



# FIBERSHED

Local Fiber, Local Dye, Local Labor

## Job Description

*Fibershed is a non-profit organization that develops equity-focused regional and land regenerating natural fiber and dye systems. Our work expands opportunities to implement climate beneficial agriculture, rebuild regional manufacturing, and connect end-users to the source of our fiber through direct educational offerings. We are transforming the economic and ecologic systems that clothe us to generate equitable and climate change ameliorating textile cultures. Learn more at [www.fibershed.org](http://www.fibershed.org).*

Title: Sales and Supply Chain Development Manager, Climate Beneficial™ Cotton and Wool  
Status: Exempt (Not subject to overtime) 40 hours per week  
*3-year contract with potential for longer if funding becomes available*  
Supervisor: Executive Director  
Location: Remote (based in California is preferred)

### Job Function:

We are seeking a highly organized and motivated Sales and Supply Chain Development Manager to implement the growth of our Climate Beneficial™ cotton and wool sales and supply chain network. The ideal candidate will have a blend of sales acumen, textile product development experience, supply chain knowledge, and a passion for transitioning the textile industry toward greater sustainability and transparency. This role is pivotal in connecting our Climate Beneficial™ fiber producers to a broader market, ensuring a seamless flow of materials from farm to brand, and fostering relationships across the supply chain.

The Sales and Supply Chain Development Manager will work with a team that includes six organizations including Fibershed, the National Center of Appropriate Technology, Seed2Shirt, NY Textile Lab, Colorado State University, and the Carbon Cycle Institute. This six-organization partnership was awarded a USDA Climate Smart Commodities (CSC) Grant in 2023 and will deliver outcomes specific to this grant through the end of 2028. The Manager will also work with independent consultants, including Torus Consulting. The objective of this position is to work with producers, supply chain actors, and buyers to move 1M pounds of wool and potentially 100M pounds of Climate Beneficial™ Verified fibers to market. This position focuses on developing buyers and supply chains for Climate Beneficial™ California cotton and California and Northern Great Plains wool.

### Key Responsibilities:

#### 20% Market Development:

- Brand engagement and outreach: Develop and deploy a strategy to cultivate engagement of new and ongoing textile brand and industry partners for Climate Beneficial California verified fibers, sourced from New York, the Southeastern U.S., California and the Northern Great Plains
- Create and implement sales plans, goals, and strategies for moving Climate Beneficial™ California cotton and California and Northern Great Plains wool into the market.

- Manage client relationships for Climate Beneficial™ Verified California cotton and California and Northern Great Plains (NGP) wool.
- Update sales proposals, presentations, and other materials to communicate the value of Climate Beneficial™ cotton and wool as needed.
- Conduct sales outreach and presentations aligning brand's priorities and sustainability goals with Climate Beneficial fibers.
- Act as the brand's, mill's, and merchant's primary point of contact - ensuring that all parties are equipped to execute a sale.
- Coordinate with CBV Operations and Data Lead to track cotton and wool volumes across California and the Northern Great Plains.
- Match make regional resources to brands needs, & refer buyers to partner organizations:
  - NY Textile Lab for alpaca and wool producers.
  - Seed2Shirt for upland cotton varieties grown in the SE US.
  - Imperial Yarn - Small to medium scale Climate Beneficial™ wool and cotton yarn and textile development

#### **20% Client Management**

- Build and maintain strong relationships with brands, spinning mills, and textile mills, providing them with updates on product availability, pricing, and delivery schedules. Address any client inquiries or issues promptly to ensure satisfaction.
- Build and manage a brand and textile mill CRM.

#### **20% Supply Chain Development**

- Collaborate with farmers, merchants, mills, processors, and other supply chain partners to optimize the sale process of Climate Beneficial™ CA and NGP fibers, ensuring the efficient movement of goods from production to end users.
- Co-develop partnerships and sourcing programs with new spinning and textile mills.
- Advance the existing processes for field to textile sourcing systems.
- Develop brand-facing resources to communicate sourcing options, processes, and supply chain partners.
- Provide brands with suggestions to develop Climate Beneficial™ sourcing programs with existing mills.

#### **15% Product Development**

- Work with brands to identify opportunities for integrating Climate Beneficial™ fibers into existing product lines.
- Provide brand-specific input on how Climate Beneficial™ fibers could integrate into a brand's product line, including matching fiber specifications with compatible material constructions and associated yarn specifications.

#### **5% Sales and Supply Chain Reporting**

- Track sales performance, supply chain efficiency, and customer feedback
- Provide regular reports to management with insights and recommendations for improvement.
- USDA Reporting: Conduct marketing development reporting for the Climate Beneficial Fiber Partnership USDA grant.

#### **10%: Event Attendance & Networking**

- Represent Climate Beneficial™ fibers at trade shows, conferences, and industry events focused on sustainable fashion and textiles.
- Network with potential clients, industry leaders, and influencers to expand market reach and brand presence.

#### **5% Collaboration with Climate Beneficial™ MMRV and Marketing teams**

- Inform the Climate Beneficial™ MMRV team and Climate Beneficial™ Verification Director on market trends observed and general sales and customer experiences with Climate Beneficial™ Fiber.
- Provide insights on customer preferences for materials, metrics, data, and verification.

**Qualifications:**

- Bachelor's degree in Business, Supply Chain Management, Sales, Textiles or a related field.
- 3+ years of experience in sales, supply chain coordination, or a related role in the textile sector.
- Understanding of sustainable agriculture and environmental issues related to cotton and wool production.
- Strong organizational skills with an ability to manage multiple tasks and prioritize effectively.
- Excellent communication and interpersonal skills, with the ability to build relationships with diverse stakeholders.
- Proficiency in CRM systems, supply chain management software, and Microsoft Office Suite.
- Experience in managing logistics and inventory in a fast-paced environment.
- A passion for sustainability and making a positive impact on the environment.

**Travel:**

- Travel to 3-4 textile industry events, national and international, per year.

**Key Competencies:**

- **Textile Knowledge:** In-depth understanding of various textiles, fabrics, and materials, including their properties, uses, and market trends.
- **Product Design & Development:** Experience in creating new textile products, from concept through to production, ensuring innovation and quality is a plus.
- **Sustainability Knowledge:** Awareness of sustainable materials, processes, and practices in textile production.
- Strong problem-solving and analytical skills
- Detail-oriented and proactive in identifying opportunities for improvement
- Ability to work independently, remotely, and as part of a team
- Adaptability in a dynamic, mission-driven work environment
- Commitment to ethical business practices and sustainability

**Physical and Mental Requirements:** Work effectively on a computer, mobile phone, tablet, and telephone. Work effectively when working in isolation. Work effectively as a part of a virtual team. Concentrate on a variety of details when faced with interruptions and changing work priorities. Occasionally is required to lift and/or move up to 50 pounds. Physically able to work in the field during all seasons and terrain.

Fibershed is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, or protected veteran status and will not be discriminated against on the basis of disability.

**Salary USD:** \$75,000 per year

*3-year contract with potential for longer if funding becomes available*

This job offers full-time employment, PTO, Health Insurance Premium Reimbursement.

**How to Apply:**

Interested candidates should submit their resume, cover letter, and contact information for three references to <https://wkf.ms/48VR99m>.

Applications will be accepted and reviewed on a rolling basis until the position is filled.