

Senior Specialist, Climate Change Adaptation; Climate Change Programme

Location: Head Office

Date Posted: January 18, 2026

Last Date of Application: February 18, 2026

BRAC is an international development organisation founded in Bangladesh that partners with over 100 million people living with inequality and poverty globally to create sustainable opportunities to realise potential.

The BRAC Climate Change Programme (CCP) supports communities to develop their capacity to adapt to climate change and improve their resilience to climate change, as well as supporting communities and organisations to reduce their climate change impact. Eager to make a difference and help communities to tackle climate change? Work with us to protect resources, improving quality of life and raise awareness, while providing people with access to the tools and knowledge to adapt and respond to adverse climatic impacts and adopt sustainable practices. Working at BRAC is not like any other job. It is a platform where you can bring about real change for people who need it the most. We are not just dreaming of a better world, we are building it. Join us to find the way.

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JOB PURPOSE

The purpose of this position is to contribute to the strategic direction of adaptation actions and climate justice initiatives within the Climate Change Programme. This includes advancing equitable and innovative adaptation solutions, promoting climate justice for vulnerable and marginalised communities, and integrating these principles across BRAC's programmes and advocacy efforts. This is a contractual role which aims to enhance organisational influence in global and national climate adaptation discourse while ensuring the alignment of BRAC's actions with principles of equity, resilience, and sustainability.

KEY RESPONSIBILITIES

- Develop and guide climate adaptation strategies and frameworks that prioritise climate justice and equity, ensuring alignment with national and global frameworks, including the National Adaptation Plan (NAP) and international commitments under the UNFCCC.
- Integrate Locally Led Adaptation (LLA) principles across BRAC programmes to position BRAC as a leading locally led adaptation actor at both national and international levels.
- Monitor and analyze global and national trends in climate adaptation and climate justice, and incorporate relevant insights into programme strategies.
- Document best practices, lessons learned, and evidence from BRAC's adaptation initiatives, and disseminate knowledge to enhance programme quality and effectiveness.
- Lead and support partnership management, coordination, and negotiations as required for programme implementation and strategic engagement.
- Collaborate with the Climate Change Programme (CCP) and other relevant BRAC programmes to provide analytical inputs on climate finance instruments at national and international levels, including issues of replicability, eligibility criteria, and alignment with organisational climate outcome and output indicators.
- Contribute to the development of funding proposals and prepare periodic reports on Adaptation and Mitigation (AdMit) initiatives.
- Support the development, review, and updating of organizational strategies and policies to strengthen BRAC's adaptation and mitigation actions.
- Build organisational understanding and capacity on the linkages between adaptation, equity, and climate justice, ensuring these principles are mainstreamed across programmes and operations.
- Represent BRAC in national, regional, and multilateral forums, dialogues, and partnerships to strengthen its profile as a thought leader in climate adaptation and climate justice.

SAFEGUARDING RESPONSIBILITIES

- Ensure the safety of Programme Participants, people who come into contact with the organisation and team members from any harm, abuse, neglect, harassment and exploitation including sexual exploitation and abuse (SEA) to achieve the programme's goals of safeguarding implementation. Act as a key source of support, guidance and expertise on safeguarding for establishing a safe working environment.
- Practice, promote and endorse the issues of safeguarding policy among team members and ensure the implementation of safeguarding standards in every course of action.
- Follow the safeguarding reporting procedure in case any reportable incident takes place and encourage others to do so.

ADDITIONAL JOB REQUIREMENTS

- Computer Literacy (MS-Word, Excel, PowerPoint etc.)
- Excellent speaking and writing skills both in Bangla and English
- Proposal and report writing
- Networking skills
- Environment, Climate Change, Disaster Management
- DRR and CCA
- Policy Analysis
- Team building and leading capacity and ability to work under pressure and deadline
- Flexible to face new challenges

EDUCATIONAL REQUIREMENTS

Master in Environmental and Climate Science/ Economics/Agriculture/ Development Studies or any relevant discipline.

EXPERIENCE REQUIREMENTS

Minimum 08 years of work experience in the field of Climate Change.

BENEFITS

Festival Bonus, Health and Life Insurance, and others as per policy.

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Senior Manager, Management Information System(MIS); Microfinance Programme

Location: BRAC Head Office

Date Posted: January 25, 2026

Last Date of Application: February 4, 2026

Microcredit Regulatory Authority (MRA) certificate number- 00488-00186-00065

BRAC is an international development organisation founded in Bangladesh that partners with over 100 million people living with inequality and poverty globally to create sustainable opportunities to realise potential.

BRAC Microfinance provides people who cannot access traditional financial banking services with access to a suite of financial services, including loans, savings and microinsurance. We provide an alternative to high-interest loans from informal lenders, supporting families to invest in income-generating activities, build assets, and reduce vulnerability to health shocks and natural disasters. Passionate about finance beyond formal banking systems? Join the BRAC Microfinance team to help build a more financially-inclusive society, where everyone can access finance when they need it - safely, responsibly and sustainably.

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JOB PURPOSE

The Senior Manager, Management Information System (MIS) is responsible for leading the digital adaptation of the Microfinance program by directing the end-to-end lifecycle of enterprise software and executing critical ecosystem integrations. By establishing seamless connectivity with MFS, Insurance, and Banking partners, this role drives the transition to a paperless economy and ensures the delivery of scalable, high-impact technical solutions that empower 8.2 million clients.

KEY RESPONSIBILITIES

- Lead and mentor a team of mobile app developers to ensure project delivery, team growth, and adherence to development best practices.
- Architect, design, and implement scalable, maintainable, and secure mobile applications using native and cross-platform frameworks (e.g., Flutter, React Native).
- Oversee end-to-end app development lifecycle including planning, coding, testing, deployment, and ongoing maintenance.
- Collaborate with cross-functional teams including Product, UI/UX, QA, and Backend Engineers to align feature development with business goals.
- Actively participate in hands-on development by writing clean, efficient, and modular code for both Android and iOS platforms.
- Define and enforce mobile development standards, design patterns, and state management practices (e.g., BLoC, Provider, Redux).
- Lead technical problem-solving and debugging, ensuring performance optimization across devices and platforms.
- Integrate RESTful APIs and third-party SDKs (e.g., Firebase, Analytics, Payment Gateways, Maps) to enhance app capabilities.
- Manage mobile app publishing process for Google Play Store and Apple App Store, including signing, version control, and compliance with guidelines.
- Ensure robust CI/CD pipelines, automated testing, and release management strategies for reliable deployments.
- Guide code reviews, promote secure coding practices, and implement unit, widget, and integration tests for high code quality.

SAFEGUARDING RESPONSIBILITIES

- Ensure the safety of team members from any harm, abuse, neglect, harassment, and exploitation to achieve the programme's goals on safeguarding implementation. Act as a key source of support, guidance, and expertise on safeguarding for establishing a safe working environment.
- Practice, promote and endorse the issues of safeguarding policy among team members and ensure the implementation of safeguarding standards in every course of action.
- Follow the safeguarding reporting procedure in case any reportable incident takes place, encourage others to do so.

ADDITIONAL JOB REQUIREMENTS

- Comprehensive understanding of clean code architecture (MVVM, Clean Architecture) and state management patterns specific to cross-platform frameworks (e.g., BLoC, Provider, Redux for Flutter/React Native).
- Deep knowledge of how cross-platform frameworks interact with native layers (iOS/Android), including the rendering engine, platform channels/bridges, and memory management lifecycles.
- Theoretical and practical knowledge of automated deployment pipelines (Jenkins, Bitrise, GitHub Actions), automated testing hierarchies (Unit vs. Widget vs. Integration), and version control strategies.
- Mastery of the Apple Human Interface Guidelines and Google Material Design principles, as well as the specific submission, review, and compliance policies for both the App Store and Play Store.
- Knowledge of secure coding practices (OWASP Mobile Top 10), data encryption, secure storage (Keychain/Keystore), and OAuth2/JWT authentication flows.
- Proficiency in writing high-quality code in cross-platform languages (Dart, JavaScript/TypeScript) and the ability to write/debug native code (Swift/Kotlin) when native bridges are required.
- Skill in using profiling tools (Flutter DevTools, Xcode Instruments, Android Profiler) to diagnose frame drops, memory leaks, and battery drain issues to ensure smooth performance.
- Ability to manage the full publishing process, including managing provisioning profiles, signing certificates, alpha/beta testing tracks (TestFlight, Play Console), and production rollouts.
- The ability to conduct effective code reviews, guide junior developers through complex debugging, and create documentation to standardize team development practices.
- Capability to seamlessly integrate complex third-party SDKs (Maps, Payments, Analytics) and RESTful APIs, handling edge cases like offline connectivity and data synchronization.
- Proactively identifying skill gaps in the team and fostering a culture of continuous learning and constructive feedback.
- Naturally inclined to enforce testing protocols and architectural integrity to prevent technical debt accumulation.
- The ability to translate technical constraints into business language for Product Managers and UI/UX designers, ensuring that features are both feasible and aligned with business goals.
- A systematic approach to troubleshooting; remaining calm under pressure when critical production crashes occur and logically isolating the root cause.
- The ability to balance immediate feature delivery (sprints) with long-term technical health (refactoring/maintenance), ensuring the app remains scalable as the user base grows.

EDUCATIONAL REQUIREMENTS

Bachelor's degree in CSE or a relevant discipline from any recognized educational institution.

EXPERIENCE REQUIREMENTS

A minimum of 5 years of relevant experience is required; experience in mobile app development in the software/ ICT industry is preferred.

BENEFITS

Festival Bonus, Contributory Provident Fund, Gratuity, Performance Bonus, Health and Life Insurance, Maternity/ Paternity Leave, Wellness Centre Facility, Day Care Facility, and others as per policy.

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Position

Centre Manager, Production Centre, Bhasan Char; Humanitarian Crisis Management Programme (HCMP)

Purpose:

This position is responsible for the end-to-end operations and management of production centers, ensuring the timely, cost-effective, and quality delivery of products to buyers while achieving financial self-sustainability. Core duties include production planning, budgeting, cost control, and people management, all conducted in compliance with organisational policies. The role also focuses on enhancing skills development of the staff, manufacturing efficiency, and product marketing, and requires maintaining strong working relationships with key government authorities like the local RRRRC.

Job Description:

Production, Manufacturing, Marketing & Operations:

- Plan and manage all production schedules, processes, manpower, and resources to meet buyer demand and delivery timelines.
- Ensure efficient manufacturing and quality products by minimizing alteration, rejection, wastage, and production costs at production end and overseeing timely procurement and availability of raw materials, machinery, equipment, and logistics support.
- Develop and implement product marketing plans, identify potential buyers, and explore market linkage and marketing opportunities.
- Design and execute product branding strategies, product promotional activities and manage digital platforms including websites and social media channels.

Skills, Livelihoods & Production Orientation:

- Integrate skills development and livelihood objectives into production center operations.
- Develop product quality standards in line with the renowned brands (Aarong) and ensure consistent product quality in line with established standards by ensuring supportive supervision.
- Make sure that production output meets market requirements, buyer specifications, and current demand trends.
- Support innovation, efficiency improvement, and value addition in production processes.
- Establish mechanisms to ensure the long-term financial and operational sustainability of the production center.
- Strengthening staff and artisan capacity through coaching, mentoring, and on-the-job training.

Financial, Admin & Compliance:

- Execute operations-related plans, budgets, policies, and procedures. Monitor and control production budgets, ensuring cost efficiency and donor compliance.
- Oversee HR, Admin, Compliance, Legal, Accounts, and Inventory functions of the production center.
- Ensure proper accountability and effective utilization of donor funds and resources in line with approved budgets.
- Establish and strengthen production materials and product supply chain systems to ensure the timely and uninterrupted availability of inputs for production.

Coordination, Reporting & Stakeholder and People Management:

- Maintain close coordination with BRAC HCMP Coxs bazar, government offices, CiCs and RRRRC offices in Bhasan Char, suppliers, and other relevant stakeholders.
- Lead preparation and timely submission of programme and donor reports.
- Contribute to proposal development, concept notes, and fundraising opportunities.
- Coordinate with AAF (Aysha Abed Foundation) and relevant departments, institutions and organizations for order development, quality, logistics and other purposes.
- Coach, train and mentor staffs with the aim of strengthening their capacity, exchanging knowledge within the team and providing professional development guidance.

Safeguarding:

- Ensure the safety of Programme Participants, people who come into contact with the organisation, and team members from harm, abuse, neglect, harassment, and exploitation, including sexual exploitation and abuse (SEA), to achieve the programme's goals of safeguarding implementation. Act as a critical source of support, guidance, and expertise on safeguarding to establish a safe working environment.
- Practice, promote and endorse the issues of safeguarding policy among team members and ensure the implementation of safeguarding standards in every course of action.
- Follow the safeguarding reporting procedure in case any reportable incident occurs and encourage others to do so.

Requirements

Educational Requirements:

Bachelor's degree in Textile/Industrial Production Engineering or any other related subject from any reputed university.

Experience Requirement:

Minimum 5 years' experience in relevant field. Experience in RMG sector or other relevant sectors/factories would be added value.

Additional Job Requirements:

- Strong understanding of production planning, implementation, monitoring, and evaluation, with the ability to ensure quality and timely delivery of activities.
- In-depth knowledge of production processes and quality assurance (sewing, printing, dyeing and quality parameters) of textile, garment products and market linkage activities.
- Familiarity with financial planning, budget preparation, expenditure tracking, donor compliance, and cost control mechanisms.
- Strong communication, report writing, and interpersonal skills for effective coordination with teams and stakeholders.
- Ability to assess complex situations, interpret production and financial data to make evidence-based decisions to solve technical, quality, and logistical problems decisively.
- Building consensus, mediating conflicts, and operating effectively with diverse stakeholders (donors, government/RRRC, NGOs, community).
- Commitment to transparency, ethical standards, accountability, and effective decision-making in line with donor requirements, balancing and integrating humanitarian empathy and community development.

Salary and benefits

Age Range: N/A

Salary Range: Negotiable

Other Benefits: Festival Allowance, Health & Life Insurance, Paternity/ Maternity leave, Free Accommodation and others as per organisation policy.

Job Location : Hatiya Upazila, Chattogram, Bangladesh

APPLY NOW

Other Way to Apply: You may apply through LinkedIn, ReliefWeb or send your updated CV to resume.hcmp@brac.net mentioning the name of the position "Centre Manager, Production Centre, Bhasan Char, HCMP" in the subject line.

[Apply Online](#)

This position is open for Bangladeshi nationals only.

Publishing Date : 25 January 2026

Last Apply Date : 04 February 2026

BRAC believes that everyone we work with including our staff, programme participants, partners, and the communities have the right to be protected from all forms of harm, abuse, neglect, harassment, and exploitation including sexual exploitation and abuse (SEA). We uphold human dignity and inclusion for all, regardless of age, race, religion, gender, disability, ethnic origin, or socio-economic condition. As an equal-opportunity employer, we actively encourage applications from gender-diverse individuals and people with disabilities.

Selected candidates will have to go through a rigorous reference and background checking process which may include police verification.

Manager, Data Analytics; Microfinance Programme

Location: BRAC Head Office
Date Posted: January 25, 2026
Last Date of Application: February 4, 2026

Microcredit Regulatory Authority (MRA) certificate number- 00488-00186-00065

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JOB PURPOSE

The Manager, Data Analytics is responsible for managing the design, development, and deployment of enterprise-level data analytics frameworks. It focuses on synthesizing massive datasets from diverse channels—including MFS, Banks, and Partners—to ensure data integrity and visualize performance, enabling business stakeholders to optimize the digital adaptation and paperless journey of 8.2 million clients.

KEY RESPONSIBILITIES

- Assist in designing scalable, secure, and maintainable mobile application architectures.
- Contribute to app development using cross-platform frameworks (Flutter, React Native) or native technologies (Kotlin, Swift).
- Support the end-to-end app development lifecycle: planning, development, testing, deployment, and maintenance.
- Collaborate with UI/UX, Product, QA, and Backend teams to ensure feature alignment with business requirements.
- Write clean, modular, and efficient code across platforms (Android & iOS) with focus on performance and maintainability.
- Apply standard design patterns and state management approaches (e.g., BLoC, Provider, Redux) in implementation.
- Assist in integrating REST APIs and third-party SDKs (Firebase, Analytics, Payments, Maps, etc.).
- Participate in managing app publishing tasks including signing, versioning, and compliance with Play Store and App Store requirements.
- Help maintain CI/CD pipelines and support automated testing for efficient and error-free releases.
- Contribute to code reviews, testing (unit, widget, integration), and documentation practices for ensuring quality.
- Monitor app performance and assist in addressing bugs, crashes, and optimization opportunities.

SAFEGUARDING RESPONSIBILITIES

- Ensure the safety of team members from any harm, abuse, neglect, harassment, and exploitation to achieve the program's goals of safeguarding implementation. Act as a key source of support, guidance, and expertise on safeguarding for establishing a safe working environment.
- Practice, promote and endorse the issues of safeguarding policy among team members and ensure the implementation of safeguarding standards in every course of action.
- Follow the safeguarding reporting procedure in case any reportable incident takes place, and encourage others to do so.

ADDITIONAL JOB REQUIREMENTS

- Solid understanding of cross-platform frameworks (Flutter/React Native) and their interaction with native layers (Android/Kotlin, iOS/Swift), including rendering engines and bridge mechanisms.
- Knowledge of standard mobile architectures (Clean Architecture, MVVM) and state management theories (BLoC, Provider, Redux) to ensure scalability and separation of concerns.
- Understanding of RESTful API principles, JSON data handling, offline storage (SQLite/Hive), and security best practices (OAuth tokens, encryption).
- Knowledge of continuous integration/deployment pipelines (Jenkins, GitHub Actions, Codemagic) and automated testing hierarchies (Unit vs. Widget vs. Integration tests).
- Proficiency in writing clean, modular Dart (for Flutter) or JavaScript/TypeScript (for React Native), with the ability to read/write basic native code (Kotlin/Swift) when required.
- Hands-on skill in integrating complex third-party libraries (Firebase, Google Maps, Payment Gateways) and handling asynchronous data flows efficiently.
- Ability to use profiling tools (DevTools, Xcode Instruments, Android Profiler) to identify memory leaks, reduce app size, and fix frame-drop issues.
- Skill in troubleshooting crashes and bugs across different devices and OS versions, utilizing crashlytics logs and breakpoints effectively.
- Competence in using version control (Git), project management tools (Jira), and design handoff tools (Figma/Zeplin) to collaborate with the team.
- The ability to work seamlessly with non-technical teams (UI/UX, Product) to translate business needs into technical features, asking the right questions to clarify requirements.
- A mindset that prioritizes "pixel-perfect" UI implementation and rigorous testing, ensuring that what is delivered matches the design and functions without error.
- The willingness to stay updated with the rapidly evolving mobile landscape (e.g., new iOS/Android versions, Flutter updates) and apply new best practices.
- Taking ownership of assigned modules from "planning to deployment," ensuring deadlines are met and proactively communicating if risks arise.

EDUCATIONAL REQUIREMENTS

Bachelor's degree in CSE or a relevant discipline from any recognized educational institution.

EXPERIENCE REQUIREMENTS

A minimum of 3 years of relevant experience is required; experience in mobile app development in the software/ ICT industry is preferred.

BENEFITS

Festival Bonus, Contributory Provident Fund, Gratuity, Performance Bonus, Health and Life Insurance, Maternity/ Paternity Leave, Wellness Centre Facility, Day Care Facility, and others as per policy.

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