


VSA Assignment Description

Assignment Title	Small-Scale Poultry Production Trainer Mentor
Assignment Modality	In-Country
Assignment Number	41984
Country	Papua New Guinea
Location	Kokopo, East New Britain
Partner Organisation	Archdiocese of Rabaul (Catholic Women's Association)
Duration	6 months
Sustainable Development Goals	

1. Partner Organisation Overview

The Catholic Women's Association of the Archdiocese of Rabaul was established with the objectives of promoting the spiritual, emotional, cultural, and socio-economic development of women and their families. The family unit plays a central role in our society and is critical to building and maintaining the spiritual, emotional, physical, psychosocial, and economic well-being of the individual. In addition to fostering spiritual growth, the Catholic Women's Association plays a vital role in supporting communities in various ways. They offer life skills programmes to empower women and help them reach their potential. Additionally, the Association provides support and resources for families, including those in crisis. They also engage in fundraising for charitable causes and provide a platform for women to network, build friendships, and support each other on their spiritual journeys. While the family unit remains the cornerstone of society in PNG and an indispensable means of providing a caring, nurturing, and supporting environment, it is increasingly facing multipronged challenges.

2. Assignment Overview

Papua New Guinea (PNG) faces challenges related to food security, economic stability, and employment opportunities. Small-scale poultry farming presents a promising avenue to address some of these challenges. By equipping individuals with the necessary skills and knowledge, we can stimulate local economies, enhance nutritional outcomes, and promote self-sufficiency. There is an increasing recognition that livestock farming holds significant potential for creating essential employment opportunities, particularly for women and young individuals, and for strengthening food and nutritional security in East New Britain and throughout PNG.

VSA collaborates with a range of stakeholders and is actively involved in promoting enhancements in livestock that prioritize high standards of animal welfare, quality, nutritional value, and sustainability. In pursuit of this goal, VSA is collaborating closely with the Archdiocese of Rabaul and other key stakeholders (for example, the National Agriculture Research Institute (NARI) and East New Britain Division Agriculture and Livestock (ENBDAL)) to establish a sustainable and supportive environment for a robust livestock sector that caters to and uplifts smallholder farmers and rural communities. Through the Small-Scale Poultry Production Training Programme, we aim to bring about enduring change by equipping farmers with the knowledge and skills necessary to enhance their livelihoods and drive sustainable agricultural development within their communities and beyond.

The Archdiocese of Rabaul is seeking a qualified and passionate individual to provide training on small-scale poultry production to farmers in East New Britain Province. The training aims to enhance participants' knowledge and skills in poultry rearing, management, and marketing, ultimately improving their livelihoods and contributing to food security in the province. One of the goals is to promote local production of poultry and eggs to meet the increasing demand, which is expected to persist due to population growth. To address this, the Archdiocese of Rabaul, in collaboration with NARI and ENBDAL, aims to encourage and assist more people in sustainable poultry farming by imparting essential poultry husbandry skills to farmers and households. If trained farmers apply the knowledge and skills gained and receive support from the trainer-mentor, poultry farming can significantly contribute to the Province in several ways:

- Enhancing food and nutrition security
- Providing income generation opportunities, thus reducing poverty
- Offering an affordable and nutritious source of animal protein
- Supporting the Province's self-sufficiency in poultry production
- Encouraging and empowering more women to start poultry-based microenterprises

3. Goal/Outcomes/Outputs

Goal

Current and potential poultry farmers are trained and upskilled on improved sustainable and environmentally friendly practices in small-scale poultry production, including housing, nutrition, health management, biosecurity, and market linkages and value addition opportunities in the poultry.

Outcome 1

Trained participating farmers use their knowledge and skills of better and sustainable poultry production practices to produce and market poultry products, contributing to livelihood diversification, income generation, and food and nutrition security.

Work collaboratively with the Association and other key stakeholders to:

- Evaluate the current state of poultry farming, helping to understand challenges and opportunities, identify skills and knowledge gaps, and determine priority areas.
- Assess the knowledge and skill gaps of current and potential poultry farmers on best practices in small-scale poultry production, including housing, nutrition, health management, and biosecurity.
- Guide the improvement of training resources (including presentations, handouts, and practical guides) tailored to the needs and context of small-scale poultry farmers in the province.
- Conduct training sessions and provide hands-on demonstrations and practical exercises to reinforce learning in line with sustainable and environmentally friendly practices in poultry farming.

Outcome 2

The Association trains and upskills selected poultry farmers to become trainers of poultry farmers, capable of training and supporting current and potential poultry farmers.

Collaborate with the Association and other stakeholders to:

- Define eligibility criteria for trainers and assist in identifying and selecting potential candidates.
- Contribute to the development of suitable train-the-trainer (ToT) training resources.
- Conduct ToT workshops to educate trainers on enhanced and sustainable poultry production practices.
- Offer guidance, coaching, and mentorship to enhance the trainers' abilities, ensuring they possess the requisite knowledge and skills to deliver effective training to other poultry farmers.

4. Reporting, Working Relationships and Capacity Building

The capacity and capability building and strengthening will take place through a variety of activities, including training, hands-on experience, mentoring, coaching, collaboration, knowledge sharing, and the sharing of experiences, best practices, and lessons learned.

The volunteer will report directly to the person appointed by the Archbishop to oversee this assignment and will be accountable to the Archbishop. On a day-to-day basis, the volunteer will work with the Catholic Women's Association, appointed representatives from participating communities, ward members (local authority elected members), and other key stakeholders.

The volunteer and the Archdiocese of Rabaul 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

- A qualification in agriculture, animal science, or a related field.
- At least 5 years of practical experience in small-scale poultry production.
- Proven track record in delivering training programs to farmers or rural communities.
- Excellent communication, interpersonal and facilitation skills.
- Knowledge and understanding of biosecurity rules and animal welfare.

Desirable

- Experience in designing and delivering training programmes.
- Experience working in developing countries.

Personal Specifications

Essential

- A positive can-do attitude.
- Supportive and understanding.
- Resourceful and sound problem-solving skills.
- Excellent relationship management skills (ability to relate well to people from different backgrounds and cultures).
- Ability to work collegially and collaboratively.
- Patient and flexible.

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

Furnished accommodation will be provided to the volunteer. Located within the suburbs of Kokopo, the distance between the Archdiocese's Office and the volunteer's accommodation is about 5-10 minutes by bus. Volunteers may be asked to share accommodation depending on the situation.

The office of the Catholic Women's Association is situated within the Archdiocese of Rabaul complex (Vunapope), where the volunteer will be allocated office space equipped with a desk and fan. Since this role does not primarily involve desk work, the volunteer will need to travel to various locations for meetings, cooking demonstrations, and home management training sessions.

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.