**Vietnam Field Coordinator**

**(October - November 2025)**

# About [Scale Welfare](https://www.scalewelfare.org/)

We are a new charity with a **mission to improve farmed fish welfare in Vietnam**. We plan to do this by building on existing research and conducting our own field visits and studies to test multiple intervention models. Our objective is to find a highly cost-effective intervention that we can pilot and scale to help **reduce the suffering of millions of farmed fish**.

You can read through our full Year 1 Plan [here](https://www.canva.com/design/DAGm2LgFsuU/hb__ssms6mU1gqfyhYwXZA/view?utm_content=DA%5B%E2%80%A6%5Dhare&utm_medium=link2&utm_source=uniquelinks&utlId=h5025f6552a).

# About the role

We are currently planning our **first field visit in Vietnam in October 2025** (both charity co-founders will be present) to meet farmed fish supply chain stakeholders, particularly producers (e.g. small-scale fish farmers, corporations culturing fish for export) to get a better understanding of the fish farming landscape in Vietnam. **We plan to visit fish farms in different regions of the country but mainly in the Mekong Delta.**

We are looking for a **short-term contractor with strong planning, organisation and communications skills to help us plan and conduct this visit, and carry out follow-up activities afterwards.** We are open to a flexible time commitment (initial 2-month contract duration with the possibility to extend). A full list of responsibilities is outlined below.

# Responsibilities

*Before the field visit (2-3 weeks):*

* Identify and contact fish producers (from small-scale fish farmers to corporations culturing fish for export) willing to meet with us
* Schedule visits to fish production sites during our field visit
* Plan all logistics of visits to fish production sites
* Start mapping stakeholders (e.g. producers, wholesalers, retailers, industry organisations and associations, NGOs, academics, government departments) relevant to farmed fish welfare in Vietnam

*During the field visit (2-3 weeks):*

* Manage all logistics of visits to fish production sites
* Help collect information and data during visits
* Assist with translation and cultural navigation

*After the field visit (4 weeks):*

* Support with the development of a comprehensive field visit report
* Start and maintain a stakeholder contact database
* Conduct follow-up communications with all producers and other stakeholders visited
* Complete mapping stakeholders (e.g. producers, wholesalers, retailers, industry organisations and associations, NGOs, academics, government departments) relevant to farmed fish welfare in Vietnam
* Support co-founders with a preliminary intervention feasibility assessment evaluating welfare interventions that could be feasible at production sites
* Conduct desk research into other industry stakeholders to contact in order to further explore opportunities to improve farmed fish welfare
* Make strategic recommendations for future work based on field visit findings and follow-up research

# Requirements

Below are the key requirements we are looking for but **we do not expect every candidate to meet all of them**. We strongly encourage you to apply if you meet most but not all of them:

* Interest in farmed animal welfare in Vietnam
* Bachelor’s degree in any field
* 2+ years professional working experience
* Strong organisational, logistical and planning skills
* Fieldwork and stakeholder engagement experience
* Strong written and verbal communication skills
* Availability and willingness to travel for up to 3 weeks during field visit (tentative dates are 13-31 October)
* Fluency in English and Vietnamese

**If you have any of the below it would be a plus**, although these are not necessary:

* Knowledge of fish farming practices
* Existing connections with relevant stakeholders, especially fish producers
* Understanding of animal welfare concepts (fish welfare understanding a plus)

# What we can offer

* The opportunity to help **build the foundations of our work** and **develop practical knowledge about farmed fish production in Vietnam during the field visit**
* The possibility to extend your contract (based on performance and organisational fit) and **make a meaningful long-term contribution to farmed fish welfare**
* Work in a **startup culture**, with close co-founder collaboration and little organisational bureaucracy
* **High autonomy** to take the lead and influence key decisions about our work in Vietnam

# Practical considerations

* You must have the **right to work as an independent contractor in Vietnam** - you will be responsible for tax payments and other benefit contributions
* Location: **Ho Chi Minh City or Mekong Delta** but up to 3 weeks will be spent travelling to visit fish production sites
* All travel-related expenses (transportation, accommodation, travel per diem) will be **covered by Scale Welfare**
* **2-month contract duration** (with possibility to extend)
* We are open to contracting on a **flexible time commitment**
* **Start date: 1 October** (but 29 September preferred)
* **Compensation: 15-25 million VND per month** if full-time (final amount dependent on role fit and employee needs)

# Application process and deadline

If you are interested in this role and can fulfill some, most or all of the above requirements, please complete this [short application form](https://forms.gle/BfW3oqikyzGY4dJY9). Applications will be reviewed on a rolling basis until the **deadline of 17 August 2025.**

Shortlisted applicants will be invited to complete a short test task before we proceed to the final interview stage prior to making an offer.

If you have any questions, please feel free to contact Ameer Virani via email: [**ameer@scalewelfare.org**](mailto:ameer@scalewelfare.org)

*Note that applications can only be submitted via the application form above, we will not be reviewing applications received via email or any other channel.*