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Conservation Manager, Vietnam

“In the past century Fauna & Flora has consistently saved species from extinction and protected habitats from destruction. Their solutions have always been practical, efficient and sustainable in local circumstances.”

Sir David Attenborough,
Fauna & Flora Vice-president

Fauna & Flora

Fauna & Flora's shared purpose is to protect the diversity of life on Earth, for the survival of the planet and its people. We work closely with local conservation partners around the world to save nature, together. We harness this collective expertise to inspire positive change globally.

Vietnam Programme

Fauna & Flora has been operating in Vietnam since 1997. Today, our dedicated in-country team collaborates closely with local partners to tackle some of the nation's most pressing conservation challenges.

We play a vital and leading role in protecting Vietnam's critically endangered primates. Our efforts include supporting the monitoring of primate populations and creating initiatives to involve local communities in conservation efforts. We are also focused on enhancing the management, patrolling, and enforcement within protected areas designated for primate preservation.

At all our project sites throughout the country, we work hand in hand with government partners to improve planning and operations within protected areas. This includes strengthening the technical capacity of park authorities, introducing innovative conservation technologies, enhancing biodiversity monitoring, and supporting more effective law enforcement.

A core element of our work – here and around the world – is partnering with communities living closest to nature. We strive to understand their needs and develop solutions that foster sustainable livelihoods. Our approach ensures that saving nature goes hand in hand with supporting people.

The Opportunity

We are seeking an experienced and motivated Conservation Manager to lead the effective delivery of our conservation programmes in Vietnam. The role will provide strategic and technical oversight to ensure high-quality implementation, strong partnerships, and measurable conservation impact aligned with organisational priorities.

Working closely with cross-cutting technical teams and in-country partners, the Conservation Manager will oversee project planning, budgeting, monitoring, and reporting, ensuring activities are delivered on time and in compliance with donor and organisational requirements. The role will also support adaptive management, strengthen collaboration with government and community stakeholders, and ensure conservation interventions are evidence-based and locally appropriate. The successful candidate will be a results-driven conservation professional with a strong track record in leading multidisciplinary teams, and delivering tangible biodiversity conservation outcomes. You will bring solid technical expertise and the ability to translate conservation strategy into practical action plans.

The Conservation Manager will provide technical support across the Vietnam Programme, including the design and implementation of biodiversity surveys and monitoring systems, as well as data analysis, management, and reporting. You will have demonstrated experience producing high-

quality technical reports and scientific publications, and will contribute to programme development and proposal writing.

You will act as a conduit for international best practice into the Vietnam Programme, provide technical guidance to project teams, and serve as a focal point for research and academic partnerships. The role will also support the Country Director in managing external relationships, including donor communications and reporting, and represent the organisation when delegated.

Terms and Conditions

Start Date:	As soon as possible
Duration of Contract:	Two years, fixed term
Probation Period:	Two months
Gross Annual Salary:	USD 27,245.00
Location:	Fauna & Flora Vietnam office in Hanoi with regular travel to project sites (Cao Bang, Tuyen Quang, Lao Cai, Son La, Ninh Binh, Nghe An, Quang Ngai, Khanh Hoa)
Benefits:	25 working days of annual leave entitlement plus Public holidays Medical and social insurance
Hours of Work:	This is a full-time position, working 40 hours per week, Monday to Friday inclusive.

Job Description

Job Title:	Conservation Manager
Reports to:	Country Director – Vietnam Programme
Line Manages:	Biodiversity Coordinator
Key working relationships:	Country Programme Manager Finance Team Project Managers Technical Advisors/Specialists of Asia Pacific and UK

Purpose:

To provide strategic and technical leadership for the Vietnam Programme, ensuring high-quality design, implementation, and monitoring of conservation activities. The role strengthens scientific rigour, partnerships, and learning across projects, supports programme development and donor engagement, and helps deliver measurable biodiversity and community outcomes aligned with organisational priorities.

Responsibilities:

Technical leadership and programme support

- Provide technical guidance on species conservation across the Vietnam Programme, supporting biodiversity priorities, implementation and long-term monitoring, with particular focus on threatened species.
- Translate conservation science and ecological principles into practical approaches for field teams and partners.
- Act as a focal point for collaboration with cross-cutting technical teams, research institutions and academic partners.
- Represent the organisation in national and regional technical working groups and partnerships.

Research, surveys and monitoring

- Lead the design and implementation of biodiversity surveys, monitoring systems and applied ecological research, including population assessments and conservation action planning.
- Develop monitoring protocols, routes, datasheets and database systems; ensure data quality, storage and accessibility.
- Support field teams in planning, implementation and interpretation of surveys, habitat assessments and species ecology studies.
- Apply appropriate conservation technologies (e.g. camera trapping, passive acoustic monitoring, UAVs and remote sensing) and promote innovation in monitoring approaches.
- Provide training and mentoring to project teams and protected area staff on survey, monitoring and data management methods.

Data management and analysis

- Oversee management and analysis of large biodiversity datasets (e.g. camera trap imagery, acoustic and spatial data) and facilitate data sharing with partners.
- Support interpretation of monitoring results to inform adaptive management and conservation decision-making.

Reporting, publications and programme development

- Lead production and quality assurance of technical reports, scientific publications and knowledge products.
- Contribute technical input to project design, proposal development and donor reporting.
- Support learning and knowledge exchange across projects and landscapes.

Partnerships and implementation support

- Provide technical advice to protected areas and community patrol systems, including monitoring and law enforcement support tools.
- Support coordination with partner organisations to align methodologies and best practices across sites and countries where relevant.
- Advise on procurement and use of specialised field equipment.

Other duties

- Support the Country Director in technical external engagement when required.
- Undertake additional responsibilities as needed to ensure effective programme delivery and conservation impact.

Person Specification

	Essential	Desirable
Skills, Knowledge and Experience	<p>Technical conservation expertise</p> <ul style="list-style-type: none"> • Proven experience in designing, implementing and evaluating conservation programmes and outcomes • Excellent knowledge of protected area management, including patrol planning, ranger-based law enforcement and community-based protection • Demonstrated expertise in biodiversity survey, research and monitoring design • Experience applying conservation science to practical field implementation • Working knowledge of GIS and spatial data analysis • Understanding of operational risk management <p>Professional experience</p> <ul style="list-style-type: none"> • Relevant degree (e.g. biology, conservation science, forestry, ecology or related field) • Substantial experience working in wildlife conservation within national or international organisations • Experience working with government agencies, protected area authorities, communities, community-based organisations, NGOs and private sector partners • Experience leading or supporting multidisciplinary teams to deliver complex projects • Experience delivering capacity building, including training design, materials development and evaluation <p>Communication and coordination</p> <ul style="list-style-type: none"> • Excellent written communication skills, including technical reports and proposals • Excellent interpersonal and verbal communication skills, with the ability to present, negotiate and influence stakeholders at multiple levels • Fluency in spoken and written English <p>Planning and organisational skills</p>	<ul style="list-style-type: none"> • Advanced skills in biodiversity research and monitoring, including data analysis and interpretation • Postgraduate qualification in conservation, ecology, life sciences or a related discipline (preferably a Master's degree with at least five years' relevant experience, or a PhD in a related field)

	<ul style="list-style-type: none"> • Excellent strategic planning, prioritisation and time-management skills, with the ability to manage multiple deadlines • Proficiency in Microsoft Office applications, including Excel and Outlook 	
Behavioural qualities	<ul style="list-style-type: none"> • Demonstrates Fauna & Flora's values • Strong commitment to the organisation's mission, strategy and code of conduct • High standards of integrity, accountability and responsible stewardship of donor resources • Results-oriented, with a rigorous and diligent approach to work • Able to work effectively under pressure and manage competing priorities • Comfortable leading activities independently in remote and logistically challenging settings • Confident representing the organisation in sensitive or complex contexts • Collaborative team player who values and incorporates diverse perspectives • Excellent relationship-building skills at both personal and institutional levels • Able to work effectively in multicultural environments • Flexible, respectful and supportive in working with colleagues and partners 	
Other	<ul style="list-style-type: none"> • Willingness and ability to travel regularly and for long periods of time in remote areas 	

Fauna & Flora Values

Values underpin who we are and how we act. Just as values shape who we are as individuals, they define us as an organisation, creating the culture of success for which Fauna & Flora is renowned. Our people exemplify our shared values, which are interconnected and interdependent:

- We act with integrity
- We are collaborative
- We are committed
- We are inclusive, supportive & respectful
- We get things done

Fauna & Flora Safeguarding Statement

Fauna & Flora has a zero-tolerance approach towards any form of safeguarding harm. Safeguarding is everyone's responsibility. This means that everyone representing Fauna & Flora has a role and duty to know what to do if they are faced with a safeguarding concern.

How to Apply

Applications should consist of the following:

- Covering letter explaining why you are applying, relating your experience and skills to the role
- Full CV
- Contact details for two referees (who will not be approached without your permission)

Applications should be submitted electronically to viet.hong.le@fauna-flora.org

Please mark your application '**Conservation Manager, Vietnam**' and indicate in your covering letter where you saw the position advertised.

The closing date for applications is **10th April 2026**. Interviews are likely to take place during the week commencing **13th April 2026**.

No agencies please.

Regrettably, due to limited resources and the high number of applications we receive, we are only able to contact short-listed candidates. If you do not hear from us within four weeks of the closing date, please assume that you have not been successful on this occasion.

Applicants with Disabilities

Fauna & Flora encourages applications from individuals with a disability who are able to carry out the duties of the post. If you have special needs in relation to your application, please contact Le Hong Viet, HR Officer, by Email: viet.hong.le@fauna-flora.org

Fauna & Flora values diversity and is committed to equality of opportunity