

Job Description- Associate Member Monitoring

The Rainforest Alliance is creating a more sustainable world by using social and market forces to protect nature and improve the lives of farmers and forest communities. To achieve our mission, we partner with diverse allies around the world to drive positive change across global supply chains and in many of our most critically important natural landscapes.

Our alliance spans 70 countries and includes farmers and forest communities, companies, governments, civil society, and millions of individuals. Together we work to protect forests and biodiversity, take action on climate, and promote the rights and improve the livelihoods of rural people.

As an international nonprofit organization with more than 30 years of experience in sustainability transformation, we understand that the social and economic well-being of rural communities is tightly connected to ecosystem health. This knowledge has shaped our rigorous programs to advance sustainable land-use and commodity production.

At the Rainforest Alliance we combat climate change, protect forests and biodiversity, promote human rights, and improve livelihoods. The enormity of the social and environmental challenges we are facing requires working together in a broad alliance. This is why we bring farmers, forest communities, companies, and consumers together to change the way the world produces, sources, and consumes.

Why

To protect nature and improve lives it's becoming increasingly urgent that we approach the way we use our land and produce food and other products in more sustainable ways. For this to succeed we need to fundamentally change the way that businesses operate and source, and the choices we all make as consumers.

How

Our growing global alliance aims to transform our relationship with our natural resources and each other, to create a better future for people and nature together.

The Rainforest Alliance encourages diversity and inclusion across the global organization. With this commitment to diversity, we are proud to be an equal opportunity employer and do not discriminate on the basis of gender, race, color, ethnicity, religion, sexual orientation, gender identity, ages, disability and any other protected group.

Position summary:

The Associate, Member Monitoring is responsible for conducting regular field monitoring visits of Rainforest Alliance Certificate Holders (members) to understand their progress in implementing Rainforest Alliance standard requirements with a focus on social requirements.

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The Associate will use monitoring visits to identify member's needs for additional support or to further investigate on key issues including assess-and-address child labor and forced labor, working conditions, living income and living wage, gender equity, and rights of Communities. The postholder will provide regular reporting on field visits conducted.

This position does not supervise any staff member.

Responsibilities:

Member Monitoring

- Conduct regular visits of Certificate Holders (Members) to monitor progress on the implementation of some aspects of RA sustainable agricultural standard, support in CH preparations towards audit process and monitor implementation of suggested recommendations to close non-conformities identified during audit ;
- Analyse information collected during field visits to
- Identify deviations and ongoing risks in members' implementation of improvements;
- Identify members' needs for further training and support;
- Identify observations that are inconsistent with the findings in audit reports and alert when there is a need for further investigation;
- Provide regular reports for each visit, including through IT based reporting methods attaching related documents and photographs;
- Schedule and implement regular follow-up visits based on the progress and needs of individual members;
- Support Certificate Holders in development of their strategy for Assess and address, the risks related to child labor and workers' conditions and rights;
- Collaborate with the Senior Associate Certification & Training , the country teams, the Standard & Assurance department and any other relevant departments to ensure the quality of implementation of Rainforest Alliance rules and standards in addition to the certification procedures and processes, and
- Collaborate with the Senior Associate Certification & Training, the country teams, the Standard & Assurance department, and any other relevant departments to propose, design and implement improvements to the certification process and assurance system, and to support the rollout of the new standard and its related procedures.

General

- Develop strong trust relationships with members;
- Maintain contact and/or develop relationship with local authorities (local administration offices and local regulation boards offices) and with partners;
- Represent Rainforest Alliance at the local level when required for relevant meetings and events with members, partners and Certification Bodies; and
- Report regularly on interesting stories (successes and achievements, challenges and actions taken) and on Key Performances Indicators defined

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together with the management and propose areas of improvement for Rainforest Alliance's assurance strategy, workplan and tools.

Qualifications:

- Tertiary level qualification (at least Bachelor + 2/3 years) in a relevant field like sociology, anthropology, development, human rights or any related discipline;
- Minimum 3 years' experience working with smallholder producers and/or producer groups and/or community-based organizations;
- Minimum 2 years working experience in the cocoa sector is desirable;
- Experience on social and human rights issues;
- Knowledge of Certification Programs and their requirements - especially UTZ and/or Rainforest Alliance is desirable;
- Ability to develop and maintain strong relationships of trust and confidence with farmers, farmer organizations and local stakeholders, including ability to adapt appropriately to different cultures, and social contexts;
- Ability to work independently, under pressure and stay focused;
- Ability to analyse and interpret data and information from multiple sources and identify key action points as recommendations;
- Ability to write clear reports and presentations;
- Proficient in Microsoft Excel, Word, PowerPoint and Outlook;
- Both written and verbal fluency in *French is preferred. Good command of English; Fluency in English is a plus.*
- Ability to spend significant time in rural areas and travel frequently to producer groups locally and nationally (a minimum of 70% field-based work per year);
- Willingness and ability to travel internationally occasionally when needed, and
- Strong personal ethics and integrity and commitment to uphold the rules and values of the Rainforest Alliance is essential.

Salary:

Commensurate with experience.

Deadline: June 13, 2022

Notes:

Only candidates authorized to work in Cameroon will be considered for the position.

If you have any questions about the job vacancy, please contact the HR department: recruitment@ra.org

Link for the application: [Associate Member Monitoring | Rainforest Alliance | Yaounde \(hirehive.com\)](#)