



# Regional Manager – Mekong Region

Position description  
*April 2025*

  
**alluvium**  
group



# Who we are

## The Alluvium Group

At Alluvium Group, we are dedicated professionals making a lasting impact for society, nature and the environment. Our multidisciplinary and technical expertise combined with an agile and innovative mindset set us apart in the industry. With a strong commitment to employee ownership, we foster a sense of belonging and shared success.

We offer a flexible working environment, profit sharing, professional memberships, ongoing training and development as well as international opportunities. Our internal research program reinvests 10% of profits into pioneering projects, promoting continuous growth and innovation. Every employee helps shape our direction and elevate industry standards.

We are driven by change, guided by science, and sustained by impact.

**This role will lead the Alluvium Group's presence in the Mekong region.**

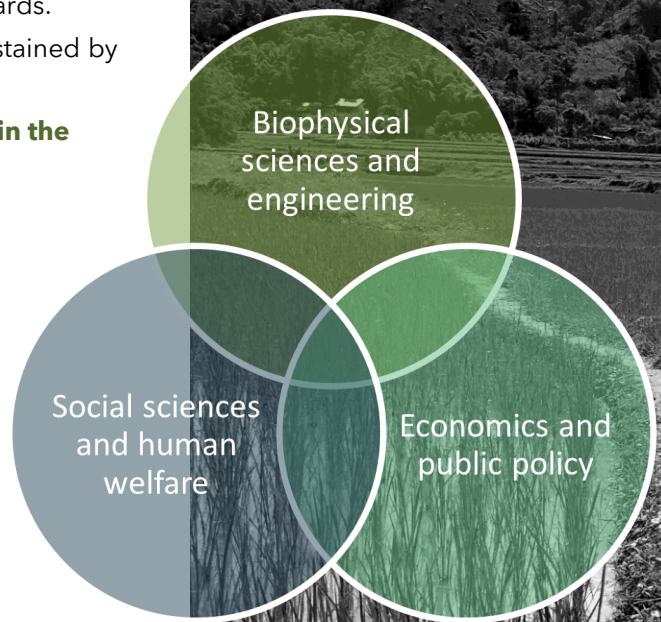
## The Alluvium Group in the Mekong

The countries of the Lower Mekong Basin (LMB) are facing huge challenges in adapting their populations and economies to a rapidly changing climate. Alluvium takes a science based, ecosystem-focussed and collaborative approach to working with government, private sector and communities to address these challenges. Through this approach we are helping to build a greener and more resilient future for the region.

We have had success in building towards this vision. We have helped bring innovative approaches such as nature-based solutions, river basin planning and transitions to renewable energy into the Mekong region. We are currently delivering a portfolio of projects across Thailand, Vietnam, Lao PDR and Cambodia. Our clients include United Nations agencies (UNDP, UNEP and UNFAO), bilateral funding agencies (DFAT, GIZ) and the private sector.

We have grown to more than eight staff based in Ho Ch Minh City, Can Tho, Vientiane and Phnom Penh.

But there's more work to do. We need your help in growing a thriving business providing trusted and innovative consulting services at the intersection of people and nature.





# About this role

## **We are looking for a dynamic leader for our team in the countries of the Lower Mekong Basin (LMB).**

We are looking for a Regional Manager to lead the Alluvium Group's presence in the LMB including driving the growth of our team. The role will be responsible for building a sustainable business in the LMB and growing Alluvium's reputation as a trusted and innovative provider of services at the intersection of people and the environment.

We are looking for someone that:

- Has experiencing managing and growing a business or organisation in a cross-cultural context.
- Is a recognised leader in their chosen discipline, with a passion for contributing to resolving the complex environment and community issues facing the LMB.
- Understands that technical excellence and inspiring a team are critical to making a positive impact and for the ongoing success of a business.
- Shares our themes of culture, impact and value; and will reflect this in decision making and business development choices.

HCMC is preferred location (capital cities such as Hanoi, Bangkok, Vientiane and Phnom Penh will be considered).

## **What you will be doing in this role**

- Setting strategy and undertaking business planning under the Group's overall strategy .
- Establishing and meeting team goals in line with strategy and planning.
- Managing and growing a high-performing team.
- Monitoring of project delivery and business financial health.
- Driving business development activities with a focus on government, multi-lateral and private sector clients.
- Developing and/or maintaining relationships with key potential and existing clients and partners.
- Having a positive impact on people and the environment through winning and delivering projects.
- Hiring and training personnel, overseeing professional development of team members.
- Leading LMB team engagement with Group initiatives such as the Alluvium Foundation (a not-for-profit) and our Research and Insights Program.
- Developing and leveraging relationships across the Alluvium Group including with teams in India, Australia and Fiji.

# Skills and Experience

## Strategic skills and experience:

- A genuine curiosity in the work we do and a desire to have a positive impact on people and the environment in the Lower Mekong Basin (LMB)
- Deep understanding of the LMB market for expertise in climate resilience, water resources management and/or energy transition
- A growth mindset
- Demonstrated experience in developing and executing business strategy
- Prior experience building high performing teams in professional services and consulting
- Experience in and passion for driving exceptional technical and financial performance
- Financial acumen in a consulting environment
- Demonstrated ability in communicating information, including high quality writing skills

- Excellent industry profile and network
- Demonstrated initiative and drive and ability to work in time pressured environments
- Ability to identify and manage risk

## Technical skills and experience:

- PhD or Master's Degree in relevant field
- More than 15 years' experience including project delivery and increasing role in business management
- Fluency in English is critical, it would be advantageous to be able to speak an LMB country language as well
- Experience delivering projects for private sector clients is desirable



# What we offer

**An award-winning workplace that is listed as one of the Great Places to Work for women. Our people contribute significantly to our culture and success.**

- Competitive remuneration commensurate with skills and experience and subject to negotiation.
- Opportunity to work with and interact with recognised leaders in the field.
- Profit share.
- The opportunity to become a shareholder in the Alluvium Group (over 50% of our staff are shareholders) benefiting from dividends and capital growth.
- Opportunities to grow your professional skills and experience through international study tours, Group supported research programs , Group-wide training .
- Opportunities to work with senior leaders across the business on research topics through our Research and Insights Program.
- Exposure to through leadership and innovation through the Alluvium Foundation.
- Career development through the wide range of opportunities we can provide and mentoring from industry leaders.
- Laptop computer and phone plan for work and personal communications.
- Health insurance provision.
- Flexible working arrangements (home and office).
- Opportunity to work internationally and access international projects.
- Potential future leadership opportunities in other geographies such as Australia.
- The Alluvium Group has an active reconciliation program, is listed as a Great Place to, operates as a carbon neutral business and is a certified BCorp.



## To apply for this exciting role:

Please email a CV and short cover letter (max two pages) outlining why you are the right candidate for this role to [phuongtt@amperes.com.au](mailto:phuongtt@amperes.com.au)

If you would like more information on the role, please contact Simon Hammer for a confidential discussion ([simon.hammer@alluvium.com.au](mailto:simon.hammer@alluvium.com.au))

### Please note:

1. Only applications sent directly to the email on this page and containing all the required information will be considered.