

Call for Applications

Forestry and Biodiversity Specialist

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

August 2025 – December 2029.

Contract Type

The position is for Vietnamese nationals only.

Project Description

SOCODEVI Vietnam is looking for a qualified candidate to take on the position of Forestry and Biodiversity Specialist. The successful candidate will work directly with local partners and communities to support the implementation of the BLOOM project (Biodiversity and Livelihood Opportunities for Ethnic Minority Women), a Global Affairs Canada-funded initiative (2025–2030) that promotes biodiversity conservation and inclusive livelihoods in Ha Giang and Dak Lak provinces. The project's ultimate goal is to improve the health of key ecosystems to support biodiversity and climate change adaptation with a focus on ethnic minority women and their communities in Ha Giang and Dak Lak provinces.

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 High Conservation Value Forests (HCVFs) for biodiversity and climate adaptation.

- **Outcome 1200:** Increased sustainable use of HCVF biodiversity 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 HCVFs that are critical for biodiversity and climate resilience.

Position summary

The Forestry and Biodiversity Specialist will work under the supervision of the Deputy Project Director and lead technical activities related to forestry / biodiversity conservation and inclusive governance, ecosystem-based adaptation, and the co-design and implementation of locally adapted nature-based solutions. The Specialist will be responsible for ensuring the quality, relevance, and effectiveness of relevant components, including planning, monitoring, budgeting, and results-based reporting in alignment with project objectives and donor requirements. S/he will lead and manage the technical implementation of relevant activities under Outcome 1100 (Nature-based Solutions) and Outcome 1300 (Inclusive Forest governance) that promote sustainable forest management, biodiversity protection, and community-based conservation.

S/he will work in coordination with local government authorities, communities, project staff based in Vietnam and at SOCODEVI headquarter, and technical partners, and provide expert guidance to ensure high-quality, inclusive, and climate-resilient forestry interventions.

S/he will contribute to the identification, design, and development of new project opportunities and strategic partnerships, with the chance to actively engage in concept development, proposal writing and innovation supporting both professional growth and organizational impact.

Specific Tasks and Responsibilities

Project Delivery (50%)

- Lead the design and implementation of forestry and biodiversity conservation activities aligned with project outcomes.
- Promote and support community-based forest management models and NbS tailored to local ecosystems.
- Contribute to biodiversity assessments and ecological baselines.
- Work closely with the Agriculture and Markets specialist to provide technical inputs for agroforestry, reforestation, forest-dependent livelihoods, and climate adaptation initiatives related to value chains and financial inclusion.
- Act as budget holder for designated project outcomes and activities, ensuring that all expenditures are planned and monitored in accordance with donor guidelines and SOCODEVI's financial policies
- Support the integration of gender- and inclusion-sensitive approaches in environmental strategies.
- Contribute to the development of training tools and facilitate training for field teams and stakeholders.

Partner and Stakeholder Engagement (30%)

- Coordinate with provincial authorities, forest management boards, local mass organizations, and NGOs.
- Support partnerships with research institutions and biodiversity experts to inform evidence-based programming.
- Organize and participate in technical workshops, trainings, and community outreach events.
- Represent the project in relevant environmental and forestry networks at national and international levels.

Monitoring, Evaluation, Learning and Communication (10%)

- Contribute to the development and means of measurement of indicators related to biodiversity, forest integrity, and community-based conservation.
- Work with the MEL manager to ensure appropriate tracking of environmental outcomes and best practices
- Support field monitoring, data analysis, and documentation of lessons learned on forestry and biodiversity conservation.

- Collaborate closely with the Communications Officer to identify and leverage communications and media opportunities that promote SOCODEVI and DID's work and increase their visibility within the wider development community in Vietnam and internationally.

Gender Equality and Social Inclusion mainstreaming (10%)

- Collaborate with the Gender Equality and Financial Inclusion specialist to ensure the integration of Canada's Feminist International Assistance Policy principles across all project components, including forestry, nature-based solutions, and value chains.
- Provide input on Gender-sensitive indicators related to environmental outcomes, such as participation in forest governance, access to sustainable livelihoods, and climate resilience.
- Help raise awareness and capacity among local partners, and community groups on inclusive approaches to conservation and forest management.

Professional Requirements

Minimum:

- Postgraduate degree in forestry, environmental sciences, biodiversity conservation, natural resource management, or related field (bachelor's degree with significant experience also considered).
- At least 7 years of relevant experience in forestry or biodiversity-related projects, preferably in upland or ethnic minority areas.
- Proven experience in designing and implementing conservation or forest-based livelihood and governance projects.
- Familiarity with participatory approaches, landscape management, and ecological restoration.
- Experience working with ethnic minority communities and/or local communities.
- Strong analytical, facilitation, and communication skills in English.
- Proficient in standard IT tools (Word, Excel, PowerPoint).

Desirable:

- Experience with donor-funded initiatives (e.g., Global Affairs Canada, EU, USAID, DFAT, etc.).
- Knowledge of Vietnam's forestry law, REDD+, and national biodiversity strategies.
- Proficiency in GIS tools and spatial analysis for environmental and conservation planning.
- Familiarity with gender-sensitive conservation approaches.

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-month full-time employment contract, with strong potential for extension.
- **Workplace:** Based in Hanoi, with regular travel to Ha Giang and Dak Lak provinces.
- **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 this [link to access the online application form](#). Applications by email will not be accepted. Only short-listed candidates will be notified. SOCODEVI offers a competitive compensation package, with offers based on the relevant experience and qualifications of the selected candidate. The closing date for applications is **Tuesday, 24 June at 5:00 PM Hanoi time.**