

**Job Vacancy**

**Local Senior Trainer for Naturland Farmer Association in Vietnam**

#### **Vacancy for:** Senior Trainer Organic farming (f/m/d)

**Organization:** Naturland e.V.

#### **Location**: Ho Chi Minh City, Vietnam or around area

#### **Duration**: fulltime contract, 3 years (with realistic option of extension)

#### **Reports to:** Naturland Academy Program Manager and Country Officer Vietnam

#### **1. Background**

The farmers´ association Naturland e.V (hereinafter called as Naturland) is one of the world´s foremost organizations in the promotion of organic agriculture and is recognized as a non-profit organization. Organic agriculture, as practiced according to the Naturland standards, is based on a holistic, system-oriented approach. The Naturland standards cover areas which are not governed by the EU organic regulation, such as social standards. Along with over 116,000 farmers, beekeepers, fish farmers and fishers in 60 countries throughout the world cultivating according to the Naturland standards, Naturland is a living proof that organic, social and fair economic activity can only thrive in international co-operation. Naturland strives to reconcile the interests of local producers with those of international operations in a globalized world.

Naturland is dedicated to promoting sustainable organic farming practices and supporting the growth of the organic sector in Vietnam. As part of its mission, Naturland seeks to enhance the capacity of various stakeholders involved in the organic sector through comprehensive training programs.

To achieve these objectives, Naturland is seeking a qualified Local Senior Trainer to lead and implement training initiatives aimed at strengthening the knowledge, skills, and practices of organic farmers, agronomists, and other relevant actors within the sector.

#### **2. Objective of the Assignment**

The Senior Trainer will be responsible for designing, delivering, and evaluating training programs tailored to the needs of different agriculture stakeholders in Vietnam. The aim is to build capacity, facilitate conversion towards organic practice, enhance technical expertise, and promote best practices in organic farming and sustainability.

#### **3. Key Responsibilities**

* **Training Program Development**:
  + Design and develop comprehensive training materials and curricula tailored to various audiences, including organic farmers, extension workers, and agronomists.
  + Cooperate with Naturland Academy international and with the Naturland VOAA Academy in Vietnam
  + Ensure that training content is up to date with current organic farming standards and practices, incorporating feedback from stakeholders. (especially following EU & Naturland standards)
  + Production learning material
* **Training Delivery**:
  + Conduct training workshops, seminars, and field demonstrations across different regions in Vietnam.
  + Implement conversion trainings for and facilitate dialogue between farmers and farmer groups
  + Mentoring farmer groups on their conversion journey. Employ diverse training methods, including interactive sessions, hands-on demonstrations, and e-learning modules to address different learning styles and needs.
* **Capacity Building**:
  + Assess the training needs of different stakeholders and farmer groups and provide targeted support to address identified gaps. put on training development
  + Design and implement ToT Program together with Naturland Academy for local trainers and multipliers to build long-term capacity within the organic sector.
* **Monitoring and Evaluation**:
  + Monitor and evaluate the effectiveness of training programs through feedback, assessments, and performance indicators.
  + Prepare and submit regular reports on training activities, outcomes, and recommendations for improvements.
* **Stakeholder Engagement and networking**:
  + Collaborate and exchange with local agricultural institutions, universities, applied research institutions, government agencies, and other relevant organizations to upgrade and merge latest organic knowledge available and to promote organic farming practices in whole Vietnam.
* **Knowledge Sharing**:
  + Involvement in project implementation (IKI, KVP,...)
  + Cooperation with NL Academy and VOAA academy
  + Contribute to the development of knowledge resources, including case studies, best practice guides, and technical briefs.
  + Share insights and lessons learned with Naturland and other stakeholders to support continuous improvement in training and capacity building efforts.
  + Review the materials from the partners before uploading to the joint academy platform in Vietnam or the Naturland Academy.

#### **4. Qualifications**

* **Education**:
  + Bachelor's or Master's degree in agriculture, Agronomy, Environmental Science, or a related field.
* **Experience**:
  + Minimum of 5 years of experience in training, capacity building, or extension services in the agricultural sector, a focus on organic farming preferred.
  + Proven experience in developing and delivering training programs to diverse audiences.
  + Profound knowledge on organic farming practices and standards
  + Knowledge of the local agricultural landscape in Vietnam, including challenges faced by farmers in adopting organic practices.
  + Proven track record of successful training programs and measurable impact on the adoption of organic agriculture practices.
* **Skills**:
  + Strong knowledge of organic farming principles, practices, and certification standards.
  + Excellent facilitation, communication, and interpersonal skills.
  + Ability to work effectively in diverse cultural and regional contexts.
  + Demonstrated passion for promoting organic agriculture, environmental sustainability, and rural development in the context of Vietnam
* **Language**:
  + Proficiency in Vietnamese (spoken and written) is required.
  + Proficiency in English to facilitate communication with a wide range of stakeholders.

**5. Terms and Conditions**

* **Contract Type**: Full-time
* **Remuneration**: Competitive salary and benefits package. Opportunities for professional development and training.
* **Location**: Based in Ho Chi Minh City, Vietnam with travel required across the country.

#### **6. Application Process**

Interested candidates should submit the following documents by **December 31st 2024**:

* A current CV/resume
* Application form
* Contact information for at least two professional references

Applications should be sent to Mr. Albin Deforges ([a.deforges-vn@naturland.de)](mailto:a.deforges-vn@naturland.de) together with Ms. Eva Gemmel ([e.gemmel@naturland.de](mailto:e.gemmel@naturland.de)) with the subject line "Application for Local Senior Trainer - [Your Name]."

The vacancy is on a **rolling basis**.

**Naturland Organic Farmer Association is an equal opportunity employer. We encourage applications from all qualified individuals, regardless of race, gender, disability, or background.**