

VSA Assignment Description

Assignment Title	Pool Technician Adviser
Country	Solomon Islands
Location	Honiara
Partner Organisation	National Sports Council
Duration	6 months

Sustainable Development Goals



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1. Partner organisation overview

The National Sports Council (NSC) of Solomon Islands was established by an act of Parliament in 1988. The purpose of the organisation is to foster and promote the development of sport and recreation in Solomon Islands; provide facilities for sport and physical recreation; conduct research and disseminate knowledge and advice on matters relating to sport and physical recreation; and collaborate with external stakeholders to secure benefits from facilities, training and expertise offered. Currently NSC is working with other local stakeholders to support preparations for the 2023 Pacific Games to be held in Solomon Islands - the largest sporting event in Solomon's history.

NSC is funded predominately by the Solomon Island Government, supplemented by sponsors and partner organisations. Currently the organisation has six staff and is working towards recruiting staff into the different roles identified in preparation for the 2023 Pacific Games.

In 2023, in preparation for the 2023 Pacific Games, there will be a new Olympic-size swimming pool built, and other pools in Honiara will need to be repaired and maintained to meet international sports standards.

2. Assignment overview

The purpose of this assignment is to support NSC in ensuring that there is a team of local staff trained in pool repair and maintenance. A key aim is to ensure that after the 2023 Games there are local expertise in this area and that all swimming pools in Honiara continue to be repaired and maintained. As this will be the first time NSC will be engaged in pool maintenance and repair, the volunteer will work alongside the Pool Manager and other staff in the Facilities Management Unit (FMU) and the organisation to ensure that local staff have the skills and expertise required to maintain this asset

The volunteer will support and mentor local staff to understand the importance of and implement swimming pool repairs and maintenance.



3. Goal/outcomes/outputs

Goal

National Sports Council has sports fields that are international competition standard by November 2023.

Outcome 1

NSC understands the plans for successful care and maintenance of sports fields, and the capacity for the work involved to be implemented.

Working alongside the Pool Manager and staff:

- Review the current plans and systems in place for successful maintenance of pool.
- Review current staff capacity and capabilities in turf management.
- Develop and manage budgets pool management.
- Produce a report that details what is required for pool maintenance, and the capacity and capability that exists within the team.

Outcome 2

NSC staff are being trained and their skills being developed in pool technician and management work.

Working alongside the Pool Manager:

- Identify key skills and expertise required for the team and ensure that an in-house training and development programme is in place to support staff development.
- Develop training resources to be used for inhouse training in pool management.
- Develop and deliver internal training and development programmes in response to skills gaps identified by senior management.
- Allocate work to staff and evaluate performance.

Outcome 3

Athletes are practising and competing in a pool that is cared for and maintained to international sports competition standards.

Working alongside the Pool Manager:

- Plan, oversee and project manage care and maintenance work.
- Develop and work within budget.
- Purchase, maintain and manage inventory of pool maintenance equipment and supplies.
- Develop pool cleaning and maintenance schedule and implement it.
- Liaise and work alongside trades people such as plumbers, painters, carpenters and electricians where necessary.

4. Reporting and working relationships and capacity building

The volunteer will work closely with staff in the NSC FMU and will report to the Pool Manager. The volunteer will work closely with Pool Management team members to help establish good practice and systems in pool management and technical upkeep. The volunteer will support shared learning across pool management team to ensure the organisation is capable of maintaining its swimming pool.



The volunteer and NSC FMU will have an ongoing relationship with the VSA Programme Manager in terms of assignment monitoring, reporting, professional advice and personal support.

As needs on the ground may change over time, the volunteer is encouraged to review and update the Assignment Description on arrival in consultation with the partner organisation and VSA Programme Manager. By their very nature, development situations can involve significant change, so it is advisable that the volunteer periodically review and reflect on the Assignment Description throughout the Assignment to ensure the best development outcomes are being achieved.

5. Selection criteria/position requirements

Person specifications (Professional)

Essential

- Certified pool operator/technician.
- At least five years of pool maintenance and operation experience with at least two of these being in a supervisory role.
- Knowledge of swimming pool cleaning methods, techniques and terminology required for the operation of aqua recreational systems.
- Skills in budget preparation and fiscal management.
- Sound knowledge of flows, pressures and capacities of pipes and other equipment.
- Ability conduct water testing.
- Knowledge of equipment and materials required for pool care and management.
- Ability to provide training and development programmes.

Desirable

- Experience working in rural communities or organisations with limited resources.
- Experience mentoring people with English as a second language.
- Experience working within a sporting body.
- Interest in sport and community development.

Person specifications (personal)

Essential

- Willingness to learn pijin.
- Ability to work with people from different backgrounds and culture.
- Flexible and comfortable with ambiguity.
- Great negotiation skills.
- Self-motivation, enthusiasm and results-focussed.



- Pragmatic and solution-oriented.
- Committed to high standards and continuous improvement.
- Ability to move between big picture and detail.

Desirable

- Experience living and working in a Melanesian country.
- Flexibility.
- Commitment to empowering local talent.

6. VSA Essential Attributes

- Commitment to volunteering, to VSA and to the partner organisation.
- Cross cultural awareness.
- Adaptability and a willingness to approach change or newness positively.
- Able to form good relationships, both personally and professionally, with work colleagues and in the community.
- Resilience and an ability to manage setbacks.
- Initiative and resourcefulness.
- An ability to facilitate learning through skills exchange.

7. Living Situation

Honiara is the business centre of Solomon Islands and as such is a melting pot for people from all the island groups that make up the diverse nation. A hot and dusty place, Honiara offers most facilities albeit in a fairly rudimentary form. You are strongly encouraged to build relationships in the local community and socialise with Solomon Islanders at every opportunity, as this will enrich your experience of living in Solomons. However, entertainment options are few and far between so there is also a very active expatriate social scene. There are various clubs and social groups in Honiara, which you will get to know with time.

VSA will provide basic, furnished accommodation with gas facilities for cooking. In Honiara, you will have access to power (although power outages can occur), phone, internet, piped water, restaurants, a variety of shops and a large expatriate population. Public transport is very cheap within Honiara. The local bus service is provided by a plethora of vans, and some larger buses. A single fare of SBD3 applies, regardless of the length of the trip. Taxis charge a moderate fare (currently SBD10 per kilometre) but it is wise to establish a fare before commencing a journey.

Most volunteers feel safe in Solomon Islands, but it is important to know the risks and take personal responsibility for your safety. As in many countries, foreigners tend to be the target of petty crime, so always be alert and take precautions. In general, there are no problems moving around the majority of Honiara during the day but it is not safe to walk or catch public transport alone in Honiara after dark.

For more information, see <https://vsa.org.nz/what-we-do/countryregion/solomon-islands/>.

Additional information



Residency status

VSA volunteers must be New Zealand citizens or have New Zealand permanent residency status, and currently living in NZ.

Pre-departure briefing

As part of the volunteer's contract, successful candidates will be required to take part in a pre-departure briefing course run by VSA in Wellington and complete all required pre-reading.

Final appointment

Final appointment will be subject to satisfactory medical and immigration clearances (costs covered by VSA), partner organisation acceptance, and successful completion of the pre-departure briefing course.

Family status

VSA supports partners to accompany volunteers on assignments of six months or longer. However, volunteers with accompanying dependents will not be considered for this assignment.

Fundraising

Volunteers are encouraged to fundraise at least \$1000 with the support of VSA's fundraising team. Accompanying partners are encouraged to raise the same amount. All funds raised will help VSA keep its programmes in action and support future volunteers.

Vaccination requirements

Potential volunteers are advised that VSA's insurers require volunteers to be inoculated, prior to departure, in accordance with the instructions of VSA's medical adviser. VSA covers the cost of any required vaccinations.

Children's Act

While on assignment, VSA volunteers may be required to work with children and/or may choose to participate in informal activities in their own time that involve interactions with children (such as coaching teams or teaching English). VSA is committed to the protection of vulnerable children and adults, which also includes meeting our commitment under the Children's Act 2014.

The information requested during the application process is necessary to assist VSA to determine applicant suitability to work and/or interact regularly with children, and is part of a series of pre-selection checks undertaken on all applicants for VSA assignments.

Volunteer package

The volunteer's package includes the following:

Reimbursements and grants

1. Volunteers will receive an establishment grant of NZ\$750 to help them set up in their country of assignment. For volunteers with an accompanying partner (whether or not that partner is also a VSA volunteer), VSA will pay an establishment grant of NZ\$1,100 per couple.
2. For two-year assignments, the volunteer will receive a rest and respite grant of NZ\$1000 on completion of the first year.
3. A resettlement grant of NZ\$200 will be paid for each month the volunteer is on assignment. This is payable on completion of the assignment.
4. The volunteer will receive a monthly living allowance of SBD 7,000.



Accommodation

Basic, comfortable furnished accommodation will be sourced by VSA. For security purposes volunteers in Honiara should expect to share accommodation.

Airfares and baggage allowance

VSA will provide the volunteer with economy airfares to and from New Zealand for their assignment plus a baggage allowance.

Insurance

VSA will provide travel insurance to cover baggage and personal property, and non-routine medical expenses for the duration of the assignment. Further details of the insurance cover will be provided during the volunteer pre-departure briefing.

Utilities

VSA will reimburse volunteers reasonable expenses for household utilities while on assignment.

Final terms and conditions relating to the specific volunteer assignment will be confirmed in a personalised volunteer contract prior to departure.

