



Drive impact in climate solutions – Join us as Project Director for MekongElevate!

About the role

The **Project Director** will lead this ambitious, multi-stakeholder program, ensuring successful implementation, coordination, learning, and sustainability. This role is responsible for directly overseeing project implementation in Vietnam, which accounts for 70% of level of effort, while also having strategic oversight of project implementation in Laos and Cambodia, where separate Project Managers are responsible for country-level execution. This position requires high-level representation, strategic oversight, and ensuring that MekongElevate delivers transformative, gender-responsive, and socially inclusive climate solutions.

About the MekongElevate project

MekongElevate is a DFAT funded multi-country initiative focused on strengthening climate resilience for ethnic minority communities - particularly women, youth, and people with disabilities - across Vietnam, Cambodia, and Laos. The project promotes *climate-smart agriculture (CSA)*, *enhanced social protection and safety nets*, and *inclusive governance* to support community-led climate adaptation and mitigation.

Key Responsibilities

1. Strategic Leadership and Program Oversight

- Provide overall strategic leadership for the MekongElevate project in Vietnam, ensuring alignment with project objectives and CARE's Climate Justice and Women's Economic Justice priorities.
- Have strategic oversight of the project implementation in Laos and Cambodia, supporting country Project Managers while ensuring a cohesive regional approach.
- Ensure the effective and efficient implementation of project activities, overseeing progress towards outcomes, adaptive management, and risk mitigation.
- Develop and implement strategic work plans, annual budgets, and performance targets, ensuring alignment with donor expectations.
- Lead and manage a multi-disciplinary, geographically dispersed team, fostering a collaborative and results-driven culture.
- Serve as the focal point for MekongElevate at the regional level, ensuring effective coordination, collaboration, and governance across the countries.

2. Partnerships and Stakeholder Engagement

- Represent MekongElevate in high-level forums, strengthening relationships with DFAT, government agencies, local organisations, private sector actors, and academic partners.
- Alongside the CARE Australia's Climate and Partnership Lead, ensure strong collaboration with Australian and regional research institutions to advance participatory action research on CSA scaling and loss & damage (L&D) mechanisms.
- Foster meaningful participation of ethnic minority communities, particularly women, youth, and people with disabilities, in project governance and decision-making structures.

- Support and guide the separate Project Managers in Laos and Cambodia in engaging with government bodies to integrate project learnings into national policies and strategies for climate resilience and disaster risk reduction.

3. Technical Quality, Learning, and Innovation

- Oversee the technical direction of the project, ensuring gender-responsive, evidence-based, and socially inclusive approaches.
- Guide the implementation of CSA demonstration farms, farmer learning networks, and innovative community-based safety nets (e.g., Village Savings and Loan Associations, Community Disaster Relief Funds) in Vietnam, while ensuring alignment across Laos and Cambodia.
- Support research partnerships to generate and apply knowledge on CSA, social protection, and inclusive governance, fostering adaptive learning and continuous improvement.
- Ensure that GEDSI (Gender Equality, Disability, and Social Inclusion) principles are fully integrated into project activities, methodologies, and outcomes.

4. Monitoring, Evaluation, and Learning (MEL)

- Provide oversight to the MEL framework, ensuring GEDSI integrated robust data collection, learning loops, and evidence-driven decision-making.
- Lead the implementation of the project's Theory of Change in Vietnam and oversee integration with the approaches in Laos and Cambodia.
- Support independent mid-term and final evaluations, ensuring lessons learned are applied to improve project impact and sustainability.
- Oversee the integration of a Feedback and Accountability Mechanism (FAM) to ensure community voices inform project adaptation and improvements.

5. Financial, Donor Reporting, and Risk Management

- Lead budget oversight (AUD 10 million), ensuring effective allocation of resources and compliance with donor regulations (DFAT).
- Manage project risks, including safeguarding, fraud, security, and environmental concerns, ensuring compliance with CARE and DFAT standards
- Ensure risks are identified and addressed as part of regular project governance meetings.
- Oversee due diligence processes for partner organizations, ensuring strong financial accountability and adherence to CARE's safeguarding policies.
- Ensure high-quality and timely donor reporting, coordinating with country teams to compile reports that meet DFAT requirements and reflect project impact, lessons learned, and adaptive management approaches.

Ideally, you will have:

Essential Qualifications and Experience

- Minimum 10 years of experience in program management, with at least 3-5 years leading multi-country projects, ideally in Southeast Asia.
- Strong expertise in climate resilience, CSA, disaster risk reduction, gender and social inclusion, or rural development, with a deep understanding of the Mekong subregion's environmental and socio-political landscape.
- Demonstrated leadership in managing large, multi-stakeholder programs, with experience in partnership-building, government engagement, and donor relations (especially DFAT).
- Proven ability to directly implement large-scale programs in Vietnam while providing oversight across multiple countries, ensuring collaboration and consistency.
- Experience in gender equality, disability inclusion, social inclusion programming, and safeguarding, particularly in climate resilience and agricultural livelihoods.
- Strong background in MEL, with the ability to translate research findings into action and policy recommendations.
- Financial and risk management expertise, with experience overseeing multimillion-dollar budgets and ensuring donor compliance.
- Excellent communication and negotiation skills, with fluency in English and Vietnamese.

Desirable Qualifications

- Advanced degree in Climate Resilience, Agriculture, Development Studies, Economics, or a related field.
- Experience in designing and implementing research-driven, climate-smart agriculture models.
- Prior experience working with Australian-funded development programs (DFAT, ACIAR, MAP2) or equivalent.

Interested?

We invite **Vietnamese candidates** to submit expressions of interest to join our team. Please email a letter of interest and CV in English language to vn.jobs@care.org by **14th April 2025**. As part of our application process, we kindly ask that you include the following in the subject line of your application email: **Project Director for MekongElevate Application - [Your Full Name]**.

Since 1989, CARE in Vietnam has partnered with a wide range of organizations to implement over 300 impactful projects across the country. We believe that true sustainable development can only be achieved by addressing the root causes of poverty, social injustice, and inequality. In collaboration with our partners, we are committed to empowering women and their communities—whether smallholder farmers, workers, or owners of micro and small enterprises—by enhancing their skills, confidence, and capacity to engage in economic development, adapt to climate change, and strengthen their resilience to natural or major disasters. Together, we aim to foster a society where development is inclusive, equitable, and accessible to all.

CARE participates in the Inter-Agency Misconduct Disclosure Scheme. In line with this Scheme, we hereby request information from the candidate's previous employers about any findings of sexual exploitation, sexual abuse and/or sexual harassment during employment, or incidents under investigation when the candidate left employment. All offers of employment are subject to satisfactory references and appropriate screening checks. By submitting an application, the job applicant confirms his/her understanding of these recruitment procedures.

CARE is an Equal Opportunity employer. We provide equal employment opportunities to all employees and qualified applicants for employment without regard to race, color, sex, religion, ancestry, national origin, age, disability, marital status, or veteran status, or any other characteristics protected under applicable law.