

# VSA Assignment Description

<b>Assignment title</b>	Gender-Based Violence Capacity Strengthening Adviser
<b>Country</b>	Papua New Guinea
<b>Location</b>	Kokopo, East New Britain
<b>Partner organisation</b>	ChildFund Papua New Guinea
<b>Duration</b>	12 Months

## Sustainable Development Goals



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## 1. Partner organisation overview

Gender-based violence (GBV), commonly referred to in Papua New Guinea (PNG) as family and sexual violence (FSV), is considered endemic with more than two in three women and girls experiencing some form of physical or sexual violence in their lifetime. While increasingly recognised on the national agenda, the service sector responding to GBV is weak and fragmented. Many survivors have little knowledge of their rights under the law or services available to them, leaving them with little choice but to return to a cycle of abuse. Violence against women is also a significant obstacle to PNG's development and prosperity and whilst several development partners are working to strengthen response mechanisms and there have been steps forward in the last five years, much work remains.

Violence against children is also very common but is under-recognised, with no national figures on violence against children in PNG. Small-scale studies indicate that up to 75% of children live in homes where violence is prevalent, and a disturbingly high number of rape victims seeking treatment are under the age of 16. Children are most at risk of sexual violence in their homes and 83% of child survivors are sexually abused by someone they know. Fundamentally, there is a need to provide more services of quality, wider coverage, and a more integrated GBV response system. Psychosocial or mental trauma support is virtually non-existent outside of urban settings, and efforts to address GBV have thus far been sparse and under-resourced. In 2013 the Family Protection Act, a legislation twenty-three years in the making, was finally passed by the PNG government. Yet due to geographical isolation, lack of support centres, financial barriers and the inadequacies of law enforcement systems, Papua New Guinean women are still facing violence. Prevention efforts are critical. But so long as violence against women persists, it is essential that there are services capable of providing quality supportive care and adequate and functioning referral networks.

ChildFund PNG has recently started implementing Phase Two of Strengthening Services for Survivors of Gender-Based Violence in PNG Project. This second phase of the project will see continued support provided to the 1-Tok Kaunselin Helpim Lain (Helpline), whilst also strengthening both referral services in target provinces, as well as data collection and analysis, in order to improve the sectoral response to GBV more broadly. This project is supported by the New Zealand Aid Programme, ChildFund New Zealand and ChildFund Australia. One of the key objectives of this project is to strengthen interagency, coordination, collaboration and capacity to prevent, respond, and provide effective support services to survivors of gender-based violence and family and sexual violence.



## 2. Assignment overview

The VSA volunteer will provide support to directly strengthen Gender-Based Violence (GBV) response coordination and directly support ChildFund's long-term goals of a global community free from poverty, where children are protected and have the opportunity to reach their full potential.

### Working situation

The workplace will be located at the Division of Community Development office, Kenabot, Kokopo ENB. This building is shared with the East New Britain Council of Women and local transport is safe and accessible. There are toilet facilities, veranda, and outdoor spaces and a shop close by. Office space will consist of a desk seated with the GBV Secretariat. While there is no air-conditioning, there are ceiling fans and windows that bring in light and breeze.

## 3. Goal/outcomes/outputs

### GOAL:

The East New Britain Provincial Family and Sexual Violence Action Committee (FSVAC) Secretariat and associated partners' capacity is strengthened to enable a more integrated, responsive, coordinated, and effective response to GBV, leading to enhanced support services, and better outcomes for survivors of gender-based violence and family and sexual violence.

### Outcome 1

FSVAC Secretariat and associated stakeholders' responses and coordination (including prevention, mitigation, and support services) to GBV are more responsive, integrated and effective.

#### Outputs

- Facilitate and conduct capacity and capability assessments to determine where there are gaps in knowledge, skills, and practices
- Lead the development of capacity strengthening strategy, and assist in mapping out an appropriate and feasible work plan
- Guide the implementation of recommendations to ensure effective capacity-development
- Facilitate and deliver training sessions, and where applicable, organise the engagements of external facilitators
- Provide ongoing support, guidance and mentoring to staff and other stakeholders (where appropriate)

### Outcome 2

FSVAC Secretariat and key sector stakeholders are supported to develop and implement core National and Provincial plans, strategies, standards, and protocols that support and strengthen the delivery of systemic, integrated and more effective GBV coordination and response.



## Output

- Provide technical input to support the development of GBV interagency protocols and training manuals
- Provide input and support in developing and implementing Standard Operating Procedures (SOPs) and protocols
- Provide support to build systemic and effective provincial planning, reporting and monitoring systems

## 4. Reporting and working relationships and capacity building

The volunteer will be working closely with and reporting directly to the ChildFund PNG Project Manager, Team Leader, GBV Coordinator and other stakeholders/organisations to provide practical training, mentoring, guidance and support. The capacity of stakeholders and organisations will be strengthened through activities, such as training sessions; and the capacity and capability of individuals will be developed through technical and mentoring support.

The volunteer and ChildFund Papua New Guinea 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.**

## 5. Selection criteria/position requirements

### Education and Experience

- Experience in GBV sector (in PNG is advantageous)
- Good knowledge of the latest development in best practices related to GBV prevention and response
- Good facilitation skills, including utilising participatory training approaches
- Strong interpersonal skills
- Good Stakeholder engagement
- Strong interest and motivation for inter-agency coordination.
- Excellent report writing skills
- Ability to manage workload and work pressure
- Experience developing organisational policy and procedures
- Record and data management skills (desirable, but not essential)
- Experiencing working in GBV service provision (desirable, but not essential)
- Developing action plans and budgets at national/provincial (desirable, but not essential)
- Experience in change management and/or aligning coordination and governance to comply with minimum standards and policy requirements (desirable, but not essential)
- Previous volunteer experience in a similar context (desirable, but not essential)

### Knowledge, Skills and Abilities

- Flexibility, resilience, and patience
- Self-motivated and organised
- Ability to work and live in a culturally diverse setting
- Willingness to learn and use *Tok Pisin*



- Ability to work in a team
- Good with languages (desirable, but not essential)
- Prior experience working in developing countries (desirable, but not essential)

## 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. Living Situation

### Volunteer Accommodation

A furnished house will be provided for the volunteer in Kokopo, the volunteer may be required to share.

### Kokopo, East New Britain

Kokopo is the capital of East New Britain Province. It lies about 40km from the old capital of Rabaul, which was largely destroyed in a 1994 volcanic eruption, and is serviced by Tokua Airport. Tokua Airport acts as an island provinces air link hub with flights to the mainland centres, West New Britain, Bougainville and New Ireland most days.

The majority of the Provincial Government Headquarters have relocated to Kokopo and there is a lot of infrastructure development happening, especially roading and commercial and residential building. Office space and housing are difficult to acquire and volunteers may be required to share accommodation with other VSA volunteers.

PMVs are mini buses that are a cheap and reasonable form of public transport during the day, though caution must be taken when using them after dark or on isolated roads. There are three main banks that have branches in Kokopo (ANZ, the Bank South Pacific (BSP) and Westpac) and all have ATMs.

The main Post Office is centrally located – postal service is generally reliable and TNT has a branch that provides very reliable courier services. Electricity and water services are provided to most homes in town and gas is the predominant fuel for cooking (as there are frequent power outages). Most larger industries and hospitality services have backup generators.

There are reliable fresh foods markets with a good variety of fruit, vegetables, and fish around Kokopo Town. There are three large supermarkets operating from 8 am to 6:30 pm Monday to Saturday. Limited shopping and market services are available on Sundays. Most basic foodstuffs and hardware are sold in the supermarkets. Most consumables are available in Kokopo, including a variety of imported foods, however, the prices are significantly dearer for certain items than in New Zealand.

As with many developing countries the cellular network has overtaken landline telecommunications with mobile phones very popular. Cellular network coverage is generally good within the urban areas and fades quite quickly close to the rural areas. International connections can be unreliable, especially during the day. Text messages can sometimes fail, or take some hours to get through. 4G (LTE) mobile phone networks are provided in Kokopo, and this currently provides the most cost-effective means of personal internet access for most volunteers.



Social and outdoor activities available include golf, fishing, snorkelling and diving. There are numerous walks (requiring a local guide) around the volcanoes of Rabaul, and exploring of some of the many tunnels the Japanese had built (usually by prisoners of war).

The VSA office has a reasonable library, mainly thanks to book donations from current and departing volunteers. Arriving with books to read or movies to watch is a good way to meet new friends!

There are three pharmacies in Kokopo. Kokopo has a private medical clinic, as well as a basic general hospital, St Mary's, which is available to the public. Malaria is endemic in many parts of PNG, including East New Britain, and the use of malarial prophylaxis by all volunteers is mandatory.

It is still possible (even when taking anti-malarial medications) to catch malaria, so precautions such as using insect repellent and wearing long sleeves and trousers outside in the evening are recommended.

East New Britain has a dual economy: a cash economy operates side by side with the subsistence-farming sector. The main crops produced for export include cocoa and copra. Tourism is becoming an increasingly important sector of the provincial economy; attractions include local customs and culture such as the Bainings fire dance and the Tolai Dukduk secret society, World War II history and relics, volcanoes and diving.

## **Additional information**

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### **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. For two year assignments, the volunteer will receive a rest and respite grant of NZ\$1000 on completion of the first year.
3. 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.
4. The volunteer will receive a monthly living allowance of K1810.
5. A location grant of NZ\$1000 will be paid after 6 months on assignment.

- **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.

**Final terms and conditions relating to the specific volunteer assignment will be confirmed in a personalised volunteer contract prior to departure.**

## Attachments

### Appendix: Papua New Guinea





## Appendix: Papua New Guinea



Map courtesy of maplibrary.com

Papua New Guinea (PNG) has a population of around eight and a half million people. Approximately 800 indigenous languages are still in use by people from a society that ranges from traditional village-based life to modern urban living.

Underlying the Papua New Guinean culture is the wantok system. Wantok, or 'one talk', refers to the people who speak your language or your extended family/clan; a Papua New Guinean's primary loyalty will be to their wantoks. The country is predominately Christian, with indigenous faith and spirituality still important to many local people.

### For more information on Papua New Guinea, see:

- The website of the National Parliament of PNG: <http://www.parliament.gov.pg/>
- Economic overview: <http://data.worldbank.org/country/papua-new-guinea>
- New Zealand Aid Programme in PNG: <https://www.mfat.govt.nz/en/aid-and-development/our-work-in-the-pacific/aid-partnership-with-papua-new-guinea/>

### VSA in Papua New Guinea

VSA has been in Papua New Guinea since 1970 and works with partners to strengthen the quality of education, build community support networks and secure livelihoods for rural people. Since 2005 we have concentrated our efforts to work in the New Guinea Islands' three provinces: East New Britain, West New Britain, and New Ireland. VSA has a field office in Kokopo, East New Britain, staffed by a Programme Manager.

### General security

Volunteers are required to be security-conscious and adhere to the advice of their partner organisations, VSA, and the New Zealand High Commission in Port Moresby on security matters. If there is a major emergency or should security deteriorate, VSA has established evacuation procedures and volunteers will be fully supported by the field staff in Kokopo. The VSA field staff will go through the ground security measures with the volunteer on arrival in-country and develop an individual security plan.

It remains good practice to secure belongings and valuables out of sight, not move about alone at night and avoid demonstrations, street rallies and public gatherings.