


# VSA Assignment Description

Assignment Title	Horticultural Greenhouse Advisor
Assignment Modality	In-Country
Assignment Number	42025
Country	Papua New Guinea
Location	Kokopo, East New Britain
Partner Organisation	Eden Sanctuary
Duration	4 Months
Sustainable Development Goals	

## 1. Partner Organisation Overview

Eden Sanctuary operates a medium-scale integrated farm with diversified farming activities, including cocoa, coffee, coconuts, rice, and fresh vegetable production. The farm is located at Tobera Plantation in Ramale, near Kokopo, in East New Britain. The owner of the farm trains and supports other small-scale farmers in the province and occasionally runs lessons at the agricultural school on his farm. One of the key business objectives is to adopt greenhouse vegetable production to meet the increasing demand for affordable, quality vegetables such as tomatoes, capsicums (bell peppers), cucumbers, and chillies. Crop losses due to plant pests and diseases, combined with climate change-related challenges, are affecting the production of vegetables, necessitating the need to grow vegetables under controlled environments.

## 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. Additionally, if properly harnessed, the agriculture and agribusiness sectors have the potential to create more jobs and support sustainable economic growth through enhanced agricultural productivity. Improvements in agricultural productivity and quality, as well as strengthening the agricultural value chain, are critical to unlocking employment opportunities, income generation, and diversification. The government at both national and provincial levels has renewed its commitment to investing in the agricultural sector, making it the centrepiece for addressing multiple challenges, including high unemployment, high rates of malnutrition, and food insecurity. In the face of challenges posed by climate change and population growth, boosting local production of fresh fruits and vegetables will also help meet the growing demand for food and reduce reliance on imported food products.

The VSA Programme in PNG collaborates closely with its partner organisations and other key stakeholders to strengthen food security, improve nutrition, and foster a sustainable and profitable farming sector. This involves working with small-scale farmers to enhance productivity and profitability sustainably through the adoption of improved agricultural practices, suitable technologies, and knowledge dissemination. Therefore, Eden Sanctuary is seeking the expertise and support of an experienced horticulturist to assist in establishing and operating a small-scale greenhouse for vegetable production. The volunteer Advisor will provide expertise in greenhouse establishment, management, crop production, pest and disease control, and sustainable practices to ensure high-quality and high-yield vegetable production.

### 3. Goal/Outcomes/Outputs

#### Goal

Eden Sanctuary receives effective technical expertise and support in establishing and operating a small-scale greenhouse for vegetable production, thereby contributing to an increase in quality local vegetable production, enhancing food security, and empowering small-scale farmers through knowledge dissemination, upskilling, and mentoring.

#### Outcome 1

Eden Sanctuary's capacity and capability to establish and operate a functional and efficient small-scale greenhouse for vegetable production are strengthened, leading to increased availability of quality vegetable production, enhanced livelihoods and food security.

Work collaboratively with Eden Sanctuary and staff:

- Provide guidance, supervision, and support throughout the establishment of the greenhouse, covering site selection, greenhouse design, construction, and the installation of contextually appropriate equipment and systems for greenhouse operations.
- Assist in developing crop production plans, including crop selection, planting schedules, and cultivation techniques.
- Provide recommendations for soil preparation, environmental controls, irrigation, and fertilization.

#### Outcome 2

Eden Sanctuary's staff and participating farmers from the communities have increased their working knowledge, skills, and understanding of greenhouse vegetable production and can apply improved horticultural principles and practices to the successful growth and production of quality vegetables.

In collaboration with Eden Sanctuary, communities, and stakeholders:

- Lead the assessment of small-scale greenhouse farming practices and challenges to identify the skills, knowledge, infrastructure, and training requirements essential for advancing small-scale greenhouse farming.
- Develop appropriate toolkits and training resources tailored to train and support participants, delivering training using contextually suitable methods and resources for the target audience.
- Provide capacity and capability strengthening and mentoring support to participating farmers.

### 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.
- Training (including demonstrations) to inform and upskill current and potential farmers on greenhouse farming, crop production, and management practices.
- Transfer of knowledge and skills in greenhouse farming practices.

The volunteer will work closely with Eden Sanctuary's Managing Director and staff. Additionally, the volunteer will establish working relationships with smallholder farmers, the East New Britain Provincial Government, the Department of Agriculture and Livestock, Fresh Produce Development Agency, the East New Britain Market Authority, and other key stakeholders in East New Britain.

The volunteer and Eden Sanctuary 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 Horticulture, Agronomy, or a related field.
- At least 3 years of experience in greenhouse vegetable production.
- Proven expertise in greenhouse establishment, crop production, pest and disease control, and sustainable farming practices.
- 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

- 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 for the volunteer and the volunteer may be required to share.

The volunteer will need to bring his or her own laptop for work. The volunteer will have use of an office space situated at one of the participating partner organisations.

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### Additional Information

#### ST1 assignment (fewer than 6 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 is unable to support partners to accompany volunteers on assignments shorter than 6 months.

##### Fundraising

VSA funding stakeholders are both the Ministry of Foreign Affairs and Trade (MFAT) and donors. We ask volunteers 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 will receive a daily living allowance of NZD37 or PGK80.

### *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.*