



The CAFE-CIRCLE project is funded by the European Union

VACANCY ANNOUNCEMENT

Engineer the Future of Sustainable Coffee

Join CARE in Vietnam as an Environmental & Circular Economy Specialist!

About the position

CARE Vietnam is looking for an Environmental & Circular Economy Specialist (Coffee Value Chain) to drive innovative, practical solutions for sustainable coffee processing and circular production systems.

The job holder sits at the intersection of engineering, sustainability, and market-driven development, focusing on designing and scaling resource-efficient, low-emission solutions for Micro, Small, and Medium Enterprises (MSMEs) and smallholder-based value chains. The Specialist will lead the development and application of real-world technical solutions - from wastewater treatment and waste valorization to energy-efficient processing systems -ensuring they are not only technically sound but also economically viable and scalable. Working closely with enterprises, cooperatives, and partners, the role translates technical concepts into solutions that can be adopted in practice, improve environmental performance, and unlock new market opportunities.

The position is a full-time role based in Hanoi within the Climate Resilience and Humanitarian Program, requiring approximately 30–50% field travel.

Please note that this position is being re-advertised to attract a broader pool of qualified candidates. Applications from both new candidates and previous applicants are welcome.

About the project

CAFE-CIRCLE: Circular Solutions for Coffee MSMEs in Son La Province is a European Union-funded project implemented by CARE France and CARE International in Vietnam, in partnership with the Son La provincial authorities. The project aims to accelerate the transition towards a more circular, resource-efficient and environmentally sustainable coffee sector in Son La Province by supporting micro, small and medium-sized enterprises (MSMEs) engaged in Arabica coffee processing.

Working with coffee processors, cooperatives, financial institutions and government agencies, the project promotes practical circular economy solutions that reduce wastewater, improve resource efficiency, increase the reuse of coffee by-products and strengthen compliance with evolving environmental regulations and international market requirements. Particular attention is given to strengthening the participation and leadership of women and ethnic minority-owned enterprises throughout the coffee value chain.

The project combines technical capacity building, demonstration models, technology transfer, access to green finance and catalytic grants with policy dialogue and market engagement to create an enabling environment for sustainable business transformation. By addressing both technical and financial barriers, CAFE-CIRCLE seeks to improve the competitiveness and resilience of Son La's Arabica coffee sector while

contributing to Vietnam's Green Growth Strategy, Circular Economy agenda and Net Zero commitments, as well as the European Union's Green Deal objectives.

Over its implementation period, the project is expected to support coffee processing enterprises in adopting circular economy practices, mobilise investment in green technologies, strengthen public-private collaboration, and demonstrate scalable business models that can be replicated across Vietnam's coffee sector.

Key responsibilities

Technical leadership: solution design, testing & implementation

- Lead the design and implementation of environmental and circular economy solutions in coffee processing, including wastewater treatment, resource efficiency, waste valorization, and renewable energy applications.
- Conduct technical assessments to identify environmental performance gaps and opportunities across smallholders, cooperatives, and MSMEs.
- Design, pilot, and refine demonstration models, ensuring solutions are technically sound, cost-effective, and scalable.
- Work closely with project teams, partners, and enterprises to translate technical concepts into viable, field-level applications.
- Monitor and validate solution performance in real production settings, ensuring feasibility, adoption potential, and environmental impact.

Capacity building & technical advisory

- Strengthen the capacity of MSMEs, cooperatives, and partners to adopt and operate environmental and circular solutions.
- Develop and deliver practical training, coaching, and technical guidance tailored to different user groups.
- Provide hands-on technical advisory to troubleshoot implementation challenges and improve system performance.
- Ensure the quality and usability of technical guidelines, tools, and training materials

Knowledge management, learning & scaling

- Lead documentation of technical models, lessons learned, and good practices to support replication and scaling.
- Generate evidence on technical performance, cost-efficiency, and business viability of solutions.
- Support knowledge sharing with partners, private sector actors, and broader programs.
- Identify trends, challenges, and opportunities to inform adaptive learning and continuous improvement

Program development & strategic contribution

- Provide technical inputs to concept development, proposal design, and program strategy in environmental sustainability and circular economy.
- Identify opportunities to scale successful models within value chains and broader program portfolios.
- Represent CARE in technical discussions, partnerships, and networks related to environmental solutions and circular economy

Safeguarding, gender & inclusion

- Comply with CARE's policies and standards on Safety & Security, Safeguarding, Gender Equality, and Inclusion
- Promote gender equality, social inclusion, and non-discrimination in all technical activities and engagements with partners and communities
- Support project partners in strengthening safeguarding practices, including contributing technical inputs to capacity strengthening efforts, as required
- Uphold ethical standards and adhere to CARE's Code of Conduct, including zero tolerance for sexual harassment, exploitation, abuse, and neglect
- Contribute to maintaining a safe and secure working environment through awareness, risk identification, and timely reporting in line with organizational procedures

Qualifications and Experience

Minimum Requirement

- Bachelor's degree in Environmental Science, Environmental Engineering, Natural Resource Management, Agronomy, or a related field.
- Minimum 5 years of relevant experience in environmental solutions, circular economy, sustainable agriculture, or related fields.
- Strong technical expertise in one or more of the following:
 - Wastewater treatment and pollution control
 - Resource-efficient technologies (water, energy)
 - Organic waste management and valorization
 - Renewable energy in small-scale production systems
- Proven experience in designing and implementing technical solutions with MSMEs, cooperatives, or value chain actors.
- Strong interpersonal, and stakeholder engagement skills with the ability to build effective working relationships across diverse groups.
- Excellent communication, facilitation, and training skills, with the ability to convey technical information to non-technical audiences.
- Proven ability to influence, coach, and provide technical guidance to project teams, partners, consultants, and community stakeholders.
- Strong collaboration, negotiation, and problem-solving skills, with the ability to work effectively in multicultural and multi-stakeholder environments
- Fluency in English (written and spoken)

Desirable Requirement

- Master's degree in Environmental Science, Circular Economy, Sustainable Agriculture, or a related field
- Experience in coffee value chains or agro-processing systems.
- Experience working with development programs or donor-funded projects.
- Familiarity with environmental standards, regulations, and ESG-related requirements in Vietnam

How to apply

Applications will be reviewed on a rolling basis, and early applications may be prioritized due to the time-sensitive recruitment schedule

APPLY HERE: <https://forms.cloud.microsoft/e/hMuEaFjDYv?origin=lprLink>

We invite **Vietnamese candidates** to submit their application package in **English** through the [LINK](#) above no later than **5:00 PM (Hanoi time), 20 September 2026**.

Please ensure that your application is prepared according to the following requirements:

- **Cover Letter and Curriculum Vitae (CV)** should be combined into **one PDF file**.
- **File name format:**
Env and Circular Econ Specialist_Your Full Name

Kindly ensure that all information provided is complete and accurate. Incomplete applications or applications submitted after the deadline may not be considered.

Only shortlisted candidates will be contacted for the next stage of the recruitment process.

Thank you for your interest in joining CARE in Vietnam. We look forward to receiving your application.

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.

Safeguarding & Inclusion

CARE is committed to **gender equality, diversity, inclusion, and safeguarding**. All staff are expected to uphold CARE's Safeguarding Policy, Code of Conduct, and contribute to a safe, respectful, and inclusive working environment.

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.