


VSA Assignment Description

Assignment Title	Communications and Advocacy Mentor
Country	Kiribati
Location of Partner Organisation	Tarawa
Partner Organisation	Coastal Fisheries Division, Ministry of Fisheries and Marine Resources (MFMRD)
Duration	6 months
Sustainable Development Goals	

41829

1. Partner organisation overview

The Ministry of Fisheries & Marine Resource Development (MFMRD) is responsible for sustainable development of the fisheries and marine and resources of Kiribati, including but not limited to development of domestic and joint ventures of tuna industries harvesting, processing and fish marketing and coordinate development of coastal marine resources. It is also mandated to negotiate bilateral fishing access in respect of local and foreign fishing vessels, monitoring, control and surveillance, management and harnessing of non-living deep sea mineral resources. It provides avenues for scientific research on existing natural or man-made resources or products and participate in international and regional fisheries conventions.

The Coastal Fisheries Division (CFD) is one of the major Divisions within the Ministry of Fisheries and Marine Resources Development. It has 7 units including a Sub-division in Kiritimati Island. The primary focus of the Fisheries Division is to sustainably develop and manage the coastal and near shore marine resources to maximize economic returns and social benefits for the present and future generation of Kiribati. The CFD develops its work programme in alignment with the Kiribati National Fisheries Policy and the Kiribati Development Plan.

2. Assignment overview

The Coastal Fisheries Division under the Ministry of Fisheries and Marine Resources Development has no separate functioning unit to address coastal Monitoring, Control and Surveillance (MCS) issues. Support under this assignment will be geared to deliver a range of activities to address capacity building in MCS in support of the operational arm of coastal fisheries management in Kiribati.

The overall goal of the Ministry is to support fisheries management and development for economic growth and provide for sustainable livelihoods for the benefit of the people of Kiribati. Achievement of this goal requires the strengthening of good governance to both protect the marine environment and ensure adequate support to fisheries management MCS and enforcement (MCS&E). Through this assignment, capacity gaps to related to MCS&E would be addressed as a priority.

This assignment is in line with, and will be supported by, Output 3 (MCS&E) of the ongoing NZ MFAT Tobwan Waara Programme (currently being implemented under Phase 2 with Phase 3 anticipated from 2024).



The overarching goal of *Tobwan Waara* is “to maintain a health marine resource base and develop fisheries sustainably so current and future generations of I-Kiribati experience economic stability and food security”. This will be achieved by working together in both fisheries management and fisheries development in areas including species and island management plans and bylaws; catch-based management for the long-line fishery, monitoring, control, surveillance, and enforcement; food safety verification; and fleet management. These efforts will be underscored by an extensive capacity building programme.

The programme will be delivered by the Government of Kiribati and supported by long- and short-term technical advisory support through specialists, The Pacific Community (SPC), Forum Fisheries Agency (FFA) and New Zealand’s Ministry of Primary Industries. The programme will seek to complement and coordinate with other fisheries management and development initiatives being simultaneously implemented in Kiribati and will seek to engage with relevant stakeholders throughout.

3. Goal/outcomes/outputs

Goal

The capacity of CFD fisheries MCS unit staff is enhanced through training and coaching in national coastal fisheries regulations and by laws leading to increased observed compliance at the community, island, and national level.

Outcome 1

Communities are informed about the fisheries regulations and laws and understand their responsibilities

In conjunction with relevant CFD staff:

- Design a training programme, including a manual to be used by MCS staff, to deliver information regarding the fisheries regulations to all levels of the community
- Develop tools to monitor the effectiveness of the training programme and the resulting increase in community compliance
- Develop a communications strategy for informing coastal communities of the regulations
- Provide guidance for communities regarding different approaches to continue to build community knowledge of fisheries regulations

Outcome 2

Coastal Fisheries staff have the skills and confidence to conduct workshops and training within the community.

In conjunction with relevant CFD staff:

- Assess the level of skills and confidence to deliver community-based training workshops
- Using the newly developed resources and training manual, provide training for staff to deliver workshops
- Provide ongoing mentoring to staff to enable them to effectively deliver workshops using messages that communities understand and can act on.



4. Reporting and working relationships and capacity building

CFD local staff working together with the VSA will benefit from capacity development in community engagement. This will help build the capacity (and confidence) of Coastal fisheries enforcement staff to exercise their powers under the Fisheries Act and regulations. The engagement of the VSA volunteer could also support the work of existing development platforms such as the community-based resource management task team, advising on future community outreach campaigns.

Support to the implementation of effective training programs will contribute to empowering communities to support compliance and surveillance activities. Community based participatory fisheries management and voluntary compliance approaches would be enhanced through this assignment.

The volunteer will report directly to the Director Coastal Fisheries Division – MFMRD (Ms Taati Eria). The volunteer and Coastal Fisheries Division, Ministry of Fisheries and Marine Resources 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

- Qualification in Community Development or a related field
- Experience delivering community engagement and outreach programmes
- Experience delivering training workshops
- Experience developing training materials

Desirable

- Experience in fisheries compliance (MCS and Enforcement)
- Previous experience in the Pacific islands and understanding of Pacific Island culture
- Previous experience in hands-on job training program for staff in coastal MCS
- Diploma in fisheries management
- Basic Word and Excel

Personal specification (personal)

Essential

- Ability to work in a cross-cultural environment
- Ability to work with limited resources and support



- Good analytical skills
- Ability to work with minimal supervision and work as part of a team and contribute effectively
- Good sense of humour and willingness to travel to outer islands

Desirable

- Willingness to learn foreign language (I-Kiribati) and to be flexible in their willingness and approach to in any required assistance.

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. Country Context

For more information about Kiribati see [the VSA website](#).

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. 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.
3. The volunteer will receive a monthly living allowance of AUD\$1,150.

Accommodation

Basic, comfortable furnished accommodation will be sourced by VSA. In some circumstances volunteers may be asked 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.

