


VSA Assignment Description

Assignment Title	Aquaculture Training Mentor
Assignment Modality	In-Country
Assignment Number	42031
Country	Papua New Guinea
Location	Kavieng, New Ireland
Partner Organisation	The National Fisheries Authority (NFA)
Duration	6 Months (with options to extend)
Sustainable Development Goals	

1. Partner Organisation Overview

The National Fisheries Authority (NFA) is the government agency responsible for managing and conserving Papua New Guinea's fisheries resources. Established under the Fisheries Management Act 1998 and related regulations, the NFA develops and enforces policies and regulations for the fisheries sector. The Authority's responsibilities include conducting research, issuing fishing licenses and permits, monitoring compliance, and promoting sustainable fishing practices. It collaborates closely with various stakeholders, including government entities, the private sector, NGOs, and communities, to ensure the sustainable management of fishery resources. Together, these efforts support the economic well-being of Papua New Guineans and enhance food and nutrition security. Furthermore, through its arm - the National Fisheries College (NFC) - the NFA provides training in fishery resources management.

The NFC is part of the National Fisheries Authority (NFA) and is the leading institution providing technical and vocational training programmes related to various aspects of fisheries and marine resource management. These programmes cover Commercial Fishing Operations, Post-Harvest Operations, and Aquaculture. NFC provides training and education in aquaculture as part of its broader efforts to promote sustainable economic development, enhance food security, strengthen livelihoods, and address challenges related to poverty and nutrition in Papua New Guinea. NFC's educational and training facilities include the NFC College in Kavieng and the Nago Island Mariculture Research Facility (NIMRF).

2. Assignment Overview

The agriculture sector supports the livelihoods of the majority of the population in Papua New Guinea. It plays a vital role in reducing poverty and hunger, as well as improving food security and nutrition. In recent years, the growing concern over food and nutritional insecurity in PNG has intensified. Fish, being a low-fat, protein-rich source containing essential omega-3 fatty acids, vitamins, and minerals, presents an opportunity for enhancing food and nutritional security through sustainable aquaculture practices. This potential is particularly vital in regions where access to nutritious and affordable sources of protein is limited. Aquaculture also has the potential to stimulate economic growth by creating employment opportunities across the value chain, from fish farming to processing and marketing. By supporting and promoting aquaculture training and education, NFC strengthens local economies, especially in rural areas where many people depend on agriculture for their livelihoods.

NFC is dedicated to enhancing the skills of local farmers and communities engaged in aquaculture through capacity-building initiatives. This includes training in sustainable aquaculture practices, business management, and marketing, promoting both self-reliance and community empowerment. In pursuit of these objectives, NFC is collaborating with the VSA Programme in PNG to strengthen its training capacity and capability in improving sustainable aquaculture practices. This collaboration extends to providing training and support to students, fish farmers, and communities.

A primary goal is to contribute to strengthening food security, enhancing nutrition, expanding livelihood opportunities, and fostering a sustainable and profitable fish farming sector through the application of sound aquaculture practices, effective management, and the use of appropriate technologies. Therefore, NFC is seeking the expertise and support of a qualified Aquaculture Training Mentor to provide technical guidance and support to tutors and technicians in improving the development and delivery of sustainable aquaculture training and education practices. The volunteer will also contribute to enhancing the capacity of aquaculture training at NFC through the strengthening of sustainable aquaculture training and education programmes.

3. Goal/Outcomes/Outputs

Goal

The primary goal of this assignment is to enhance NFC's capacity and capabilities to develop and deliver sustainable aquaculture training, education, and research programmes. This will support the long-term sustainability and resilience of the aquaculture sector and contribute to positive environmental, economic, and social impacts.

Outcome 1

NFC's capacity and capability for delivering high-quality sustainable aquaculture training and education are enhanced, resulting in improved teaching and learning practices, better learning outcomes, and improved aquaculture practices and management.

Work collaboratively with the Aquaculture Programme Leader and other staff:

- Review and provide feedback on curriculum materials, lesson plans, and teaching resources to ensure alignment with sustainable aquaculture principles and best practices.
- Assist in enhancing curriculum materials and teaching resources to support improved sustainable aquaculture training and educational practices, leading to better learning outcomes for students and communities.
- Provide hands-on training and mentoring to relevant staff and students, focusing on practical and theoretical aspects of aquaculture, including production methods, hatchery operations, water quality, nutrient management, feeds, and overall management practices.
- Support outreach efforts and offer technical advice to partner communities involved in community-level aquaculture initiatives, enhancing their capacity and capabilities for developing aquaculture in their regions.

Outcome 2

The capacity and capability of the Aquaculture Programmes to implement and maintain a culture of continuous improvement are strengthened.

In collaboration with the Aquaculture Programme Leader, Leadership Team, other staff and stakeholders:

- Lead the development of a framework for continuous improvement within the Aquaculture Programmes.
- Assist in developing appropriate toolkits and training resources to support a continuous improvement culture, using contextually suitable methods and resources for the target audience.
- Provide remote and/or on-site mentorship and technical support to lecturers, technical staff, and students as needed.

4. Reporting, Working Relationships and Capacity Building

The volunteer will be engaged in capacity-building activities for the duration of their assignment, including:

- Capacity strengthening through upskilling, training, and mentoring.
- Providing training (including demonstrations) to inform and upskill current and potential farmers on aquaculture production and management practices.
- Transferring knowledge and skills in sustainable aquaculture farming practices.

The volunteer will be accountable to NFC's Aquaculture Programme Leader with whom they will work closely, including with other staff. Additionally, the volunteer will establish working relationships with NFC's partnering communities and stakeholders. The volunteer and NFC will maintain an ongoing relationship with the VSA Programme Manager for 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 reviews and reflects on the Assignment Description throughout the Assignment to ensure the best development outcomes are being achieved.

5. Selection Criteria/Position Requirements

Professional Specifications

Essential

- A tertiary qualification in Aquaculture, Marine Biology, Fisheries, or a related field.
- At least 3 years of experience in aquaculture production, management, or research, with a focus on sustainable practices.
- Experience in aquaculture training and education.
- Sound knowledge of fish biology, nutrition, health, and diseases.
- Strong skills in training and capacity-building.
- Excellent communication and report-writing abilities.

Desirable

- Previous work experience in any of the Pacific Island nations.

Personal Specifications

Essential

- The position requires regular boat use and participation in aquatic activities. Applicants are highly recommended to have a strong swimming proficiency and to not be susceptible to seasickness.
- Ability to travel and work in remote areas.
- Excellent relationship management skills (ability to relate well to people from different backgrounds and cultures) combined with a respectful and culturally sensitive demeanour.
- Ability to work independently, possibly remotely, and be self-motivated.
- Solution-oriented.
- Ability to work collegially and collaboratively.
- Patience, flexibility, and tolerance when working in a multicultural context.
- Willingness to learn and use Tok Pisin.

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 Papua New Guinea, see [VSA in Papua New Guinea](#).

8. Living and Working Situation

A furnished house will be provided to the volunteer with transport also provided to and from work - in some cases, the volunteer may be required to share accommodation with other VSA volunteers.

Kavieng is well-provisioned with most amenities, including a pharmacy, hospital, airport, multiple grocers and other retail outlets.

The volunteer will have use of an office space and internet situated at the partner organisation. It is advised that the volunteer supplies their own personal laptop for work.

Additional Information

ST2 Assignment (6-11 months)

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

VSA funding stakeholders are both the Ministry of Foreign Affairs and Trade (MFAT) and donors. We ask volunteers and accompanying partners to fundraise to help cover the cost of sending volunteers throughout the Pacific and beyond. Fundraising can be as simple as doing something you enjoy with a group or friends, and our Fundraising team is available to help you every step of the way.

Vaccination requirements

Potential volunteers are advised that VSA's insurers require volunteers to be vaccinated, 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 in determining 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. The volunteer may be entitled to an establishment grant to help them set up in their country of assignment, and a rest and respite grant after a specified period of active service in-country to encourage the volunteer to take a break away from the immediate assignment location. These grants depend on the length and location of the assignment. The volunteer's contract will specify any grant entitlements.
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 PGK2,100.

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.