



01 GENERAL MANAGER

OPERATIONS & TEAM LEADERSHIP

A grounded changemaker. Partner to our founder. — do the hard but right things ↘

Not a smooth talker or a solo star — a business partner of high integrity who leads from the front, works side by side with our foreign founder, and grows together with the team.

WHO WE ARE

A leading supplier of vegan leather and upholstery fabric — 10+ years in Vietnam, 1,500+ factories served across furniture, automotive, footwear, bags and projects. We aim to build a company that creates value *and* empowers every hardworking person in it — bringing kind, talented people together to do something good.

→ WHAT YOU'LL DO

■ DRIVE REFORM, PRAGMATICALLY

Run daily operations with the founder — respect what works, and firmly lead the reforms that move us forward.

■ LEAD BY EXAMPLE

Inspire through professionalism and action, not slogans. Unlock the team's potential; build a culture of trust and results.

■ TURN POTENTIAL INTO GROWTH

Turn our strong prospects and premium resources into measurable growth and Việt Kai's next stage.

→ WHO YOU ARE

■ CHARACTER FIRST

Our non-negotiable baseline: the highest ethics and responsibility. Humble, disciplined, action-oriented, true to your word.

■ GENUINELY DRIVEN

Not blind ambition — a real inner drive and love for the business, ready to pour your heart into shared goals.

■ COURAGE WITH EMPATHY

The grit to lead deep organizational change, and the empathy to care for people and bring the team along.

■ CROSS-CULTURAL BRIDGE

You grasp the foreign founder's vision accurately and turn it into concrete plans the local team owns.

■ EXPERIENCE

Bachelor's degree; proven team and operations leadership in a growing business (B2B industry is a plus).

→ WHAT WE OFFER

■ **Sincere profit-sharing** — a competitive salary matched to your capability, plus a clear, tangible profit-sharing plan.

■ **Full trust & autonomy** — the founder empowers leadership and rejects micromanagement. This is your stage.

■ **A meaningful, win-win journey** — ethical, like-minded peers; personal success while giving back to society.

■ Statutory insurance, paid annual leave, and regular team-building events.

WORKING HOURS Monday–Friday 8:00 AM – 5:00 PM, plus Saturday mornings — with one Saturday-afternoon meeting per month.

APPLY ONLINE ↗

vietkai.com/careers

OR CONTACT DIRECTLY

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WORKPLACE

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