

Hockey Community Development Officer

Honiara, Solomon Islands

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 This assignment may be amended or withdrawn to reflect changes in circumstances.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

Assignment Title	Hockey Community Development Officer
Partner Organisation	Solomon Islands Hockey Federation
Duration of Assignment	12 months
Start Date	17 March 2019

1. PARTNER ORGANISATION OVERVIEW

The Solomon Islands Hockey Federation (SIHF) is a sporting federation that aims to provide opportunities to youth, adults, girls and boys and people of all abilities both in Honiara and across Solomon Islands the opportunity to engage in hockey in a fun and social atmosphere, to learn new skills and become more healthy.

SIHF is a partner of the National Olympic Committee of Solomon Islands. SIHF is also supported:

- Through the Pacific Sports Program, two development officer positions have been created to support the local staff member to develop programs to meet the growing interest of the sport.
- By the National Team Program aims to train and develop elite players both men and women to a standard where they are capable of representing Solomon Islands at IHF (International Hockey Federation) tournaments on a yearly basis.

Since 2015, national teams have been selected to represent the country at international competitions within the Oceania region. In their last two tournaments, the senior men and women have won bronze medals at their last Oceania region tournament. The under 18 Men and Women both won bronze and the men qualified to compete in the Youth Olympics in 2018. Unfortunately, they were not able to attend due to a specific Youth Olympic rule, only allowing 1 team sport per country per gender to attend.

2. ASSIGNMENT OVERVIEW

In the past 4 years, development officers have been using school visits as the main strategy to increase participation and interest.

While the federation is growing and gaining capacity, there is still a need for support in terms of developing the functioning of the federation, and advancing roles such as coaches to further drive the sport.

The volunteer is expected to build the capacity of the development officers, coaches and umpires to enhance the standard of hockey in the country.

The role is suitable for someone who is passionate about the sport and is willing to assist in the development of hockey in the country.

3. ASSIGNMENT OBJECTIVES

- To work with the development officers to build the capacity of the hockey administration in terms of program development, strengthening governance and financial management.
- To build the capacity of the sport in its development programs such as leagues, training of coaches and referees.
- 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, Australian volunteers 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:

- Work with the development office to develop various programs and activities and implement them.
- Increase participation of hockey among girls and women.
- Increase the capacity of the local development officers in their growing roles.
- Build on existing league to expand and include more participants
- Increase participation of hockey among girls and women
- Together with staff to build connections with NGO's, Government Bodies and development partners.
- Assist with the development of yearly budgets, sponsorship opportunities to increase SIHF capacity for funding and sustainability
- Develop and/or maintain partnerships with local, regional and international organisations, local and national government, professional and peer networks.

5. SELECTION CRITERIA

Qualifications, Essential Skills & Experience

- Bachelor degree in Sports, Sports Development, Coaching, Education, International Studies or other relevant field
- Level 1 Coaching and/or Umpiring course
- Demonstrate experience in sports management or similar
- Experience in coordinating workshops and training

Desirable Skills & Experience

- Has done coaching/administration work with sports clubs, with experience in hockey is an advantage.
- Experience in formulating long term funding and sponsorship plan

6. ASSIGNMENT INFORMATION

Line Manager

President of SIHF

Working Relationships

The volunteer will be working with the development officers, coaches, and umpires

Hours & Days at the Partner Organisation

From 8am to 4.30 pm, Monday to Friday.

Hockey trainings are held in the afternoons during the week including Sundays. Hours during the week day will be decreased to ensure the volunteer works maximum 40 hours per week.

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, volunteer is entitled to time off in lieu because there is no overtime pay provisions.

Language Skills and Level Required

Medium level of Solomon Islands Pijin language is beneficial in the workplace

Language Support

Language support is provided during 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 people of Solomon Islands are warm and friendly, many living a lifestyle almost unchanged for hundreds of years. It is a fascinating country with more than 70 living languages spoken and incredible marine and terrestrial biodiversity. The third largest archipelago in South Pacific, Solomon Islands comprises 992 islands.

In late 1990s and early 2000s, Solomon Islands was divided by ethnic tension and violence. In 2003 the Regional Assistance Mission to the Solomon Islands (RAMSI) was deployed to help the Solomon Islands Government restore law and order. The mission, called 'Helpem Fren', was successful in restoring security across the country and enabling people to go about their lives free from the fear of violence and intimidation.

The influence of Christianity has had a greater impact on society and people than other institutions. Missionaries managed to curb ancestor worship to some extent but non-Christian beliefs still persist and coexist with Christian concepts. The churches play a very strong role in communal life, especially in rural areas. Virtually every village has a church building or leader and prayer or church services are held once or twice a day, and 95% of the population are professed Christians.

The volunteer will be based in Honiara, located on the island of Guadalcanal. As part of the assignment, the volunteer will travel to the provincial centres.

It has a vibrant and fast growing population and has been the capital of the Solomon Islands since World War II. Honiara is known as a melting pot of the over 70 language groups that comprise the archipelago; the country features a predominantly Melanesian population with minority groups of Polynesians, Micronesians, Asian and Europeans

Honiara has a population of around 100,000 people. Overall, the country's population is young, with 50% being under the age of fifteen years. Honiara is also home to the country's government buildings, commercial centre and a sea port. There is a National Museum, Art Gallery, markets, botanic gardens and beaches. Public transportation runs along the main road and up into many residential areas. Honiara's climate is warm and tropical, with a wetter season from November to April.

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 1828 per month

Accommodation Allowance

AUD 2500 per month

Housing

Assistance with the identification of suitable, secure and affordable accommodation will be provided by the In-Country Management Team.

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:

- Same sex partners who wish to accompany applicants as part of the program may face issues in applying for and being issued with a visa
- Applicants with partners to whom they are not legally married and who wish to accompany applicants as part of the program may face issues in applying for and being issued with a visa
- 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.