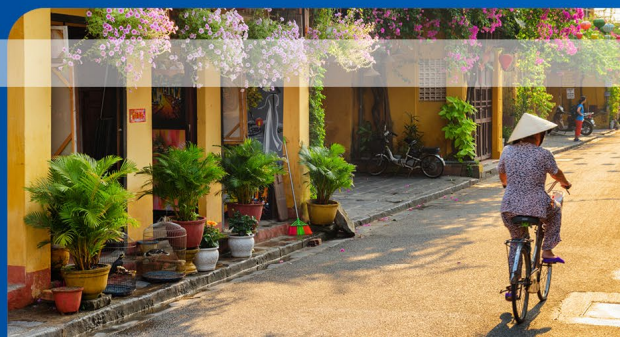
TETRA TECH
International Development

Position Description



Position Title	Technical Expert: Green Skills Integration and Climate Adaptation in the Australian VET System
Work Area	Vocational and Educational Training
Supervisor	VET and Industry Partnerships Manager
Duration of Assignment	Up to 12 days of inputs over 2 months, expected from 18 December 2026 to 20 February 2027.
Location	Remote inputs

Tetra Tech International Development

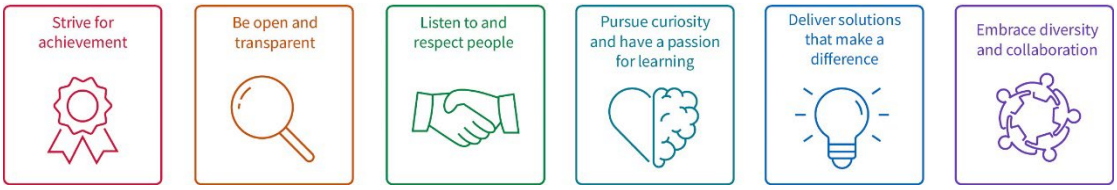
Tetra Tech has a 40-year history in successfully delivering international development projects on behalf of donors right around the world. Our people work side by side with local partners to support stability, economic growth and good governance, positively changing people's lives.

Tetra Tech International Development is part of global consulting firm Tetra Tech. The International Development team implements and manages projects designed to strengthen social and economic infrastructure and improve the lives of people in the Asia Pacific region.

We welcome applicants of all genders, disabilities, ages, ethnicities, and language group.

Our Values

We are a values-based organisation, and our values reflect who we are and what we stand for, and strengthen our engagement with colleagues, partners and clients through our shared values and behaviours.



Overview of Aus4Skills

Aus4Skills Phase 3 is a AUD 90 million investment of the Australian Government over ten years, (2025 to 2035) to progress the goal of enabling Vietnam to realise its human resource development priorities in agreed sectors while promoting a stable, secure and prosperous Vietnam. Building on previous phases of the program, Aus4Skills Phase 3 will continue to support Government of Vietnam partner ministries to support policy priorities, while maintaining flexibility to respond to emerging needs and opportunities.

Australia and Vietnam are long-standing partners in the human resource development sector through a decade of bilateral support and enduring institutional linkages. To date, Aus4Skills has supported delivery of Australia Awards Scholarships (AAS) and alumni engagement, vocational education and training (VET) sector strengthening, and public sector leadership strengthening through the Vietnam Australia Centre (VAC).

Aus4Skills Phase 3 will contribute to building Australia's reputation as a trusted and visible partner in supporting a stable, secure and prosperous Vietnam through a focus on three key components that align with Vietnam's National Socio-Economic Development Strategy for 2021-2030 (with a vision to 2045) priorities and the Australia-Vietnam Development Partnership Plan 2024-2028:

i. Higher Education and Engagement (HEE) including support for AAS, alumni engagement and targeted activities overseen by the Ministry of Education and Training (MOET) with the End of Program Outcome (EOPO) "Australia's alumni leverage their skills, knowledge and networks to contribute to bilateral development priorities and stronger relations between Australia and Vietnam"[1]
ii. The VAC delivered in partnership with the Ho Chi Minh National Academy of Politics, in collaboration with the Australian Embassy (Hanoi), the Office of the Government and the Ministry of Foreign Affairs with the end of program outcome "Vietnam and Australia have a strengthened strategic partnership for public sector governance that fosters increased leadership capability and networks, advances women in leadership, and promotes inclusive green growth and institutional innovation" and
iii. Industry informed VET overseen by MOET in collaboration with the Department of Vocational and Continuing Education and Training (DVCET) with EOPO "Vietnam strengthens delivery of inclusive, climate-adaptive, industry-informed vocational education and training (VET) in key sectors, ensuring that workforce development meets industry demands and promotes social equity.

Position Summary

The expert will develop technical report delivering a targeted knowledge-sharing framework analysing how the Australian VET system structurally adapts to climate change with green skills development. The technical report focuses on extracting lessons learned and systemic mechanisms from Australia to inform Vietnam's VET green skills development across three core pillars: policy, curriculum frameworks, and teacher training.

The Technical Expert will develop a technical report examining how climate change mitigation, adaptation and sustainability objectives are embedded within the Australian vocational education and training (VET) system. The report will analyse how green skills priorities are translated from policy into practice across the VET ecosystem, including governance arrangements, training package development, workforce capability building, and delivery at the training provider level.

Drawing on Australian experience, the report will identify practical lessons, effective approaches, and transferable models to inform Vietnam's efforts to strengthen green skills development. The analysis will focus on three interconnected pillars: policy and system governance, curriculum and training package development, and workforce capability development for VET educators.

Key Responsibilities

The Technical Expert will undertake a desk review and develop a technical report on how the Australian VET system supports workforce adaptation to climate change through green skills development, covering the following areas:

Pillar 1: Policy and System Governance

- Analyse how national and state-level VET policies, strategies and workforce planning mechanisms integrate climate change mitigation, adaptation and net-zero transition priorities.
- Examine the role of key institutions, including Jobs and Skills Australia and Jobs and Skills Councils, in

[1] Aus4Skills Phase 3 program logic

Key Responsibilities

identifying and responding to emerging green workforce needs.

- Document examples of effective policy implementation, with a focus on logistics and care and support sectors.

Pillar 2: Training Package Development and Curriculum Reform

- Describe the mechanisms through which Jobs and Skills Councils review, update and embed green competencies within national training packages.
- Analyse how sustainability, environmental stewardship, climate resilience and circular economy principles are incorporated into units of competency and qualification design.
- Provide practical examples from the logistics and care and support sectors demonstrating how green skills are reflected in training delivery and assessment.

Pillar 3: VET Workforce Capability Development

- Review national and sector-based approaches to strengthening the capacity of VET trainers and assessors to deliver green skills training.
- Examine professional development frameworks, industry engagement models and digital learning approaches that support educator capability.
- Propose a practical train-the-trainer model informed by Australian experience that could support future Aus4Skills initiatives to strengthen green skills delivery in Vietnam

Key Deliverables

Deliverable No. 1 by 20th December 2026

- Attend meeting(s) with Aus4Skills to clarify expectations, scope and key focus areas
- Develop a detailed Report outline in consultation with Aus4Skills

Deliverable No. 2 by 15th January 2027

- Develop the first draft and submit to Aus4Skills for feedback

Deliverable No.3 by 28th January 2027

- Revise the technical report based on feedback and submit the revised version to Aus4Skills

Deliverable No.4 by 8th February 2027

- Issue the final Report (including content and formatting) of no more than 35 pages (excluding annexes, references, table of contents, list of abbreviations), covering the key content outlined in the Expected Content section.

Note: The final report must be a fully formatted Word document, using Calibri font 11-point size and adhere to DFAT branding guidelines (to be provided by Aus4Skills). The report will be the property of DFAT, Australian Government.

The deliverable timeline above is indicative and subject to adjustment.

Selection Criteria

Experience, Knowledge and Skills

The expert is expected to demonstrate the following skills/knowledge:

- Demonstrated expertise of green skills development in the Australian VET system, including sound knowledge of relevant legislation, policies, and practices (e.g. green skills forecast, training packages development…).
- Proven experience working with JSCs, RTOs and/or VET regulatory bodies on green skills development (desirable).
- Demonstrated ability to produce high-quality analytical or technical reports in English.
- Strong research, writing, and communication skills, with the ability to synthesise complex information for a diverse audience.

Code of Conduct

In accordance with Tetra Tech's Code of Conduct and Client Service Standards, all staff are expected to display professional behaviour, communicate respectfully, and perform their duties responsibly.

Child Protection

Tetra Tech International Development is committed to protecting the rights of children. We reserve the right to conduct police checks and other screening procedures to ensure a child-safe environment.

Gender Equality, Disability and Social Inclusion

Tetra Tech International Development does not discriminate on the basis of ethnicity, race, colour, religion, disability, sex, sexual orientation, gender identity or expression, national origin, veteran status, marital status, or any other identity. We strongly encourage applications from minoritized groups and promise to ensure our application process is accessible and inclusive.

Protection from Sexual Exploitation, Abuse and Harassment

Tetra Tech International Development is committed to respectful workplaces and does not tolerate sexual exploitation, abuse or harassment of any kind.

A position description is not intended to limit the scope of a position but to highlight the key aspects of the position. The requirements of the position may be altered in order to meet the changing operational needs of Tetra Tech International Development.