

Sustainability Team Leader

About us

Albrecht & Dill Trading GmbH is an international cocoa trading company based in Hamburg, Germany (since 1806). The family-owned company specializes in trading cocoa beans and cocoa products (butter, powder, liquor) for the chocolate manufacturing industry. Developing countries form a larger part of places where we source our cocoa beans.

Purpose of the Job

The A&D cocoa sustainability strategy seeks driving results-based impacts for cocoa farmers and their families. Our mission is to have a cocoa sector in which farming communities, cocoa businesses and the environment thrives hand in hand.

The Sustainability Team Leader is a critical role to help us ensure that we are delivering on our global commitment to the sustainable development. The Sustainability Team Leader will create, execute and upscale sustainability projects with our suppliers in country of origins, present projects to potential clients, support data collection and report to clients on project indicators.

Responsibilities and Duties

The position would be organized along three main axes:

1) Identifying, supporting, and leading sustainability projects in producing countries

- Develop proposals for new projects in collaboration with suppliers and on behalf of clients.
- Coordinate execution of sustainability activities in origin in collaboration with suppliers, clients, and partners like DEG, GIZ, and/or certification bodies FT, RA, Organic.
- Be responsible for project management incl. M&E, reporting and project accounting
- Identify new and current local suppliers and partners for program up-scaling in countries of origin,
- Liaise with trading team to strengthen partnership with existing customers and identify new ones for program up-scaling in sourcing areas.
- Create contents and build strategies for the company's external communications.

2) Building expertise on sustainability issues and general topics

- Develop sustainable strategy, policies, and internal guidance for collaboration with suppliers.
- Identify, analyse, and understand new trends, challenges, and business opportunities.
- Participate in multi-stakeholder initiatives or industry platforms and maintain effective partnerships with other relevant stakeholders (e.g., civil society or, standard organizations).
- Prepare presentations on sustainability activities and potential projects for customers and stakeholders
- Liaise with sustainability team to produce annual sustainability report.
- Initiation and management of topic-related projects and development of adequate processes for sustainable value chains.

3) Compliance, certifications, and due diligence regulations

- Monitor and ensure adherence to new cocoa sourcing requirements/regulations at the national, European, and international level.
- Support our clients in all sustainability related information they might need.
- Understand and support implementation of certification standards.
- Prepare supporting documentation and lead audits on certification standards, and /or external verification.

Who are we looking for?

- Master's degree in sustainability, agriculture, food, environmental studies, or comparable,
- Working experience within a corporate environment in sustainability and project management (ideally with a focus in cocoa/coffee or in the Agri- food sector),
- Strong project management, finance, and stakeholder management skills.
- Experience in the development of sustainability programs, submission of grants and reporting is a plus.
- English is mandatory. French and/or Spanish at a professional proficiency is desired.
- Comfortable with Ms office software systems (Excel, PowerPoint, etc.).
- High interest in sustainability, corporate and social responsibility, climate action and human rights.
- Strong, clear, effective verbal and written communication skills.
- Ability to work within a team and capacity to interact with different stakeholders.
- Willingness to travel internationally up to 30-40% in rural settings.

To Apply

We offer substantial freedom in your work,

bring ideas to fruition and to personal develop in a young and dynamic environment. The position is full-time, 40 hours per week. Based in Hamburg, Germany. The Sustainability Team Leader reports to the Managing Director.

Please send you CV and cover letter to sustainability@albrecht-dill.de with the subject line "Sustainability Team Leader Position".