

# VSA Assignment Description

<b>Assignment title</b>	Technical Adviser (Fisheries)
<b>Country</b>	Samoa
<b>Location</b>	Apia
<b>Partner organisation</b>	Ministry of Agriculture & Fisheries (MAF)
<b>Duration</b>	1 year



Sustainable Development Goals

41299

## 1. Assignment goal

A strengthened Fisheries Industry where all conventions, decisions, agreements and regulations outlined by the Western and Central Pacific Fisheries Commission (WCPFC) are successfully integrated and implemented within MAF operations.

## 2. Assignment outcomes

### Outcome 1

MAF is confidently and successfully mapping the impact of its WCPFC obligations, and understand how these obligations integrate with all its operations.

#### Outputs

- Review all WCPFC conventions, decisions, and regulations with MAF counterparts
- Coach MAF counterparts on mapping of obligations against existing operations

### Outcome 2

MAF has a comprehensive plan on how to implement all WCPFC conventions, decisions and regulations alongside their Sector Plan.

#### Outputs

- Capacity build MAF counterparts to workshop and plan the implementation of WCPFC conventions, decisions and regulations
- Support implementation across MAF

### Outcome 3

MAF has the skills to prepare for future meetings, including preparing for decisions that will impact its Sector Plan and daily operations.

#### Outputs

- Coach MAF counterparts on the process of preparing for future meetings.



As needs on the ground may change over time, the volunteer is encouraged to review and update the assignment description on arrival and during the assignment in consultation with the partner organisation and VSA programme manager.

### 3. Reporting and working relationships

The volunteer reports directly to the Chief Executive Officer and is accountable to the Assistant Chief Executive Officer of the Fisheries Division. He / she will also work closely with the Principal Officers in each section of the Fisheries Division.

The volunteer and Ministry of Agriculture & Fisheries (MAF) will have an ongoing relationship with the VSA programme manager in terms of assignment monitoring, reporting, professional advice and personal support.

### 4. Capacity building

Through the sharing of expertise and continuous advice on fisheries technical issues, the volunteer will work alongside the local counterparts who will be primarily the ACEO and the team of 15 staff members in this division to ensure informed decisions and rationale are well understood as well as developing national capacity on policy issues. He / she will work closely with the Principal Officers for each section in the division to increase their awareness and skills for practical implementation of the priority areas as outlined in the assignment background section.

The volunteer will train local staff and build their capacity in ways to assimilate and analyse social, economic and scientific information in the formulation, evaluation and monitoring of policy initiatives and projects. Where necessary and most efficient, there may be scheduled staff trainings, consultations, evaluations and workshops during the allocated time of the assignment, and to ensure the sustainability of skills transferred, beyond the assignment period.

MAF counterparts will have the skills to prepare for future meetings of Western and Central Pacific Fisheries Commission (WCPFC), with a deep understanding of how to implement future decisions and align with the MAF Sector Plan. Furthermore, skills of the local staff will be enhanced so that they can successfully perform mandatory functions that are pertinent to fisheries development, research, management, monitoring, control and surveillance fulfilling national, regional and international obligations.

*NB: Refer to Appendix 1 for further information on Capacity Building.*

### 5. Person specifications (professional)

#### Essential

- Technical expertise and policy knowledge around multilateral organisations
- Experience implementing policies within large organisations
- Experience in representation and negotiation to protect and promote national interests in national, regional or multilateral meetings
- Experience in aligning multiple strategic directions into a cohesive organisational plan
- Experience leading a team

#### Desirable

- Experience working in the Fisheries sector
- Experience working with multilateral organisations
- Experience working with regional agencies



- Training, coaching and mentoring experience
- Demonstrated ability to participate in meetings and consultations at a high level with public and private sector representatives

## 6. Person specifications (personal)

### Essential

- Ability to translate complex and technical concepts into accessible language and concepts
- Flexible, patient and resilient
- Diplomatic and able to work with high level management with ease
- Ability to relate to others easily
- Ability to adapt NZ skills to a developing country context
- Team player

### Desirable

- Experience working with Pasifika cultures
- Experience living in a developing country

## 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.

### Partner organisation

The volunteer's partner organisation will be Ministry of Agriculture & Fisheries (MAF).

### 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.

### Vulnerable Children 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 Vulnerable Children 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, for up to a maximum of 24 months.
4. The volunteer will receive a monthly living allowance of WST \$1,650.
5. A location grant (for volunteers in Savai'i only) of NZD\$125 per month is allotted and supplementary to the standard monthly living allowance. This must be used for regular breaks from immediate location of 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.

- **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 prior to departure.**

### **Attachments**

**Appendix 1: Background to the assignment**

**Appendix 2: Living situation**

**Appendix 3: Samoa**



## Appendix 1: Background to the Assignment

### Assignment focus

For the MAF Fisheries Division team members to have the capacity to integrate all the convention decisions and regulations stipulated by the Western and Central Pacific Fisheries Commission (WCPFC), and skills to prepare for future meetings of WCPFC, with a strong understanding of how to implement future decisions and align with the MAF Sector Plan. In addition, the local skills will be honed and sharpened, thereby enabling them to perform mandatory functions pertinent to fisheries development, research, management, monitoring, control and surveillance fulfilling national, regional and international obligations.

The Technical Adviser volunteer will be instrumental in providing assistance to strengthen the knowledge, expertise and application of the abovementioned measures, to ensure compliance to the agreements Samoa is party to, in order to further develop the fishing industry.

Samoa is a member and party to regional, sub-regional and international fisheries instruments and agreements such as the Niue Treaty Subsidiary Agreement (NTSA), Pacific Island Forum fisheries Agency (FFA) and the WCPFC. As conservation and management measures are imposed not only on the management of highly migratory fish stocks, fishing, monitoring, control and surveillance activities within the Western and Central Pacific Oceans, there is an expectation of national obligations from Samoa.

Samoa is a member country and, as such, is expected to integrate decisions made by the Commission. Each decision can have a wide range of obligations, from financial considerations through to monitoring and reporting responsibilities. Samoa is also expected to contribute to each sitting of the commission, with preparation for decision making required. WCPFC responsibilities sit with the Ministry of Agriculture and Fisheries (MAF). It has been identified that team members require further skill development in both the implementation of existing commission decisions, as well as the preparation for future meetings.

The role of the VSA volunteer will be to grow and strengthen the capacity of MAF team members in 4 key areas:

1. Fisheries Management Principles and Approaches
  - Increased knowledge on different types of fisheries controls and how it can be used to restrain harvesting of fisheries resources.
  - Increased knowledge on the relationship between science, policy and legislations; and how it can be integrated to develop a fisheries management framework to ensure sustainability of fisheries resources.
  - Increased knowledge of current fisheries sector plans/policies and how it can be improved to address current and emerging fisheries issues.
2. Monitoring Control and Surveillance
  - Increased Knowledge on the concepts of fisheries MCS
  - Increased knowledge on how MCS tools can be applied to support fisheries management.
  - Increased knowledge on Illegal Unreported and Unregulated fishing activities and how it can undermine Fisheries Management.
3. International Fisheries Management Organisations
  - Increased Knowledge on International Fisheries Instruments.
  - Increased knowledge on obligations arising from international fisheries instruments Samoa is a party to.
  - Increase knowledge on the obligations the WCPFC and how these impact on delivery of the MAF Sector Plan, and daily operations.
4. Team building and mentoring
  - Support key team members with incorporating existing conventions, decisions and regulations, alongside the MAF sector plan, into operations.
  - Build the capacity of MAF team members to prepare for future WCPFC convening's, including understanding on how future decisions may impact on delivery of the MAF Sector Plan, and daily operations.



- Build and mentor fisheries management capacity in MAF Fisheries Team to improve outputs
- Provide technical assistance in fisheries policy, management and compliance.

## Partner organisation

### Ministry of Agriculture and Fisheries

The Ministry's role and functions are mandated under the authority found in at least 9 Acts of Parliament and related regulations. Given the diverse nature of the Ministry's role and functions in a continuously changing environment, the legislation(s) essentially provide to:

- Facilitate the development of subsistence and commercial agriculture and fisheries;
- Promote conservation and development of natural resources, plant and animal genetic diversity;
- Regulate and control fishing;
- Regulate and control the movement and spread of pests and diseases that could cause significant damage to human beings, animals, plants, other aspects of the environment and economic activities;
- Regulate and control pesticides;
- Issue licenses and grant permits;
- Provide policy advice to the Minister;
- Conduct wide stakeholder consultation;
- And implement government policy.

The Agriculture Sector Plan (ASP) 2016 – 2020 provides the framework to guide coherent programs and actions from key stakeholders to achieve the goal of increased food, nutrition and income security in Samoa. A primary aim of the plan is to strengthen government partnerships, particularly with the private sector, Non-Government Organisations (NGO's) and development partners, to leverage agriculture's potential to promote enhanced health, prosperity, job creation and resilience. Successful implementation of the plan will contribute to achieving the national vision of improved quality of life for all and to advancing Samoa's attainment of the global Sustainable Development Goals (SDG's).

As the lead agency for the Agriculture Sector Plan implementation, the Ministry of Agriculture and Fisheries under its Corporate Plan intends to strengthen its partnership strategy to manage and drive the implementation of the Sector Plan through a Sector Wide Approach (SWAp).

*MAF's strategy for the next five years is to:*

- Sector coordination improved and investment in food security and inclusive commercial agriculture and fisheries production systems increased
- An increased supply and consumption of competitively priced domestically produced food
- A sustained increase in production, productivity, product quality, value adding and marketing of agriculture and fisheries products
- Sustainable agricultural and fisheries resource management practices in place and climate resilience and disaster relief efforts strengthened.

The implementation of strategic actions has been broken down into more manageable, mutually supporting priority programs and projects designed to deliver the four sector outcomes highlighted above.

## Working situation

The volunteer will be based at the Fisheries Division Office in the heart of Apia where it is central to most of the government ministries, bus terminal, banks and shopping outlets and all amenities. The offices are air conditioned and there will be a desk and computer provided. The volunteer is welcomed to bring a laptop if they wish. Internet is provided for by MAF.



## Appendix 2: Living Situation

### Samoa - Apia

Samoa's capital Apia is situated 14 degrees south of the equator on the main island of Upolu. It has a population of around 40,000 people with public transport being supplied by buses and taxis. Apia is a relaxed, safe town to live in with a wide range of recreational and sporting facilities available and a varied cultural and nightlife. The Apia CBD has the usual amenities to service the local people: a post office, banking services with ATMs that accept international bankcards, cafes and restaurant. It is also serviced by an international airport at Faleolo (40 to 50 minute drive from the CBD). Apia is surrounded by many small-urbanised villages spreading west down the coast.

The climate is warm all the year round with a hotter, wetter season occurring from November to April. Drier and comparatively cooler weather occurs in the remaining months. The temperatures range from 20 to 38C, depending on the time of year and location. The windward shores of Samoa get about 5000mm of rain each year but the capital, Apia, receives only about 2900mm. Samoa lies squarely in the notorious cyclone belt of the South Pacific and has received a number of devastating blows over the years.

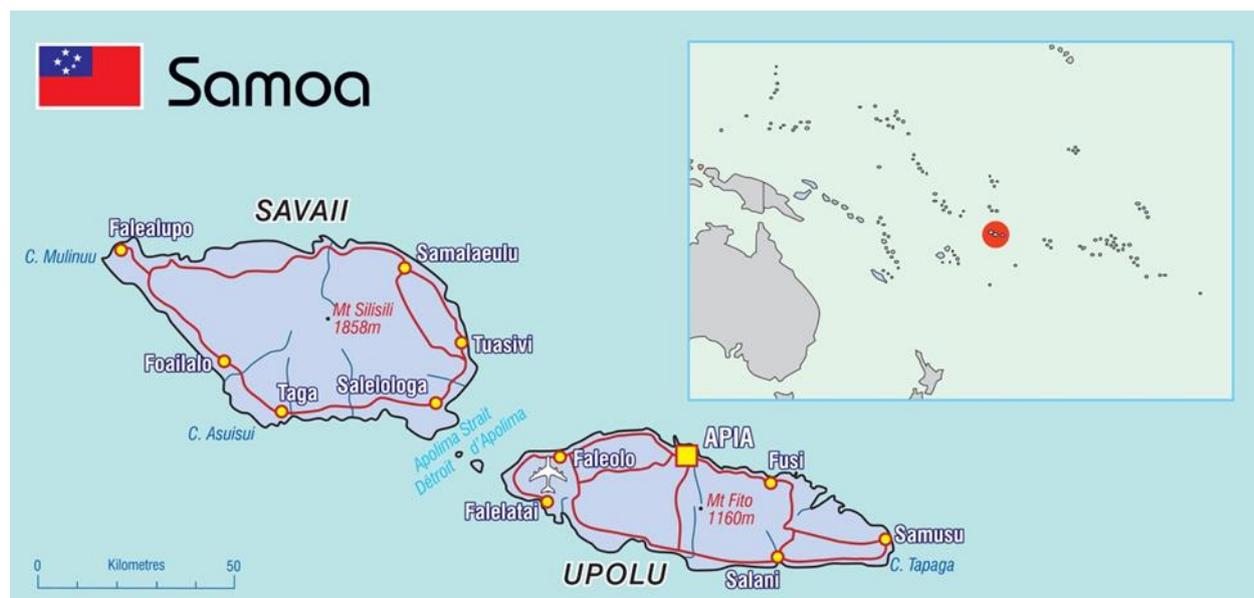
The national hospital in Apia is well equipped to deal with tropical diseases and minor injuries; however, you cannot expect to find the equivalent equipment and expertise that is available in New Zealand.

It is well known that the recent measles outbreak in Samoa that has had tragic consequences for a significant number of families who have lost loved ones. Samoa has been most fortunate with the extensive support from NZ, Australia, USA and many other countries and international aid organisations who have intervened during this epidemic in a collaborative effort to provide medical support and aid to our local people. All parties continue to work vigorously to counteract this disease and ensure preventative measures are in place.

VSA will provide the volunteer with a furnished house located in Apia. The house will have 24-hour electricity, running water, an indoor bathroom and cooking facilities.

## Appendix 3:

### Samoa



Migrants from Southeast Asia arrived in the Samoan islands more than 2,000 years ago, and from there settled the rest of Polynesia further to the east. Contact with Europeans began in the early 1700s but did not intensify until the arrival of English missionaries and traders in the 1830s. At the turn of the 20th century, the Samoan islands were split into two sections. The eastern islands became territories of the United States in 1904, and today are known as American Samoa. The western islands became known as



Western Samoa (now the Independent State of Samoa), passing from German control to New Zealand in 1914. New Zealand administered Western Samoa under the auspices of the League of Nations and then as a UN trusteeship until independence on the 1st January 1962 (celebrated on 1st June every year). Western Samoa was the first Pacific Island country to gain its independence. In July 1997, the Constitution was amended to change the country's name from Western Samoa to Samoa (officially the "Independent State of Samoa"). Western Samoa had been known simply as Samoa in the United Nations, since joining the organisation in 1976.

Since independence, Samoa has operated on a British based parliamentary system, which has been revised to accommodate local customs. Each village is comprised of extended families headed by a chief called a matai. In 1990, universal suffrage was adopted but up until then only matai were allowed to vote in elections. Matai (who can be male or female) represent the family on the village council. As this council is responsible for law enforcement in their village, discord can occur between the traditional system and the western system which is followed by national government. The Fa'a Samoa, or traditional Samoan way, remains a strong force in Samoan life and politics. Despite centuries of European influence, Samoa maintains its historical customs, social systems, and language, which is believed to be the oldest form of Polynesian speech still in existence. Christianity has been incorporated into Samoan tradition since the early 19th Century and forms an important and strong part of daily life.

Samoa has traditionally been dependent on agriculture and fisheries, but once-significant export crops of bananas and taro have declined in volume and value with overseas aid and remittances becoming more important as mainstays in the economy. Samoa has a large trade deficit. Tourism is the largest single activity, more than doubling in visitor numbers and revenue over the last decade and accounts for 25% of the GDP. A large proportion of the population is employed informally and works in subsistence agriculture or low-level commercial ventures. The Pacific nation graduated from a least developed country to a developing country in 2014. This upgrade in status had been delayed for some years after the devastating tsunami in 2009.

For more information on Samoa;

- Samoan government website: <http://www.samoagovt.ws/>
- Economic overview: <http://data.worldbank.org/country/samoa>
- New Zealand Aid Programme in Samoa: <https://www.mfat.govt.nz/en/aid-anddevelopment/our-work-in-the-pacific/aid-partnership-with-samoa/>

## Apia

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## VSA in Samoa

VSA's association with Samoa dates back to 1963, when its first volunteer took up an assignment in Apia. Assignments were initially focused primarily on education. In 2012, VSA began resending volunteers, who work in areas such as agriculture, small business development, tourism and special education. The Samoa programme has an in-country office with a Programme Manager who oversees the local programme, assisted by a Programme Officer.

## General Security

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

