

VSA Assignment Description

Assignment Title	Boatyard Foreman - (FIJ 42105)
Assignment Modality	Standard
Assignment Number	42105
Country	Fiji
Location	Nadave
Partner Organisation	Centre for Appropriate Technology and Development
Duration	12 months (with possible extension to 24 months)

Sustainable Development Goals



1. Partner Organisation Overview

CATD falls under the Ministry of iTaukei Affairs, Heritage and Culture. It was set up with the initial mandate of improving the standard of living of Fiji's rural sector through the development of technical skills and services and promotion of better leadership qualities necessary to enhance and facilitate community development. In a very broad sense CATD is responsible for the holistic development of rural youths for the betterment of living standards in rural communities of Fiji. Students (mostly disengaged learners) are recruited from the 14 provinces of Fiji and Rotuma. Trainees are taught a range of technical skills to contribute to building livelihoods, coupled with spiritual development and cultural preservation.

CATD currently offers competency-based training for five 12-month vocational courses, with two intakes per annum. The courses offered are 1. Carpentry General; 2. Automotive, 3. Welding and Fabrication; 4. Plumbing and Sheet Metal and 5. Sustainable Boat Building (new course with first intake in July 2024).

The Nadave New Dawn Cooperative (NNDC) is the business arm of CATD, run by graduates from the five vocational programs. All co-operative members while earning an income learn basic financial literacy and business management while applying their acquired skills. The NNDC provides a financially sustainable model to develop new commercial enterprises in the green and blue economy (e.g. sustainable boat building) as a sustainable workforce is maintained by replenishing the co-op members who leave, either to progress to further study or to set up businesses in their home villages.

2. Assignment Overview

CATD started teaching basic boatbuilding of simple, village suitable boats in July 2024 through the new Certificate in Sustainable Boat Building qualification. During their 12-week work placement, within the Nadave New Dawn Cooperative (NNDC), students have the opportunity to build a C50 cruiser <https://www.harryproa.com/cruiser> for a western client, but the organisation does not have

the expertise required to oversee this activity to the quality finish required. The volunteer will supervise the construction of the boat to western standards, and pass on this knowledge to the boat building trainers and students. He/she will also be responsible for overseeing the production of the village boats that will be built and/or finished by the NNDC for sale to the public. The volunteer will have near complete autonomy on how this is done, in consultation with the boat designer who is on site and providing mentoring to the NNDC on how to set-up a boat building business. The volunteer will identify and mentor a foreman for this new business from the trainees.

3. Goal/Outcomes/Outputs

Goal

The Nadave New Dawn Cooperative is established as a boat building operation with the ability to build world class cruisers for export and zero-emission village boats for local market.

Outcome 1

A demonstration C50 cruiser is completed to a western standard seeding a world class boat building operation at NNDC.

Working alongside the boat designer, the volunteer trains the workforce in: -

- High tech building techniques, specifically vacuum infusion of foam cored laminates.
- High level boat finishing techniques.
- Installation of quality fittings and equipment not found on work boats.

Outcome 2

Village suitable boats are produced efficiently at reasonable prices and quality.

The volunteer will oversee the production of the village boats and mentor the trainees in how to:

- Work efficiently in a commercial boat building workshop.
- Understand the cost/benefit of their labour.

Outcome 3

A foreman is trained to take over from the volunteer in supervising future projects.

The volunteer will work alongside the boat designer to: -

- Identify suitable candidates to take on the role of foreman from the trainees.
- Provide advice and guidance on supervising a commercial boat building workshop.

4. Reporting, Working Relationships and Capacity Building

CATD has a school roll of around 200 students and 34 staff employed under three departments, Training, Corporate Services and Support Services. The volunteer will work alongside, and report directly to the boat designer, who is based full-time at CATD (as the lead of the UNDP-funded zero emission shipping project) and reports directly to the CATD Director. The Certificate in Sustainable Boat Building was developed as an outcome of the UNDP project. It has a current cohort of 10 students with two trainers who are mentored by the boat designer. It is planned that a new cohort of students will be recruited every 6 months (2 intakes per annum). The commercial boat building operation is run by the Nadave New Dawn Cooperative, which has two leading hands (one female, one male). The trainees have basic boat building skills and knowledge, suitable for building village suitable fishing canoes and water taxis. The volunteer will oversee the building of the C50 cruiser thereby upgrading the skills of the trainees. He/she will also be responsible for overseeing the production of the village boats to the appropriate standard. CATD and NNDC have secured funding to build a large boat building shed at CATD that will be fitted-out to meet MSAF requirements for a commercial boat building business. The volunteer will assist in setting up this facility. The village suitable boats will be sold to villagers throughout Fiji. The volunteer can be involved in this process if he/she wishes. The aim is to set up a world class facility for building boats to western standards and low cost, village suitable boats for local consumption. Both are unfilled niches in Fiji.

The volunteer and CATD 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 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

- Knowledge and a minimum 12 months experience in boat building in composites.
- Knowledge and experience of vacuum infusion and quality boat fit out and finish.
- Ability to teach, mentor and encourage youths from rural backgrounds.

Desirable

- A qualification in technical education.
- Experience with Fijian culture and work environment.
- Experience in managing an unskilled workforce.

Personal Specifications

Essential

- Cross cultural communication skills
- Adaptability in a working environment without western attitudes to work ethics.

Desirable

- Experience with working in the Pacific

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 Fiji, see <https://vsa.org.nz/our-work/countryregion/fiji/>

8. Living and Working Situation

CATD is a boarding trade school 6 km from Nausori, a town with most facilities and 14 km from the capital, Suva. Bus service is good. There are no abnormal safety concerns and a car is available upon

request. Accommodation is also provided on site. The boat building facility is new, will be fitted out at the volunteers' discretion, including office space. Starlink is installed. There will be 8 male attachés (4 living on site) and one female (living off site).

Additional Information

Standard Assignment (12 months or more)

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 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. 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 [living allowance amount]

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.