



## **Vacancy : Sourcing & Sustainability Expert – Cashew Kernels**

*Location: The Netherlands*

*Period: from 1<sup>st</sup> of June 2025*

### **Job**

Away4Africa is looking for a **Sourcing & Sustainability Expert**, who can provide advice in the procurement of high-quality cashew kernels from African producers and ensure their successful distribution to specialty consumers in Europe and China. The role involves strategic supplier relationship management, rigorous compliance with food safety and ethical standards, integration of traceability systems, and monitoring the carbon footprint and carbon sequestration impacts of the supply chain to align with sustainability goals and market requirements.

### **Key Responsibilities**

#### **Sourcing & supplier management**

- Identify, evaluate, and establish partnerships with cashew kernel producers and cooperatives in Africa.
- Negotiate procurement agreements to ensure competitive pricing, consistent quality, and timely delivery.
- Conduct supplier assessments focusing on production practices, traceability, and environmental sustainability.
- Support suppliers in adopting traceability technologies to link production to specific farms and plots.

#### **Compliance & standards**

- Ensure all sourced products meet EU food safety regulations, including HACCP, BRC, ISO 22000 and European Green Deal requirements.
- Oversee compliance with SMETA (Sedex Members Ethical Trade Audit) guidelines and the ISO26000 standard to ensure ethical and fair labor practices.
- Monitor and manage adherence to traceability standards, including the European Union Deforestation Regulation (EUDR) and CSDDD.

#### **Traceability Implementation**



- Implement systems that provide end-to-end traceability of cashew kernels, connecting product lots to specific farms and geographic locations.
- Collaborate with technology providers to integrate geospatial tools, such as polygon data and satellite imagery, for real-time land-use monitoring.
- Ensure that traceability data is accessible and auditable for regulatory and market requirements.

### **Carbon footprint & sequestration**

- Measure and report on the carbon footprint of sourcing operations, according to the ISO14064 standard of GHG emissions, including transportation and processing stages.
- Collaborate with suppliers to adopt practices that enhance carbon sequestration, such as agroforestry and sustainable land management.
- Identify opportunities to reduce emissions and improve the sustainability of the value chain.
- Align sourcing practices with global sustainability certifications and carbon accounting frameworks.

### **Market development**

- Align sourcing strategies with consumer demand in Europe and China with from suppliers particularly Africa, emphasizing traceability and sustainability compliance.
- Monitor market trends, including consumer interest in low-carbon and traceable products, to refine sourcing strategies.
- Build relationships with niche markets that value transparent and environmentally responsible sourcing.

### **Logistics & supply chain management**

- Coordinate the export of cashew kernels from Africa to Europe and China, ensuring traceability data accompanies shipments.
- Streamline logistics processes to minimize emissions while maintaining efficiency.
- Ensure transparency in the supply chain by maintaining accurate records of product movement and environmental metrics.



## **Required qualifications and skills**

### **Education**

- Bachelor's degree in Agribusiness, Supply Chain Management, International Business, Sustainability, or a related field. A Master's degree is a plus.

### **Experience**

- Minimum 10 years of experience in sourcing or agri-supply chain management in Africa, preferably in cashews.
- Proven experience with traceability systems, carbon footprint assessment, or sustainability initiatives.

### **Knowledge**

- Strong understanding of EU food safety regulations, SMETA standards, traceability technologies, and sustainability frameworks.
- Thorough understanding of the international trade regulations and practices, customer requirements and the cashew supply chain.
- Familiarity with cashew value chains, agroforestry, and carbon sequestration techniques.

### **Skills**

- Advanced skills in data management tools and traceability software.
- Analytical expertise in carbon accounting and reporting systems.
- Proficiency in supply chain software and tools.
- Excellent communication, negotiation, and relationship management abilities.
- Fluency in English and French; Chinese is highly desirable.

### **Competencies**

- Strategic Thinking: Ability to align sourcing strategies with sustainability and market goals.
- Cultural Sensitivity: Effectiveness in diverse cultural contexts, particularly African and Asian markets.
- Sustainability Focus: Commitment to reducing environmental impacts and promoting sustainable practices.
- Problem-Solving: Capability to address supply chain disruptions and compliance challenges.



### **What is offered**

- Competitive salary and benefits package.
- Opportunities for international travel and professional development.
- The chance to contribute to sustainable supply chains and reduce environmental impacts.

### **To Apply:**

Interested candidates should send their motivation letter, CV r outlining their experience and suitability for the role.

Applications must be set to [w.simonse@away4africa.nl](mailto:w.simonse@away4africa.nl) and will be accepted until 10<sup>th</sup> of March 2025.