

Advertisement

Junior Professional Officer

Junior Professional Officer in
Decent work in supply chains



International
Labour
Organization

International Labour
Organization (ILO)

Closing date
23 April 2026

I General information

Title:	Junior Professional Officer in Decent work in supply chains
Sector of Assignment:	ILO Country Office for Viet Nam (CO-Hanoi)
Country:	Viet Nam
Location (City):	Hanoi
Agency:	International Labour Organization (ILO)
Duration of Assignment:	Initially one year with the possibility to extend up to a maximum total of 3 years
Grade:	P2 step 1 in the first year

This post is opened in the context of the Junior Professional Officer (JPO) scheme sponsored by the Government of the Netherlands and is addressed **exclusively** to **PEOPLE WITH THE DUTCH NATIONALITY**.

For the minimum qualification requirements see the website of Nedworc Foundation:
[Junior Professional Officer Programme - Nedworc Foundation](#)

Maximal age limit is 32 years as of 31 December of the year of application.

Please read the criteria and FAQ section carefully before considering applying

II Duties and responsibilities

Under the direct supervision of the ILO Employment and Labour Market Policy Specialist, the Junior Professional Officer will contribute to ILO's work on decent work in supply chains in Viet Nam, in line with the [ILO Strategy on Decent Work in Supply Chains](#). The JPO will:

- Support the design, implementation and monitoring of supply chain-related development cooperation projects. Contribute to the Decent Work Country Programme and UNSDCF outcomes on supply chains, responsible business conduct, workplace compliance and the ILO MNE Declaration, promoting gender equality and non-discrimination.
- Assist in strengthening global supply chains in key sectors (including garment, footwear, electronics and wood processing) and support constituents in social dialogue and industrial relations.
- Prepare technical inputs on compliance, FPRW and trade for decent work, including research, data analysis and communication materials, and contribute to thematic

partnerships, advocacy, resource mobilization and the 2026-2027 regional implementation plan of the ILO Strategy on Decent Work in Supply Chains.

- Perform other duties as assigned by the supervisor.

III Training component: Learning elements and expectations

Upon completion of the assignment the JPO will have/ will be able to:

- Promote decent work in supply chains, with a focus on the role of sustainable and responsible enterprises, and the role of public and private policies in this respect. This includes global supply chains and compliance issues, local economic development through MNE-SME business linkages, responsible business conduct, ESG, public and private CSR policies, industrial relations, and labour inspection.
- In-depth knowledge of the ILO's approach to promoting international labour standards, respect for workers' rights and the broader contribution enterprises can make to economic and social development, based on the ILO principles. The JPO will also acquire first-hand experience in consensus building through facilitation of dialogues and negotiations and project management.
- Understand and provide technical assistance and policy advice to government officials, as well as representatives of employers' and workers' organizations, and working with them to identify and address capacity gaps.
- Know the functioning of an ILO Country Office, as well as of the ILO and its structure at the regional and global levels, particularly in Viet Nam and at the Decent Work Team and regional level in Bangkok.

The JPO training programme includes the following learning elements:

- Training in the areas of decent work in supply chains and sustainable enterprise development through focussed training as well as on-the-job training
- Exposure to how companies integrate principles of international labour standards in their own operations and in relation with business partners, and how social dialogue is nurtured and supported as an important vehicle of workplace compliance
- Gain knowledge and experience on how governments promote decent work and apply legislation at the factory level, ensuring sustainability of enterprises and protection of workers
- The JPO position includes a Duty travel and training allowance (DTTA) of \$4000 per year which may be used for learning activities related to the assignment and career development.

IV Supervision

Title of supervisor: Employment and Labour Market Policy Specialist

Content and methodology of supervision:

The JPO will participate in an induction phase to familiarize him/herself with the work and processes of the ILO Office and will receive regular guidance and coaching on the technical areas covered. A time-bound work plan will be agreed between the JPO and the supervisor and will be regularly monitored and updated. Work will be discussed with and reviewed by the supervisor at various stages before completion. Performance management will be reviewed in accordance with ILO's Performance Management Framework, as applicable to Junior Professional Officers.

Due to the cross-cutting nature of the position, the JPO will have the opportunity to collaborate with multiple technical teams of the ILO Country Office for Viet Nam, as well as with the ILO Regional Coordinator for Decent Work in Supply Chains and other ILO specialists in the Regional Office and the Decent Work Technical Support Team in Bangkok, and in the technical departments at ILO Headquarters.

V Required Qualifications and Experience

Age: Maximal age limit is 32 years as of 31 December of the year of application.

Education:

Master's degree or equivalent in law, economics, political science, industrial relations or other social sciences.

In exceptional cases candidates with a Bachelor's degree plus a minimum of 4 years relevant working experience can be considered.

Working experience:

Minimum of two years relevant working experience after obtaining Master degree either at national or international level (private sector, government, workers' organization, academia). Experience working on supply chains in Asia and capacity to implement project activities in particular relating to research and stakeholder engagement, is desirable.

Minimum of four years relevant working experience after obtaining Bachelor's degree.

Work experience within the UN system should not exceed 1 year, including UNV, (paid) UN internship and UN consultancy.

All paid work experience since obtaining Bachelor's degree will be considered. Internships will be counted at 50%.

Languages: Excellent command of English. Excellent drafting skills and ability to communicate clearly and effectively both orally and in writing.

Working knowledge of a second ILO language (French or Spanish) is an advantage.

Key competencies

- Knowledge of socio-economic factors, labour market context and supply chains affecting decent work in Viet Nam.
- Ability to draft reports and prepare guidelines relating to project development and implementation and ability to provide technical support to specialists regarding project implementation.
- Ability to coordinate the work of external collaborators.
- Excellent analytical and organizational skills.
- Ability to manage competing priorities. Ability to work under time pressure and meet deadlines.

VI Background information on Agency/Department/Section

The International Labour Organization is the United Nations agency for the world of work. The ILO brings together governments, employers and workers to drive a human-centred approach to the future of work through employment creation, rights at work, social protection and social dialogue.

In 1992, Viet Nam rejoined the ILO. The ILO Country Office for Viet Nam was established in Hanoi in 2003 and remains among one of the organization's biggest country offices. The main aims of the ILO in Viet Nam are to promote rights at work, encourage decent employment opportunities, enhance social protection, and strengthen dialogue on work-related issues. The ILO provides high-quality, timely and integrated technical assistance to constituents and other stakeholders in Viet Nam towards their objectives of socioeconomic development and decent work for all. Through the ILO's Decent Work Country Programme (DWCP) in Viet Nam, the Country Office works at the core of the transformational change that Viet Nam has been undergoing. The DWCP responds to the challenges identified in the Socio-Economic Development Plan and Socio-Economic Development Strategy 2021-2030 and is aligned with the United Nations Sustainable Development Country Framework (UNSDCF).

Over the last decades, the country has transformed itself into one of the world's most dynamic economies, lifting millions out of poverty in the process. This transformation has its roots in the Doi Moi policy of the 1980s, which started a dynamic socialist-oriented market economy leading to diversification of sectors, expansion of foreign direct investment (FDI), integration into global supply chains and job creation, and accompanied by growth in living standards and an increasingly well-educated labour force. Through their globalized production systems, multinational enterprises (MNEs), their subsidiaries and extended value chains, represent an important share of the private sector in many developing and industrialized economies. Viet Nam is no exception. The ILO (2025) analysis on *Jobs in trade and global supply chains in Viet Nam* examines key trends and outlines efforts to enhance the resilience and inclusiveness of global supply chains (GSCs), while promoting decent work and enabling just transitions for workers and enterprises to contribute to Viet Nam's socio-economic aspirations. The country has demonstrated a strong export-oriented growth and appeal for FDI. Viet Nam is home to many MNEs operating in economic sectors ranging from manufacturing (e.g., garment and textiles, electronics), to hotel and tourism, and agriculture. Local small and medium enterprises (SMEs) have been integrated into the global production system as suppliers to these MNEs as well as those sourcing from abroad. While these economic sectors have enormous potential for job creation, opportunities for improvement exist regarding promoting decent work. The ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (the MNE Declaration) urges MNEs, governments, and representative organizations of employers and workers to come together to discuss issues of mutual concern with the aim of exchanging information, fostering synergies and identifying areas for possible collaboration.

Viet Nam has made international commitments to the promotion of decent work in major free trade agreements. These include the Comprehensive and Progressive Trans-Pacific Partnership Agreement (CPTPP) and EU-Viet Nam Free Trade Agree (EVFTA). While these treaties are linked to FDI inflows and easier access to major export markets, CPTPP and EVFTA require Viet Nam to adopt and implement ILO's Fundamental Conventions, and their principles enshrined in the ILO Declaration on Fundamental Principles and Rights at Work (ILO FPRW Declaration).

The ILO has the mandate and the responsibility to support governments, workers and employers in promoting and applying the FPRW in all member states. In Viet Nam, the ILO Country Office has been working closely with its constituents and partners, including at sectoral and enterprise levels, to support their efforts in adhering to the international commitments the country made, and ensuring compliance with the ILO FPRW Declaration.

For more information, please consult: <https://www.ilo.org/regions-and-countries/asia-and-pacific/viet-nam>

VII Information on living conditions at Duty Station

The UN Department of Safety and Security provides travel advisories and guidance to UN staff.

VIII How to apply

Applicants can apply through this link [Junior Professional Officer in Decent work in supply chains Job Details | International Labour Organization](#)

Before 23 April 2026.

Applicants will receive acknowledgement of receipt of their submission
Only shortlisted candidates will be contacted.