

Call for Applications

Technical Team Leader

Organization

Socodevi is a Canadian network of cooperative and mutual enterprises that shares its technical expertise and practical know-how with partners in developing countries. Our mission is to improve the living conditions of the communities we support in a tangible and sustainable way.

Workplace

Hanoi, Vietnam

Duration of assignment

12 months (with transition to Deputy Country Director upon successful performance review)

Contract Type

The position is for Vietnamese nationals only.

Project Description

Socodevi is seeking a high-caliber Technical Team Leader (TTL) for the BLOOM Project (Biodiversity and Livelihood Opportunities for Ethnic Minority Women). This Global Affairs Canada-funded initiative (2025–2030) promotes biodiversity conservation and inclusive livelihoods in the Tuyen Quang and Dak Lak provinces. The project's ultimate goal is to improve the health of key ecosystems to support the economic and social resilience of ethnic minority women and their communities.

Key Expected Results:

- **Outcome 1100:** Increased adoption by ethnic minority women and their communities of gender-sensitive nature-based solutions (NbS) that protect the ecological integrity of Key Biodiversity Areas for conservation and climate adaptation.
- **Outcome 1200:** Increased sustainable use of Key Biodiversity Areas by ethnic minority women who are especially vulnerable to climate change impacts.
- **Outcome 1300:** Enhanced participation and influence of ethnic minority women in shaping governance, policies, and programs related to Key

Biodiversity Areas that are critical for biodiversity targets and climate resilience.

Position Overview & Reporting Lines

TTL is a senior leadership position designed to bridge the gap between high-level project strategy and field-level execution. This role focuses on accelerating project delivery and ensuring technical integration across all sectors.

Direct Supervisor: Country Director

Direct Reports: Technical Specialists (Biodiversity & Forestry, Agriculture & Markets, Gender Equality & Financial Inclusion, MEL)

Functional Oversight: Provincial Coordinators (Tuyen Quang & Dak Lak)

Role Purpose: The Technical Team Leader (TTL) acts as the primary bridge between the overall project strategy and field-level execution. This is a senior leadership role responsible for the direct management of people and the quality control of technical outputs.

This role is a strategic leadership pipeline. Following a successful 12-month performance review and the completion of agreed milestones, the position is expected to transition into the Deputy Country Director role. In that capacity, the scope will expand to include broader operational oversight, business development, and deputizing for the Country Director.

Specific Tasks and Responsibilities

Technical Leadership & Coordination

- Provide strategic and operational leadership to the technical team to ensure effective implementation of the BLOOM project in accordance with GAC requirements, and annual workplans
- Foster a collaborative and accountable team culture that promotes adaptive management, learning, gender equality, and results-based delivery
- Ensure effective coordination between technical team, consultants, contractors, and implementing partners to support coherent implementation
- Establish regular delivery oversight routines (weekly check-ins, monthly reviews, quarterly learning workshops etc)
- Promote integration of cross-cutting priorities throughout implementation, particularly 1) Gender Equality in line with GACs feminist policy, and 2) Environmental Sustainability particularly climate change adaptation and biodiversity conservation standards and commitments

Project Coordination & Implementation

- Oversee implementation of project activities across all target provinces to ensure delivery against approved annual workplans, expected outcomes, and performance indicators
- Support the technical team with the operationalisation of project strategies and technical approaches into realistic and context-responsive provincial annual workplans
- Support coordination between core technical team and provincial coordinators to ensure consistency of technical approaches while allowing flexibility for local adaptation
- Support technical teams to identify practical and timely solutions to implementation bottlenecks and delivery challenges

Planning, Budget Oversight & Results-Based Management

- Oversee annual, quarterly, and monthly planning processes to ensure activities are feasible, strategically sequenced, and aligned with project budgets and expected results
- Support effective monitoring of project resources in line with value-for-money and accountability principles
- Work closely with the Operations team to ensure operational systems (i.e. procurement) effectively support timely implementation
- Monitor implementation progress, expenditure trends, and resource allocation to proactively identify delays, underperformance, or emerging risks and support corrective actions where required
- Contribute to project risk management, including monitoring operational, fiduciary, environmental, and safeguarding risks

Stakeholder Engagement & Government Relations

- Build and maintain effective working relationships with government counterparts, NGOs, private sector, development partners, and community stakeholders at national and provincial levels
- Support Provincial Coordinators to strengthen coordination mechanisms and partnerships that contribute to effective implementation and sustainability of results.
- Support engagement with provincial authorities and relevant line departments to strengthen ownership, institutional collaboration, and alignment with government priorities

- Assist in identifying and addressing stakeholder-related challenges, coordination gaps, and implementation barriers

Reporting & MEL Integration

- Work closely with the MEL Specialist to identify implementation bottlenecks and propose technical pivots to ensure targets are met.
- Support quality assurance of technical reports, annual workplans, implementation updates, and donor reporting deliverables in accordance with GAC requirements and timelines

Leadership Support & Representation

- Act on behalf of the Country Director during periods of absence to ensure continuity of leadership, coordination, and operational decision-making.
- Represent the project in technical meetings, consultations, and coordination forums as delegated by the Country Director
- Facilitate missions and technical inputs from Socodevi headquarters, Canadian experts, and Socodevi member institutions (i.e. Cooperatives and mutual enterprises in Canada that deploy volunteers) as needed

Other Responsibilities

- Undertake any other duties reasonably assigned by the Country Director to support effective implementation of the BLOOM project and broader organisational objectives

Professional Requirements

Minimum:

- **Experience:** Minimum 8 years of professional experience in international development sector, with at least 3 years in a senior management role overseeing multi-disciplinary teams.
- **Education:** Master's degree in Natural Resource Management, Environmental Science, Development Studies, Agriculture, Forestry, or a related field
- **Technical Breadth:** Demonstrated ability to manage complex programs spanning biodiversity conservation and sustainable livelihoods
- **Leadership:** Proven track record in decentralized management and empowering local staff to take on leadership roles.

- **Communication:** Excellent professional English and Vietnamese (written and verbal), with the ability to simplify technical concepts for donor reporting.

Desirable:

- Experience with cooperative development is highly preferred
- Familiarity with social safeguarding and gender integration
- Demonstrated experience in business development, proposal writing, or resource mobilisation for donor-funded programmes
- Exposure to blended finance or partnership development approaches
- Experience working on Global Affairs Canada funded projects

Working Conditions

- **Work Schedule:** Monday to Friday, with occasional evening and weekend work as needed.
- **Flexible Work Arrangements:** Socodevi supports flexible work options, including work from home, adjusted hours, and job sharing, where feasible.
- **Contract Type:** 12 months full-time employment contract, with strong potential for extension.
- **Workplace:** Based in Hanoi, with regular travel to Tuyen Quang and Dak Lak provinces.
- **Conditions:** May involve travel to remote or forested areas under varying weather conditions.
- **Availability:** Position to be filled as soon as possible.

Socodevi Core Values

At Socodevi we are committed to advancing gender equality and building an inclusive, respectful, and safe work environment for both the communities we serve and the people on our team. We welcome applications from women, ethnic minorities, and individuals with disabilities, and actively support flexible work arrangements, including job sharing, remote work and adjusted hours. We recognize that diverse perspectives and lived experiences strengthen our work, and we are committed to ensuring accessibility and equity at every stage of employment.

All staff are required to sign the Code of Conduct and the Policy Against Fraud and Corruption on an annual basis. The Code of Ethics, Safeguard Policy, and Anti-Terrorism Policy are to be signed once upon hiring.

How to Apply

Please click on the link to access the [online application form](#). Applications by email will not be accepted. Only short-listed candidates will be notified. Socodevi has a competitive compensation package. Offers are based on the relevant experience and qualifications of the selected candidate.

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SOCODEVI offers a competitive compensation package, with offers based on the relevant experience and qualifications of the selected candidate. The closing date for applications: **Sunday, 31 May at 5:00 PM Hanoi time.**