

VSA Assignment Description

Assignment title	Sports Development Advisor
Country	Kiribati
Location	Tarawa
Partner organisation	Ministry of Youth, Women, Sport & Social Affairs (MWYSA)
Duration	One year



Sustainable Development Goals

41243

1. Assignment goal

Staff in the Ministry are more skilled and confident, enabling them to deliver on the National Sports Plan and collaborate more effectively with stakeholders.

2. Assignment outcomes

Outcome 1

MWYSSA has a coherent and practical strategy for the promotion of sport in Kiribati.

Outputs

- Alongside MWYSSA staff and in consultation with key stakeholders, review the current National Sports Plan for the promotion and funding of sport in Kiribati
- Suggest improvements or changes to the strategy and implement these changes as appropriate
- Develop an aligned strategy or plan for the financing of promotion of sport in Kiribati
- Develop an accompanying operational or action plan for the implementation of the strategy and trial practical activities in line with this¹
- Ensure systems are in place to evaluate progress against the strategy during its implementation

Outcome 2

MYWSSA staff use effective tools and strategies to promote sports in Kiribati.

Outputs

Working alongside MYWSSA staff:

- Develop, or strengthen, relationships with key stakeholders to promote sports, including schools, the Kiribati Teachers College, Ministry of Education, and community organisations

¹ Activities outlined under outcome 2 are anticipated to be included in the implementation of the strategy.



- Plan and develop workshops and associated resources on the value and benefits of sport using creative activities and processes²
- Undertake training to enable MYWSSA staff to plan events and deliver these workshops with key stakeholder groups
- Develop fit-for-purpose tools to evaluate the effectiveness and outcomes of these workshops

Outcome 3

MWYSSA staff are able to identify opportunities for sponsorship and marketing at the local and regional level to increase revenue for sport and athletes in Kiribati.

Outputs

- Assess the current environment for sponsorship and marketing of sport in Kiribati and the wider region
- Provide on-the-job mentoring focused on identifying and pursuing opportunities for sponsorship
- Deliver training and develop basic tools for communicating stories about sport in Kiribati³

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 will report to the Secretary to the Ministry of Youth, Women, Sport and Social Affairs and will work most closely with the Secretary and with the Sports Development Officer. The volunteer will also work alongside the wider team of eight Sports Officers in Tarawa and a further two on each of the outer islands.

The volunteer and MWYSSA will have an ongoing relationship with the VSA programme manager in terms of assignment monitoring, reporting, professional advice and personal support.

4. Capacity building

Capacity building will occur on a day-to-day basis with the Secretary concerning the implementation of the Sport Strategy, including providing training and mentoring to the wider team, empowering them to conduct workshops and promote the value of sport with key stakeholders.

Specific work areas where capacity will be built are anticipated to include the following:

- Mentoring on how to organise, develop and deliver training on a varied range of sporting activities, projects or programmes
- How to identify and pursue funding opportunities, including how to manage funding and budgets once received, and how to report on outcomes (keeping track of statistics etc).
- How to plan events and programmes

² It is anticipated that this will include the development of user-friendly coaching manuals, including methods and techniques for coaching a variety of sports.

³ Including promotional materials and displays, templates for communicating stories etc



- Training in writing reports and press releases

5. Person specifications (professional)

Essential

- Degree in sports science, development, management, leisure and recreation, physical education or another relevant field
- Demonstrated experience in sports development at government or community level or at a reputable sports agency
- Strong knowledge of active recreation and the sport sector
- Ability to forge strong relationships with partners and stakeholders
- Experience in strategic planning and project management

Desirable

- Knowledge and/or experience of training adults in the workplace and offsite environments
- Experience designing training programmes and knowledge of adult learning styles
- Experience managing and monitoring budgets
- Strong problem solving and analytical skills
- Excellent written and oral communication skills

6. Person specifications (personal)

Essential

- Excellent interpersonal skills
- Organisational and time management skills
- Good team-working skills
- Adaptability
- Energy and enthusiasm
- Confidence

Desirable

- Patience and the ability to remain calm in stressful situations
- Leadership skills
- Detail-oriented
- The ability to work on your own

Additional information

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 MWYSSA.

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 AUD\$1,080.
5. A location grant of NZD\$2000 will be paid after each four months of service. For this assignment this will be paid at four and eight months.

- **Accommodation**

Basic, comfortable furnished accommodation will be sourced by VSA.

- **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: Kiribati

Appendix 1: Background to the Assignment

Assignment focus

Sport Development is a new concept in Kiribati but is increasingly being recognised as an important pillar of national development with potential positive impacts on youth, and more widely in the community. A number of sporting organizations exist including weightlifting, basketball and tennis. However, the approach to Sports Development is fragmented and the current Kiribati Government National Policy aims to progressively unify these various sporting bodies as part of building a sporting infrastructure for the country. This volunteer assignment will play a key role in education and raising awareness of the long-term health and physical benefits of active participation in sport. The volume of work, funding needed to support the development, and availability of resources currently limits the MWYSSA.

Currently the MWYSSA faces the following challenges, which have shaped the development of this volunteer assignment:

- Due to the high profile nature of sporting events, significant time and resources are spent in planning, organizing, media and relationship management to maintain Kiribati's profile, reputation and wider support base. The impact, however, is the effect this has on all other sporting division projects which are delayed or put on hold due to a lack of adequate staffing to manage the entire portfolio of work entrusted for long term sustainability.
- Currently it is acknowledged that a large part of the Kiribati community places a low value on sports and physical activity, and as a result, there is a low level of awareness of the benefits of physical activity to health.
- Further, Sport and Physical Education is not considered a high priority in schools as many view it as a disturbance for students. Obesity levels amongst youth is a concern for the Kiribati Government.
- Limited availability of recreational facilities presents an additional challenge, particularly for persons with disabilities. This resourcing challenge extends to the availability of sports equipment.
- Sport is, in some cases, a matter of great political interest and can be feature prominently in the political campaigning process.
- Coaches and National Federations have historically not received a large amount of government support. Working more closely with these groups is a key priority.

It will be important in this role for the volunteer to take a broad approach to the assignment. Taking the time to understand current perspectives on sport and physical activity, along with the challenges of resourcing will aid in developing innovative solutions and building the capacity of MWYSSA staff and key community stakeholders to continue to promote sports after the conclusion of the assignment. For example, the provision of recreational spaces and sporting equipment will only become a long-term solution if the community who manage these facilities are educated in the value of sport, and understand how to plan for usage and maintenance of the spaces and equipment provided.

Appendix 2: Living Situation

South Tarawa

Tarawa Atoll in the Gilbert group is the administrative centre of Kiribati. It is divided into North and South Tarawa, with the majority of services and population located in the south. South Tarawa is very densely populated, with 6,000 people per square kilometre. The area consists of small islets, from Betio in the west, to Bonriki in the east, connected by causeways along the South Tarawa road.

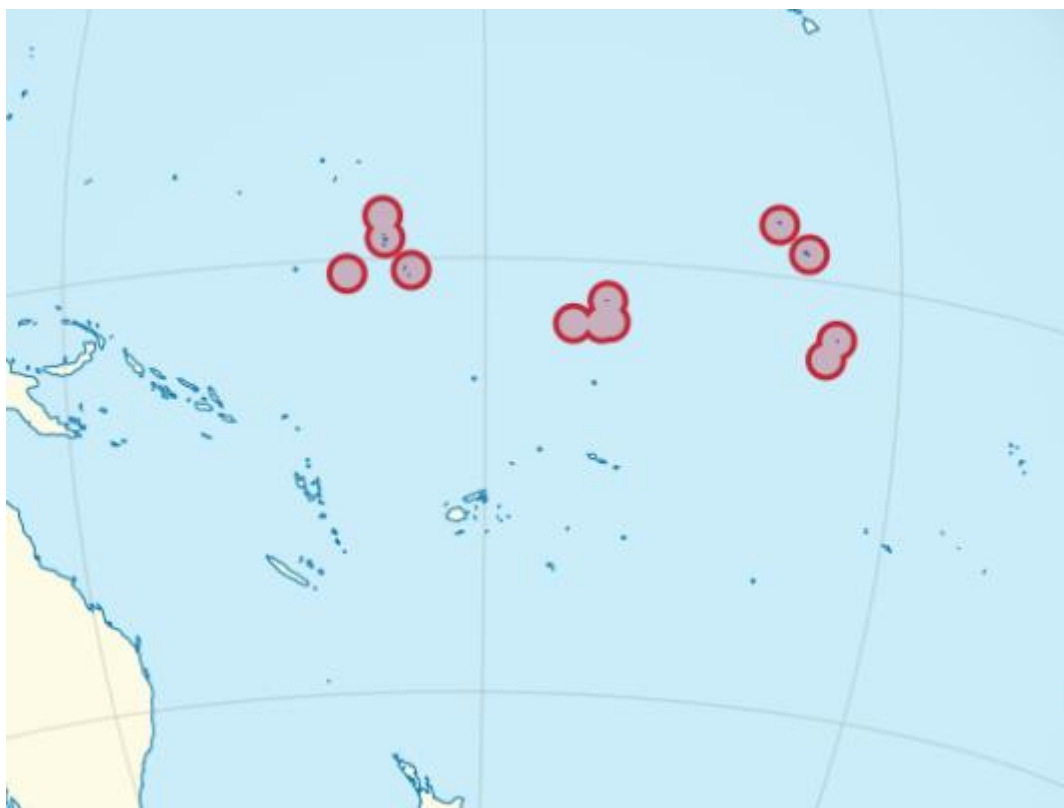
Tarawa has two hospitals, the Tungaru Central Hospital and Betio Hospital, a few health clinics and a medical clinic at the Marine Training Centre (MTC) which volunteers can access. There are a number of supermarkets but supplies of foreign goods are dependent on irregular shipping services and infrequent airfreight for fresh produce. Computer, internet and e-mail services are available at local internet cafés and motels. Kiribati uses the Australian Dollar and long-term volunteers usually open an account with ANZ Kiribati.



Life is generally relaxed but the density of people in Betio can mean a buzz of noise and activity. Kava bars and a few 'nightclubs' tend to be very loud. Music and dance are important aspects of Kiribati culture. Limited space in South Tarawa means limited room to play sports but football, volleyball and basketball as well as traditional I-Kiribati games are played.

The weather in South Tarawa is hot and humid all year round. It has high average rainfalls that can sometimes be unpredictable and can mean many months with almost no rain during the dry season. South Tarawa is prone to flooding and this is often exacerbated by poor irrigation and infrastructure. While outside the cyclone belt, Tarawa can still experience the tail-end effects of cyclones.

Appendix 3: Kiribati



Map courtesy of Wikipedia.org

The Republic of Kiribati (pronounced "kee-ree-bus") became independent in 1979. It has the largest sea-to-land ratio in the world with only 810 square kilometres of land spread over a staggering 3.5 million square kilometres of the Pacific. With a population of approximately 105,711 (2015 estimate), population density is extremely high with 137 people per square kilometre compared to around 45 worldwide.

Traditionally, power in Kiribati was exercised by the councils of older men, or the *unimwane*. They remain a powerful force and continue to exert a significant influence on the selection of parliamentary candidates. This can place pressure on elected representatives to put local interests ahead of national interests.

The role of women in Kiribati is still very much influenced by tradition with limited participation in political activities. Women continue to do all domestic work. Although girls comprise 78% of primary school enrolments, they only account for 47% for secondary enrolments. Within the public sector, only 9.5% of senior administrative positions are held by women. Furthermore, whilst women represent 60% of the country's teaching force, only 3% of school principals are women.



Relationships are the core of Kiribati culture and the family is the central point for education and learning – ranging from techniques for fishing and house building, weaving, cooking and preserving food, traditional medicine, black magic and land management. In most households, there will be resident children who are not born of the parents of the household, but who have come to live with them for one of a range of practical reasons. Children in Kiribati are the community's responsibility, and it is not uncommon for the closest adult to admonish a child for misbehaviour.

Because the communal extended family is the foundation of Kiribati society, the concept of privacy differs greatly from Western society. I-Kiribati are not used to people preferring to spend some time alone, and they may consider that if you are living by yourself you must be lonely and in need of company.

The *maneaba* (community house) is traditionally the centre of community life in Kiribati and still plays an important part in today's society. This is where community discussions, council meetings and celebrations take place, and where important decisions are made.

The majority of the population of Kiribati live in traditional village settings. Village life is strongly orientated around the extended family and the *unimane* and *unaine* (old women), who continue to play a prominent role in society. Eating, singing and traditional dancing are an important part of I-Kiribati culture and nearly every village has a *maneaba* where people gather for a *botaki* (party). I-Kiribati are generally friendly and courteous to foreigners and are likely to extend invitations to weddings and birthdays.

Although health indicators have improved in recent years Kiribati continues to see the highest infant mortality rate in the Pacific, low life expectancy and a high incidence of nutrition related non-communicable diseases. Tuberculosis is a serious health problem and there are regular outbreaks of dengue fever and occasional cases of leprosy and typhoid.

Forty percent of the population of Kiribati is under the age of 15. As in other Pacific nations, Kiribati has begun to see adolescent reproductive health issues, substance abuse, juvenile offences and increased cases of youth suicide.

Kiribati is in the category of least developed countries. It has few natural resources, with the majority of its economy based on the subsistence lifestyle of its people. Eighty per cent of the population survives through fishing. A feature of the Kiribati economy is the large divergence between the balance of trade and the balance of payments. Although exports account for 25% of the cost of imports, the balance of payments is favourable due to transfers on accounts of overseas investments, repatriation of earnings and fishing license fees.

Religion plays a very important part in the everyday lives of the I-Kiribati and the church is very active in education and social issues. I-Kiribati contribute a large amount of money (especially considering their small income) to religious causes. Each village has one or more churches and villagers are expected to attend church and other church related activities.

For more information on Kiribati, see:

Government tourism website: <http://kiribatitourism.gov.ki/>

Economic overview: <http://data.worldbank.org/country/kiribati>

New Zealand Aid in Kiribati: <https://www.mfat.govt.nz/en/aid-and-development/our-work-in-the-pacific/kiribati/>

General Security

Volunteers are required to be security conscious and adhere to the advice of their partner organisations, VSA and the NZ Embassy in Tarawa 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 staff in Wellington. VSA staff will go through security measures with the volunteer and develop an individual security plan.

