

SSCI Benchmark Leader Qualifications, Experience, Knowledge, Skills and Personal Attributes

The Consumer Goods Forum is currently seeking to recruit experts to perform benchmarks for the Sustainable Supply Chain Initiative. The present call for experts is open for the recruitment of a new Benchmark Leader with experience in the environmental sector.

The Sustainable Supply Chain Initiative (SSCI) promotes good social and environmental practices in global supply chains by benchmarking third-party auditing and certification schemes. By providing an open source list of recognised schemes, the SSCI delivers clear guidance on which schemes cover key sustainability criteria and apply robust verification practices. The initiative initially focused on social compliance and is now expanding to environmental compliance (for three different scopes: Primary Production, Forestry and Manufacturing & Processing).

Tasks

A SSCI Benchmark Leader has the following responsibilities:

- to perform and manage the preliminary review of a Self-Assessment performed by the Scheme Owner
- to use their experience, expertise and knowledge to provide input into the assessment of the completeness and accuracy of the Self-Assessment
- to perform a desktop review
- to perform and manage office visits of the Scheme Owner
- to manage communication between the Scheme Owner and the SSCI team
- to ensure the SSCI benchmarking timescales are respected
- to participate in trainings
- to act in a professional, ethical and impartial manner at all times

Qualifications

A SSCI Benchmark Leader will preferably have attained a graduate degree and have successfully completed a qualification as a Lead Auditor or, at a minimum, as an Auditor for Environmental Compliance Audits.

Experience

- A SSCI Benchmark Leader shall have a minimum of 10 years of experience in the area of environmental compliance.
- A SSCI Benchmark Leader shall have significant Environmental compliance auditing experience.
- Experience in the sector for the specific scopes under Environmental compliance: Primary Production, Forestry or Manufacturing & Processing.

Knowledge

A SSCI Benchmark Leader shall have detailed knowledge of and/or in:

- The mission and objectives of SSCI
- Audit principles, procedures, and techniques
- General business processes and understanding of the workings of organisations concerning size, structure, function, and relationships
- Accreditation and certification processes and procedures, including auditor competence
- Ideally: Knowledge of other benchmarking systems, e.g. the CGF Global Food Safety Initiative (GFSI), the Global Sustainable Seafood Initiative (GSSI), and background on social compliance certifications

Skills

A SSCI Benchmark Leader shall have:

- good organisational and time management skills,
- excellent written and oral command of English,
- the ability to understand and interpret written material with reference to social compliance audit systems and legislative requirements,
- excellent written and oral communication skills, adapted to the audience
- the ability to effectively and systematically assess situations and information to make informed decisions on objective and verifiable evidence,
- the ability to make correct decisions based on objective and verifiable evidence,
- the ability to produce clear and accurate reports of assessment findings and clearly articulate these in relation to SSCI Benchmarking requirements,
- good people management and leadership skills.

Personal Attributes

A SSCI Benchmark Leader shall be:

- empathetic, respectful to others and able to engender trust,
- able to demonstrate a high level of personal integrity,
- open-minded, reasonable and willing to consider alternative ideas or points of view,
- persistent and focused in their approach to achieve objectives,
- able to effectively plan, prioritise and adjust the activities of the benchmarking process, as far as possible without adversely affecting the outcome of assessment,
- able to act efficiently and reach timely conclusions based on logical reasoning and analysis and, in the case of possible conflict, be confident to manage and control discussions,
- able to adjust readily to different situations and to effectively resolve conflict and arrive at consensus agreement where possible,
- able to act professionally, ethically, independently and take decisions even though these actions and decisions may result in disagreement, confrontation or appeal proceedings,
- able to keep relevant information confidential in accordance with non-disclosure or confidentiality agreements,
- able to maintain strict independence from self-interest or personal bias.

Conflict of Interest

A key element of protecting the integrity and reputation of the CGF Sustainable Supply Chain Initiative is ensuring that its decision-making processes are not affected by conflicts of interest. Conflicts are situations where a SSCI representative or consultant could be influenced to make decisions for improper reasons. It is the responsibility of the SSCI Benchmark Leader to disclose any such personal and/or professional interests that could relate to their work for SSCI, such that potential and actual conflicts can be appropriately addressed. The applicant is expected to declare any potential conflicts of interest upon application.

Benchmark Leaders are not SSCI employees, but independent, external consultants that must be registered and authorised to work in their country of residence.

Interested applicants with the required attributes are asked to [apply here](#).

Every applicant will be assessed, selected and trained by the SSCI team prior to entry in the Register of SSCI Benchmark Leaders. Further details on the selection process will be shared with shortlisted candidates.