to international trade.

**Desirable experience**

Experience in how to address environmental sustainability or climate change at enterprise level desirable.

Experience in the fibres or textiles and clothing sector desirable.

Experience working with or supporting enterprises and business support organizations in developing countries to benefit from international trade desirable.

**Languages**

Advanced knowledge of English required.

Advanced knowledge of French, Spanish or Arabic would be an asset.

**LEARNING ELEMENT**

The Junior Professional Officer will be involved in:

- Developing and utilizing SDG-related tools and methodologies for the T&C sector
- Project implementation of technical assistance projects that support MSMEs and BSOs in the fibres and textiles and clothing sector, including organizing technical events, south-south cooperation activities, market linkages, etc.
- Developing, consolidating and implementing new partnership approaches that involve beneficiaries, value chain stakeholders, technology providers and lead firms.

- Analysing forthcoming market regulations (mainly on environmental sustainability and circularity) and developing possible response strategies for developing country T&C manufacturers supported by technical assistance.

Through the assignment, the Junior Professional Officer will:

- Gain knowledge to design, implement and monitor results of technical assistance projects.
- Understand forthcoming market requirements in environmental sustainability and how to address these.
- Participate in conferences and workshops related to FTC project implementation, including in the field.
- Be exposed to networks of beneficiaries, partner institutions such as WTO, ILO, UNCTAD and UNIDO in the UN system as well as private sector association with whom ITC collaborates such as the International Apparel Federation, the International Cotton Advisory Committee, the International Textile Machinery Association, the US Fashion Industry Association, amfori (a leading association of 2400+ retailers focused on responsible business), and others.
- Interact directly with individuals and teams across all ITC Divisions, Sections and teams

On completion of the assignment, the Junior Professional Officer is expected to:

- Have gained sound experience in developing, implementing and monitoring of technical assistance projects in developing countries.
- Have acquired a clear understanding of MSMEs can contribute effectively to achieving the SDGs and means of how technical assistance can help them in doing so.
- Understand environmental sustainability and circularity requirements in the EU for T&C products and how developing country manufacturers can respond to these.
- Acquire or expand field level hands-on experience in the implementation of technical assistance projects, including collaboration with partners in the country and the target market.
- Fully understand the complexity and necessity of a partnership approach along the entire value chain of a sector, based on the experience made in FTC.
- Be able to develop coherent technical assistance reports that suffice the requirements of beneficiaries, donors, and partners.

## BACKGROUND INFORMATION

The JPO will work with the Fibres, Textiles and Clothing that is composed of multicultural and diverse professionals who are passionate about results-oriented, market-led technical assistance approaches for the T&C and leather sector that help MSMEs and the entire sector to increase their international competitiveness while substantially contributing to achieving the SDGs.

The JPO will work directly with the Head of ITC's "Fibre, Textiles and Clothing" team, supporting the development and implementation of technical assistance projects that incorporate the SDGs.

The FTC flagship programme is the Global Textile and Clothing (GTEX) programme that enhances the export competitiveness of the T&C in selected countries. To achieve this, the programme operates at enterprise level as well as the level of the institutional ecosystem that supports the sector. In addition, a global component ensures global networking, identification of best practices and linkages to other important global programmes and initiatives. Moreover, the team works on cotton in Africa, cashmere in Nepal and is developing a couple of leather-related initiatives in Africa.