

**Product Design Trainer**  
**Malkerns, eSwatini**

*This assignment has been negotiated in good faith with the Partner Organisation, and the information contained was correct at the time of acceptance of the request.*

*However, while we take responsibility for matters under our direct control, all assignments and arrangements are subject to change. This assignment may be amended or withdrawn to reflect changes in circumstances.*

**GENERAL DETAILS**

<b>Assignment Title</b>	Product Design Trainer
<b>Partner Organisation</b>	Gone Rural
<b>Website of Partner Organisation</b>	<a href="http://www.goneruralbomake.org">www.goneruralbomake.org</a>
<b>Duration of Assignment</b>	12 months
<b>Start Date</b>	April 2020

**1. PARTNER ORGANISATION OVERVIEW**

Gone Rural was founded in 1992 by Jenny Thorne, with the objective of creating income for remotely-located rural women with little to no other means of earning income, while sharing the beauty of their handicraft with tourists visiting eSwatini, and eventually sharing these with the world. The process started with 30 artisans, and today the number has grown to over 780. eSwatini was previously known as Swaziland.

Gone Rural is a social enterprise working to create income and economic empowerment through the medium of handicraft - producing contemporary basketry and hand-woven home products using natural and up-cycled materials. In addition, over the past three years, Gone Rural has been pursuing a strategy of "Evolving Women's Empowerment" with the aim to create opportunities for women to grow into roles beyond that of artisans, to become handicraft teachers, designers and cultural ambassadors.

Their objective is to provide home-based income to eSwatini's rural women. The beneficiaries of Gone Rural are over 780 rural women artisans from 13 communities across eSwatini. Their 'sister' NGO, boMake Rural Projects, provides further support through education, health and sanitation projects in the communities of their artisans, impacting over 10,000 beneficiaries.

Gone Rural's main activities are:

- Production of woven handicraft with talented rural women artisans using natural materials, with products made in the women's homesteads.
- Training and development of the weaving skills of artisans, in new product designs and techniques and using different materials.

- Design and development of new and advanced basketry and home products, particularly in collaboration with other artisan-driven and handmade craft groups.
- Marketing, sales and distribution of artisan-made woven products, respecting fair trade principles and crediting the artisans behind the products.
- Promotion of Swazi handicraft and sharing the stories of the women artisans with customers, retailers and distributors.
- Supporting social development projects in artisan communities, particularly through boMake Rural Projects.

### 2. ASSIGNMENT OVERVIEW

The role is integral to the continued execution of Gone Rural's vision of Artisan-Led Design and the volunteer will support Gone Rural by building the capacity of the artisans of Emoti and Gobholo (potters) in product design and development skill. They will be able to use this to create collections that are inspired by their own lives.

The development of higher value products with increasingly compelling stories behind them is likely to contribute to increased earnings and improved livelihoods for the artisans and their communities.

### 3. ASSIGNMENT OBJECTIVES

- Building the capacity of the organisation and groups of women around the development of a current and existing Artisan-Led Design collection.
- Supporting the Monitoring and Evaluation for Artisan-Led Design program.
- To ensure the **inclusion of all people** directly affected by the volunteer assignment in the course of your work with the partner organisation and host community, including implementing strategies that relate to:
  - a. promoting gender equality and empowering women,
  - b. disability inclusion, and
  - c. child safeguarding.

### 4. DUTIES AND RESPONSIBILITIES OF THE VOLUNTEER

In consultation with their line manager and relevant stakeholders, The Australian volunteer will complete a work plan in the first three (3) months of their assignment. The duties below are an indication of the type of work that may be involved in meeting the Assignment Objectives:

- Training and mentoring in product design and development while facilitating the design process.
- Training and mentoring in production, quality control and order fulfilment.
- Working with the local team on branding and marketing resources for a new collection.

- Mentoring in product design and development.
- Support with Monitoring, Evaluation and Learning processes.
- Develop and maintain collaborations or partnerships with local, regional and international organisations, professional and peer networks to ensure sustainability beyond this support.

### 5. SELECTION CRITERIA

#### ***Qualifications, Essential Skills & Experience***

- University qualification in social development/sustainable business/product design or a related field.
- Experience in training and communication for development.
- Skills and experience in project management and coordination.
- Skills and experience in craft product design and marketing.
- A preparedness to work with limited resources within a challenging environment.
- Commitment to (and experience in) team work, coaching, and mentoring others.
- Awareness of and sensitivity to multi-cultural settings.

### 6. ASSIGNMENT INFORMATION

#### ***Line Manager***

Managing Director.

#### ***Hours & Days at the Partner Organisation***

From 7:45am to 4:45:00pm, Monday to Friday.

#### ***Leave Entitlements***

All volunteers are entitled to 20 days leave per 12 months, unless otherwise advised.

Same conditions and terms as local colleagues apply, including national holidays.

#### ***Professional Indemnity Insurance***

*Professional indemnity insurance is required for all volunteers who are acting as a medical, allied health or legal professional whilst on assignment. On these assignments professional indemnity insurance must be provided by the partner organisation, Australian organisation (if applicable) or self-arranged by the volunteer as part of ongoing professional obligations.*

*For all other assignments, professional indemnity insurance is not automatically provided for Australian volunteers. You should consult your partner organisation about the need for professional indemnity insurance for your role prior to your departure. Where required and/or you consider it essential for you to hold this insurance, please discuss this with the Volunteer Services Manager in Melbourne prior to your departure.*

***This assignment is not deemed to require professional indemnity insurance.***

### ***Other Conditions***

If required to work after hours, the volunteer is entitled to time off in lieu because there is no overtime pay provisions.

### ***Language Skills and Level Required***

English is commonly used in the work place.

### ***Language Support***

Language support in a local language other than English is provided after the in-country orientation period. Most often, additional resources for further development later in the assignment will be available if required.

## **7. LIVING AS A VOLUNTEER**

The assignment is based in Malkerns, eSwatini.

eSwatini is a small, land-locked kingdom in southern Africa; one of the continent's last remaining monarchies, led by His Majesty King Mswati III. eSwatini is religiously and culturally conservative. The population is primarily ethnic Swazis. The language is siSwati although much of the population speak fluent English.

eSwatini is known for its excellent crafts and is home to several craft markets and shopping attractions as well as internationally recognised and enjoyed festivals.

Public transport is reliable in certain parts of the country. Should the volunteer choose to purchase a vehicle, a used car can generally be easily accessed.

The volunteer will need to buy a mobile SIM card and independently subscribe to a telephone and internet service provider to use at their place of residence. There are a number of mobile and internet providers that offer easy to use internet connections.

There is easy but limited access to, and availability of, recreational facilities, gyms, banks, health care providers and shops that provide general amenities.

The office has Wi-Fi which would (within reason) be available to the volunteer as would a work station.

Life for volunteers in eSwatini can feel isolated at times, with only a small peer group of Australian volunteers in the country; volunteers should be aware of, and prepared for, this.

The Southern Africa security context is very different from that which volunteers may be accustomed to in Australia. Vigilance, compliance with security guides and active responses to security and safety advice must be adhered to.

## **8. ALLOWANCES & SUPPORT**

These allowance levels are based on the Cost of Living in the host country location. Allowances will be reviewed periodically and may increase or decrease. Volunteers will be given notice of any change to the allowance level.

### ***Living Allowance***

AUD 1450.00 per month.

### ***Accommodation Allowance***

AUD 650.00 per month.

### ***Housing***

Assistance with the identification of suitable, secure and affordable accommodation will be provided by the In-Country Management Team. This team is located in South Africa.

### ***Other Allowances & Support***

All Australian Volunteers program volunteers receive the following:

- Pre-departure Briefing in Melbourne.
- In-country Orientation on arrival.
- Pre-departure vaccination expenses.
- Visa expenses.
- Pastoral care, assignment monitoring and security guidance.
- Return airfare to country of assignment.
- Psychological and medical advice and support services.
- Re-entry support services.
- Settling in allowance (assignments longer than 6 months).
- Re-settlement allowance (assignments longer than 6 months).

## **9. PREPARING YOUR APPLICATION**

As a part of your online application you will be required to answer the following questions through a video recording (if you are unable to submit through the online video due to accessibility please contact the Recruitment Coordinator).

### ***Response to Selection Criteria***

- a) Why do I feel that volunteering internationally is the right thing for me to be doing at this time in my life?
- b) What are the biggest personal adjustments I'm likely to have to make to be accepted as a useful colleague and engaged community member in this assignment?
- c) The Australian Volunteers Program is committed to ensuring the inclusion of all people directly affected by the volunteer assignment, such as the partner organisation and host community. What is your personal experience and/or understanding of social inclusion.
- d) How do I match the Qualifications, Essential Skills & Experience? Include your most relevant experiences, results and achievements responding to each of the selection criteria in Section 5.

### ***Personal Circumstances Constraints***

The Australian Volunteers Program recognises and values the enhanced skills and expertise of returned volunteers as a result of their volunteering experience. The program is also designed to maximise international volunteering opportunities for all Australians. With this in mind, if a returned volunteer and a candidate who has not volunteered previously apply for the same role, preference will be given to the latter, providing they meet the personal and professional selection criteria for the role.

We are NOT able to accept applications from people with the following personal circumstances due to security, cultural, legal or visa restrictions in this location:

- Applicants with a criminal record where a criminal conviction may be relevant to the inherent requirements of the assignment.

### **10. HOW TO APPLY**

All applications must be submitted online through the Australian Volunteers Program website. If you haven't already done so, you will need to register on our website prior to applying.

*The Australian Volunteers Program is committed to increasing Indigenous participation, and we actively encourage applications from Aboriginal and Torres Strait Islander people. If you would like more information or support with your application, you can contact our Indigenous Programs Coordinator on [indigenous.programs@australianvolunteers.com](mailto:indigenous.programs@australianvolunteers.com).*