The following job description is meant to describe the general nature and level of work being performed within VinGroup and is not intended to be an exhaustive list of all skills, duties or specific responsibilities assigned to a person-specific position. All job requirements are subject to modification and changes. Employees will be required to follow any other job related instructions and to perform other job-related duties as requested by their managers. Requirements listed are minimum levels of knowledge, skills and abilities to perform each duty successfully.

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| **General Information** |
| **Title:** | **Environment, Health & Social (EHS) Lead** |  |
| **Location:** | Hai Phong/Vietnam |  |
| **Department:** | **VinFast** |  |
| **Status:** | Backfill |  |
| **Reports to:** | **ESG Director** |  |
| **Direct reports:** | Subordinates |  |
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| **Position Overview** |
| **About:**VinFast - a member of Vingroup – envisioned to drive the movement of the global smart electric vehicle revolution. Established in 2017, VinFast owns a state-of-the-art automotive manufacturing complex with globally leading scalability that boasts up to 90% automation in Hai Phong, Vietnam.Strongly committed to the mission for a sustainable future for everyone, VinFast constantly innovates to bring high-quality products, advanced smart services, seamless customer experiences, and pricing strategy for all to inspire global customers to jointly create a future of smart mobility and a sustainable planet. Learn more at: https://vinfastauto.com. **Position** The EHS Lead will provide strategic direction and leadership in all aspects of environmental health and safety, as well as social responsibility, for VinFast's Hai Phong facilities. You will oversee the development and delivery of EHS training, guide departments in implementing control programs, manage compliance reporting, and represent VinFast in interactions with external stakeholders regarding EHS and ESG matters. |

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| **Position Responsibilities** |
| * Develop and oversee the execution of a comprehensive EHS management system, ensuring compliance with Vietnamese regulations and international best practices.
* Lead the development and delivery of engaging EHS training programs for employees and contractors.
* Collaborate with manufacturing shops and other departments to initiate and guide the implementation of effective EHS control programs.
* Manage a team of EHS professionals and ensure they have the resources and support to effectively perform their duties.
* Oversee the preparation and maintenance of comprehensive environmental documentation, including permits, reports, and records, for regulatory compliance.
* Conduct internal audits and lead the team in preparation for external audits by lenders, investors, and regulatory agencies, aiming for positive EHS & ESG ratings.
* Stay abreast of evolving environmental regulations and industry best practices in the EV manufacturing sector.
* Identify and implement opportunities for continuous improvement in EHS performance and social responsibility practices.
* Liaise with relevant internal departments (e.g., Engineering, Production, Human Resources) to ensure EHS and social considerations are integrated throughout VinFast's operations.
* Develop and maintain strong relationships with external stakeholders, including government agencies, environmental NGOs, and local communities.
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| **Position Requirements** |
|  * Master's degree in Environmental Science, Public Health, Sustainability, or a related field (preferred); Bachelor's degree with significant experience may be considered.
* Minimum 7 years of experience in leading EHS programs within a manufacturing environment.
* Proven experience in developing and delivering comprehensive EHS training programs.
* In-depth knowledge of environmental, health, and safety regulations in Vietnam, along with strong understanding of social responsibility principles.
* Demonstrated ability to lead and motivate a team of professionals.
* Excellent communication, interpersonal, and collaboration skills.
* Ability to work independently, manage multiple priorities effectively, and thrive in a fast-paced environment.
* Proficient in Microsoft Office Suite; experience with EHS management software (a plus).
* English proficiency is a plus.
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