

**Service Order 76966/25 Recruitment and Placement Support and Performance Management Services in RMI**

**Services Order number – 76966 /25 Recruitment and Placement Support and Performance Management Services in The Republic of the Marshall Islands (RMI)**

DT Global Asia Pacific Pty Ltd has offered under **clause 5.1** of the Standing Offer specified at item 1 below to provide the Services to DFAT. DFAT accepts this offer on the terms and conditions set out in the Deed and issues this Services Order in accordance with **clause 5.4** of the Standing Offer. Subject to **clause 5.6** of the Standing Offer, if there is an inconsistency between this Services Order and any other provisions of the Deed, the Deed will prevail to the extent of any inconsistency. This Services Order falls under Schedule 3C (Personnel: Recruitment, Placement Support and Performance Management) of Head Deed 76966.

<b>Contractor</b>	DT Global Asia Pacific Pty Ltd (ABN 23 006 170 869)
<b>DFAT Representative</b>	s 22(1)(a)(ii) Policy and Programs Manager
<b>Contractor Representative</b>	s 47F(1) Program Director

Item number	Description	Standard Contract Conditions clause reference	Details
1.	Deed No. and description	1.1	Deed number 76966 Australia Pacific Partnerships Platform (AusP3), Service Order 76966/25 Recruitment and Placement Support and Performance Management Services in The Republic of the Marshall Islands (RMI)
2.	Services Start Date	1.1 and 2.1	20 January 2025
3.	Initial Services Order Period	1.1 and 2.1	20 January 2025 to 30 June 2025 (5.5 months)
4.	Services Order Option Period	2.2	1 July 2025 to 30 June 2029 (48 months)
5.	Background		As per Attachment A, and Annexes 1 and 2 to this Service Order
6.	Services	1.1 and 4	As per Attachment A, and Annexes 1 and 2 to this Service Order
7.	DFAT requirements	4.1(g)	As per Attachment A to this Service Order
8.	Documentation	1.1	Not applicable
9.	Training		Not applicable
10.	Meetings		As per Attachment A to this Service Order
11.	Monitoring and Evaluation		Not applicable, covered under personnel performance reporting
12.	Reports	39	As per Attachment A to this Service Order
13.	Performance Standards / Key Performance Indicators	5	As per Attachment A to this Service Order
14.	Personnel / Specified Personnel	1.1 and 33	As per Annex 3 to this Service Order

Item number	Description	Standard Contract Conditions clause reference	Details								
15.	Subcontractors	34	As per Annex 3 to this Service Order								
16.	DFAT Material	1.1	Not applicable								
17.	DFAT Supplied Items	1.1	Not applicable								
18.	Contractor Background IP	1.1 and 9.1	Not applicable								
19.	Payment – Fees, including any Payment Milestones	41	As per Attachment B to this Services Order								
20.	Additional/higher level of Insurance	8.8	No additional insurances required								
21.	Confidential Information	1.1 and 29	<p>As per Deed of Standing Offer 76966.</p> <p><b>DFAT Confidential Information:</b></p> <table border="1"> <thead> <tr> <th>Item</th> <th>Period of Confidentiality</th> </tr> </thead> <tbody> <tr> <td>DFAT Data</td> <td>Perpetual</td> </tr> </tbody> </table> <p><b>Contractor Confidential Information:</b></p> <table border="1"> <thead> <tr> <th>Item</th> <th>Period of Confidentiality</th> </tr> </thead> <tbody> <tr> <td>[insert relevant items]</td> <td></td> </tr> </tbody> </table>	Item	Period of Confidentiality	DFAT Data	Perpetual	Item	Period of Confidentiality	[insert relevant items]	
Item	Period of Confidentiality										
DFAT Data	Perpetual										
Item	Period of Confidentiality										
[insert relevant items]											
22.	Limitation of liability amount	11	As per Deed of Standing Offer 76966.								
23.	Additional security requirements: level of security clearances required; and police checks	27	Not applicable								
24.	Indigenous Procurement Policy	64	Not used								
25.	Address for invoices		<p>s 22(1)(a)(ii) Policy and Programs Manager Australian Embassy Majuro Locked Bag 40, KINGSTON ACT 2640 or by email to: majuro.embassy@dfat.gov.au cc. s 22(1)(a)(ii) @dfat.gov.au</p>								
26.	Notices	20	<p><b>DFAT</b> s 22(1)(a)(ii) Policy and Programs Manager Department of Foreign Affairs and Trade RG Casey Building, John McEwen Crescent Barton, ACT 0221 majuro.embassy@dfat.gov.au cc. s 22(1)(a)(ii) @dfat.gov.au</p> <p><b>Contractor</b> s 47F(1)</p>								

## Service Order 76966/25 Recruitment and Placement Support and Performance Management Services in RMI

Item number	Description	Standard Contract Conditions clause reference	Details
			DT Global Asia Pacific Pty Ltd Level 14, Tenancy 2, 501 Swanston Street, Melbourne VIC 3000 s 47F(1) Tel: s 47F(1)

EXECUTED as a CONTRACT

SIGNED for and on behalf of the Commonwealth )  
of Australia represented by the Department of )  
Foreign Affairs and Trade, ABN 47 065 634 525, by: )  
s 22(1)(a)(ii) )  
..... )  
(Name of authorised DFAT representative in block )  
letters) )  
as authorised representative for DFAT in the )  
presence of: )  
s 47F(1) )  
..... )  
(Signature of witness) )  
s 47F(1) )  
..... )  
(Name of witness in block letters) )  
..... )  
Date: 17/1/25 )

s 22(1)(a)(ii) )  
..... )  
(Signature of authorised DFAT representative)

SIGNED for the Contractor in accordance with )  
section 127(1) of the Corporations Act 2001 (Cth) )  
by authority of its directors: )  
s 47F(1) )  
..... )  
(Signature of director) )  
s 47F(1) )  
..... )  
(Name of director in block letters) )  
..... )  
Date: 21/1/25 )

s 47F(1) )  
..... )  
(Signature of director/~~company secretary~~) )  
s 47F(1) )  
..... )  
(Name of director/~~company secretary~~\* in block )  
letters) )  
Date: 21/1/25 )

**Service Order 76966/25 Recruitment and Placement Support and Performance Management Services in RMI**

**ATTACHMENT A to Schedule 3C**

**Personnel: Recruitment, Placement Support and Performance Management Services**

**Scope of Services**

**1. THE SERVICES**

- 1.1 The Contractor shall provide the following Services, as per **Deed of Standing Offer 76966 Schedule 1 Scope of Services** and as detailed in the **AusP3 Operations Manual**:

**Recruitment**

- (a) Conduct recruitment and selection of a suitable candidates for identified positions in The Republic of the Marshall Islands, in accordance with the Recruitment Report.
- (b) On submission of the Recruitment Report, the Contractor will offer the position to the preferred candidate and inform unsuccessful applicants.

**Placement Support**

Placement, pre-departure briefing, mobilisation, support, security, procurement, performance management and demobilisation, for the successful candidate in accordance with the approved budget and remuneration as agreed by DFAT (refer Annex 1 Step 6.1).

- (c) Enter into a Personnel Service Agreement or other agreement as appropriate, with the preferred candidate.
- (d) Provide pre-departure briefing and a briefing kit to the personnel.
- (e) Arrange mobilisation/demobilisation of the personnel and accompanying family members.
- (f) Provide support services to the personnel during the term of the assignment including in-country briefing, and security services.
- (g) Facilitate progress reporting and performance management of the personnel.
- (h) Procure goods and equipment to meet the assignment objectives (if required) using funds sourced from the Adviser Assignment Procurement Fund.
- (i) Manage the performance of the personnel in consultation with DFAT Canberra and/or Post, and, if appropriate, the Partner Government, to ensure the personnel is delivering in accordance with the Terms of Reference for the assignment.

**2. REPORTING REQUIREMENTS**

- 2.1 The Contractor must provide the following reports by the required date, in the format and the number of copies indicated:

**Table 2: Summary of Report Due Dates and Content**

Report Type	Description	Due dates
A Recruitment Report	For each completed personnel selection process.  To be completed in accordance with <b>clause 1.13 of Annex 2 to this Schedule 3C</b> .	Within <b>one (1) month</b> of interviews.
A Personnel Work Plan	In accordance with <b>clause 1.29 of Annex 2 to this Schedule 3C</b>	Within <b>two (2) months</b> of the personnel's Commencement Date.

Report Type	Description	Due dates
Personnel Progress Reports	In accordance with <b>clause 1.33</b> of <b>Annex 2</b> to this <b>Schedule 3C</b>	By 30 March and 30 September each year, or as otherwise agreed in writing with DFAT.
Personnel Completion Report	In accordance with <b>clause 1.45</b> of <b>Annex 2</b> to this <b>Schedule 3C</b> .	<b>Two (2) weeks</b> prior to the end of the assignment
Exception Reports	These are to be in writing to the relevant DFAT Activity Manager.	At any time where the Contractor has identified an issue which requires intervention by DFAT, may have a potential negative impact on the activity, or where the issue is of a sensitive nature.

2.2 All reports must:

- (a) be provided at the time specified in this Services Order, unless otherwise agreed in writing (via email) between AHC and the Contractor prior to the Due Date of that report; and
- (b) be provided in accordance with the specification under Schedule 10, Clause 40 of the Head Deed 76966.

2.3 The Contractor must ensure that all Contract Material which is provided to DFAT under this Contract complies with the *Guidelines for Preparing Accessible Content* for the Australian Aid Program (available from DFAT's website).

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ATTACHMENT B to Schedule 3C

Personnel: Recruitment, Placement Support and Performance Management Services

Basis of Payment

1. **TOTAL AMOUNT PAYABLE**
  - 1.1 The maximum amount payable by DFAT to the Contractor for the provision of the Goods and/or Services shall not exceed the sum of AUD191,330.00 plus GST if any up to a maximum amount of AUD19,133.00. DFAT shall not be liable for any Costs or expenditure incurred by the Contractor in excess of this amount.
  - 1.2 The maximum amount payable is comprised of the following items:  
s 47(1)(b)
  - 1.3 Funds may be moved between **Clause 1.2 Table 1 (b) to (e)** with prior written approval from DFAT prior to the Contractor making any commitments above those in this Service Order and within the amount specified in **clause 1.1** above; any such adjustments must then be reflected into the next Service Order amendment.
  - 1.4 All items will be payable at the end of each one (1) month period on a reimbursable basis in arrears subject to receipt of a correctly rendered invoice.
2. **MANAGEMENT FEES**
  - 2.1 The maximum amount payable by DFAT to the Contractor for **Management Fees** shall be paid in accordance with Clause 1.2, Table 1 (a) of this Services Order.  
*Calculation*
  - 2.2 s 47(1)(b)
  - 2.3

**Table 2A: Management Fee: Recruitment, Placement Support and Performance Management of Long-Term Personnel (ITA; including international or locally-engaged)**  
s 47(1)(b)

AND/OR

**Table 2B: Management Fee: Recruitment, Placement Support and Performance Management of Short-Term Personnel (STA; including international or locally-engaged)**  
s 47(1)(b)

*Payment Type*

- 2.4 DFAT shall pay the Management Fees at the end of each one (1) month period on a reimbursable basis in arrears subject to receipt of a correctly rendered invoice, including certification relevant personnel have been on assignment for at least two weeks (long-term personnel) or 11 days (short-term personnel).
3. **PERSONNEL COSTS – SHORT TERM PERSONNEL and LONG TERM PERSONNEL**
- 3.1 The Contractor shall provide the preferred candidate as identified in the Recruitment Report. The Contractor shall be paid for the lesser of actual days/months of work undertaken by the personnel based on the maximum values agreed by DFAT in writing, for positions outlined in Annex 3 including any unallocated positions.
- 3.2 The Personnel Costs are based on a working day of eight (8) hours. The Contractor will not be entitled to claim additional Personnel Costs if they work more than eight (8) hours per working day.
- 3.3 The Contractor must keep verifiable records to enable verification of actual time spent undertaking the Services. Personnel Costs shall be reimbursed monthly, in arrears, in accordance with the rates agreed with DFAT and in accordance with Clause 1.2, Table 1 (b), at the end of each one (1) month period on a reimbursable basis in arrears subject to receipt of a correctly rendered invoice.
4. **RECRUITMENT COSTS**
- 4.1 The Contractor shall be reimbursed on a monthly basis of the actual cost incurred for the items specified as being Recruitment Costs in **Table 3 (Recruitment Costs)** below, in accordance with Clause 1.2, Table 1 (c), at the end of each one (1) month period on a reimbursable basis in arrears subject to receipt of a correctly rendered invoice.

**Table 3: Recruitment Costs**



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s 47(1)(b)

- 4.2 The conditions of payment for the **Recruitment Costs** in **Table 3** above are as follows:
- (a) **Recruitment Costs.** Recruitment costs include fees related to conducting the recruitment exercise, such as advertisements, flights, hotel accommodation and per diems for interview panel members, short listed candidates and Contractor staff, venue hire, catering, transport, health checks, police checks, etc.
  - (b) **Airfares:** reimbursed at economy class for all domestic flights, and for international flights less than two (2) hours **continuous** flight time; and economy class for international flights over two (2) hours continuous flight time, unless otherwise negotiated with the Contractor. Any travel undertaken at cheaper rates (e.g., discount fares) does not entitle the Contractor to reimbursement of the cost of any higher class of travel. Travel must be via the most direct and cost-effective route. A 'flight sector' means from any one flight departure point to any one flight landing point;
  - (c) **Hotel Accommodation:** reimbursed at lesser of actual cost incurred or amount specified, per 24-hour period; and
  - (d) **Travelling Allowance:** an agreed daily rate towards the costs of meals and incidentals.
5. **PERSONNEL SUPPORT COSTS**
- 5.1 The Contractor shall be reimbursed on the basis of the actual cost incurred for the items specified as being Personnel Support Costs in accordance with the categories outlined in **Table 4** below and in accordance with Clause 1.2, Table 1 (d), at the end of each one (1) month period on a reimbursable basis in arrears subject to receipt of a correctly rendered invoice.

**Table 4: Long- and Short-Term Technical Adviser Support Costs**

s 47(1)(b)

s 47(1)(b)

- 5.2 The conditions of payment for the **Personnel Support Costs** in **Table 4** above are as follows:
- (a) **Airfares, Hotel Accommodation and Travelling Allowance:** as per Clause 4.2 (b) to (d) above.
- 5.3 If requested by DFAT, for payment verification purposes, the Contractor shall provide DFAT with appropriate documentation to support all Personnel Support Costs claimed (excluding travelling allowance).

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6. **REIMBURSABLE COSTS**

- 6.1 Contractor shall be reimbursed on a monthly basis of the actual cost incurred for the items specified as being Reimbursable Costs in **Table 5 (Reimbursable Costs)** below, in accordance with Clause 1.2, Table 1 (e), at the end of each one (1) month period on a reimbursable basis in arrears subject to receipt of a correctly rendered invoice.

**Table 5: Reimbursable Costs**

s 47(1)(b)

- 6.2 The conditions of payment for **Reimbursable Costs** in **Table 5** above are as follows:

- (a) **Airfares, Hotel Accommodation and Travelling Allowance:** as per Clause 4.2 (b) to (d) above.
- (b) **Pre-departure Briefing Costs.** Pre-mobilisation costs include flights, accommodation, per diems, venue hire and catering for either the Contractor or the selected personnel attendance at the pre-departure briefing. If family members choose to attend the briefing, and it is considered appropriate for them to do so, travel expenses will be at the personnel's personal cost.
- (c) s 47(1)(b)

- 6.3 DFAT shall not be liable for any Costs or expenditure incurred by the Contractor in excess of the amount listed in Clause 1.2, Table 1 (e).

7. **CLAIMS FOR PAYMENT**

- 7.1 The Contractor's tax invoice must be submitted when due pursuant to this **Services Order 76966/xx** in a form identifiable with the Services and in accordance with Standard Conditions **Clause 41 (Payment)** in **Part 5** the Deed of Standing Offer. Invoices must also contain the Payment Event number(s) notified by DFAT.

- 7.2 All claims for payment must be made to:

Accounts Payable Section  
Department of Foreign Affairs and Trade – Australian Aid Program  
R.G. Casey Building  
John McEwen Crescent  
BARTON ACT 0221

- 7.3 Tax invoices should be sent to the above address. Alternatively, DFAT shall accept electronic tax invoices. These can be sent to [accounts.payable@dfat.gov.au](mailto:accounts.payable@dfat.gov.au) and copied to the DFAT Program Activity Manager.
- Invalid invoices shall be returned to the Contractor.
- Information on what constitutes a valid tax invoice can be found at [Tax invoices | Australian Taxation Office \(ato.gov.au\)](#).

## 8. NOTICES

- 8.1 Notwithstanding clause headed 'Notices' in the Period Offer Deed, for the purposes of this Services Order, the address of a Party shall be the address set out below or another address of which that Party may from time to time give notice in writing to each other Party:

### DFAT

To: s 22(1)(a)(ii) Policy and Programs Manager  
Postal Address: Department of Foreign Affairs and Trade  
R.G. Casey Building, John McEwen Crescent  
BARTON ACT 0221 AUSTRALIA  
Street Address: [as above]  
Email: [majuro.embassy@dfat.gov.au](mailto:majuro.embassy@dfat.gov.au)

### Contractor:

To: s 47F(1)  
Attention: DT Global Asia Pacific Pty Ltd  
Postal Address: Level 14, Tenancy 2, 501 Swanston Street, MELBOURNE VIC 3000 AUSTRALIA  
Street Address: [as above]  
Email: s 47F(1)



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## ANNEX 3 to 76966/25

## Personnel: Recruitment, Placement Support and Management Services

Table 1: Recruited Personnel - LTA

POSITION	INDICATIVE START DATE	INDICATIVE END DATE	MAXIMUM INPUT MONTHS
CLIMATE CHANGE DIRECTORATE ADVISORY SUPPORT	1 FEBRUARY 2025	30 JUNE 2025	5 MONTHS

Table 2: Recruited Personnel - STA

POSITION	INDICATIVE START DATE	INDICATIVE END DATE	MAXIMUM INPUT DAYS
N/A	N/A	N/A	N/A

LTA or STA may be international or locally contracted, as appropriate. Details of Unallocated Personnel are to be agreed between the Contractor and DFAT in writing. The above listed roles and maximum input days may be adjusted upon agreement in writing between DFAT and the Contractor, and be reflected in subsequent Service Order amendments at least quarterly.

Personnel under this Annex 3 may be sub-contracted where required.



# Terms of Reference – Climate Science Specialist, Majuro, RMI

## About DT Global

DT Global is shaping a future where sustainable development and innovation empower individuals, communities, and nations. We work in partnership with local stakeholders to foster inclusive prosperity, social equity, and environmental stewardship. Our global team of 2,500 staff and experts work in over 90 countries to solve complex problems in the peacebuilding, governance, economic development, environment, and human development sectors. With a track record of technical excellence and more than 60 years of international development experience and relationships, we deliver innovative solutions that transform lives.

For more information, please see [www.dt-global.com](http://www.dt-global.com)

## About the Australia-Pacific Partnerships Platform

The Australia-Pacific Partnerships Platform (Partnerships Platform) is an Australian Government initiative funded by the Department of Foreign Affairs and Trade (DFAT) and managed by DT Global. It provides Pacific Countries with a suite of flexible, fit-for-purpose options that support broad governance and stability development outcomes.

## About the Partner Organisation

For this role the Partnerships Platform is partnering with the Climate Change Directorate (CCD), Government of the Marshall Islands, responsible for progressing the nation's climate change priorities, including sea level rise priorities and related challenges. The Climate Change Directorate is charged with delivering key climate change priorities under the Marshall Islands national strategic plan, ensuring climate change resilience is increased.

## About the Role

The Climate Science Specialist will assist the Climate Change Division (CCD) in developing an action plan for its Sea Level Rise Policy. The Specialist will also support the initial planning stages with CCD to identify the protection needs for the Marshall Islands, particularly regarding the safe relocation of populations, aligned to its [National Adaptation Plan](#) and other relevant government climate policies and assessments.

The role will focus on several sea level rise impacts, such as changes to island coastlines due to increased rates of coastal erosion and inundation. Additionally, rising sea levels are expected to elevate the water table, causing more frequent flooding in low-

### Position

Climate Science Specialist

### Duration

12 months (with the option to extend), all subject to client contracting and approvals.

### Partner Organisation

Climate Change Directorate,  
Government of the Republic of the  
Marshall Islands

### Partner Government's national/sectoral priority

- [Marshall Islands Strategic Plan](#)
- [Til Eo 2050 Climate Strategy](#)
- [National Adaptation Plan](#)

### Location

Majuro, Marshall Islands.

### Performance Management and Reporting Framework

Adviser Performance Assessment as per the Partnerships Platform Deed of Standing Offer and relevant program reporting framework

### Remuneration

A competitive remuneration package will be offered to the successful candidate.

The package will include housing, medical insurance, relocation costs and mobilisation/demobilisation flights.

This position is accompanied, noting that the deployment of dependants will require assessment and approval by DT Global.





lying areas, even far from the coast. These changes could significantly affect infrastructure, agriculture, and water supply, potentially threatening the habitability of the atolls, particularly under high emission scenarios. The Specialist will contribute to the government's efforts to address these sea level rise challenges, ensuring that priorities are met in a cost-effective manner, and that the solutions are tailored to the unique context and realities of the Marshall Islands and its people.

## Role responsibilities and deliverables

Placement Objectives	Core Responsibilities
<ol style="list-style-type: none"> <li>1. Identify and plan relevant protection needs from the impacts of sea level rise, aligned to relevant government policies and assessments.</li> </ol>	<ul style="list-style-type: none"> <li>▪ Consult and coordinate with CCD on relevant protection needs and scenarios and where necessary develop an assessment of these protection needs to inform strategic and policy decisions of the government.</li> <li>▪ Map out and identify relevant protection needs and scenarios, responding to the impacts of sea level rise, to be discussed and considered by CCD.</li> <li>▪ Provide recommendations and advisory services on climate science focusing on sea level rise and its impacts, ensuring alignment with government policies and decision making.</li> <li>▪ Work collaboratively with CCD and interested partners to enhance coordination and response to the Marshall Islands Sea Level Rise Policy and its objectives</li> <li>▪ Consider where relevant sea level rise analysis/ responses and data, with the aim to clarify the strategic direction to support effective discussions within the Marshall Islands Government and partners.</li> </ul>
<ol style="list-style-type: none"> <li>2. Develop the action plan for the Marshall Islands Sea Level Rise Policy</li> </ol>	<ul style="list-style-type: none"> <li>▪ Identify and consult with relevant stakeholders on sea level rise challenges and opportunities to inform the action plan of the Sea Level Rise Policy.</li> <li>▪ Effective collaboration with stakeholders both within government and external partners, to enable coordinated response and feedback to sea level rise priorities.</li> <li>▪ Provision of sound and technical advice to the government and other stakeholders on the impacts of sea level rise, to ensure common understanding and agreement on actions to be taken.</li> <li>▪ Take note of cross-cutting approaches/issues discussed to help map out effective actions and strategies in the action plan.</li> <li>▪ Identify actions and options to be considered in the action plan for delivery, ensuring that it reflect sea level rise needs and priorities and develop relevant tools to help track progress of the action plan.</li> <li>▪ Draft and finalise the action plan for the Sea Level Rise Policy, and ensure all relevant stakeholders are consulted through out the process to promote ownership.</li> <li>▪ Leverage support on the sea level rise policy with other partners, to enhance and align engagement and support for the government.</li> </ul>



Placement Objectives	Core Responsibilities
3. CCD capacity on sea level rise priorities and actions to be taken, is enhanced.	<ul style="list-style-type: none"> <li>Assess capacity gaps within CCD on sea level rise, and target capacity trainings on these gaps to improve understanding.</li> <li>Network with partners on relevant training opportunities to help build capacity gaps.</li> </ul>
4. Provide advice and guidance on gender equality, disability and social inclusion (GEDSI)	<ul style="list-style-type: none"> <li>Ensure inclusive practices that enhance access for women, people with disabilities, and other marginalised populations are incorporated into the policies and operations of CCD.</li> <li>Provide advice and guidance on cross-cutting issues, such as child protection, gender equality and disability in line with relevant Australian Aid policies and other appropriate standards.</li> </ul>

## Selection Criteria

### Essential personal attributes of all Partnerships Platform Advisers

- High degree of flexibility, and resilience, with the ability to adapt quickly.
- Open-minded, keen to listen, learn and respectful.
- Commitment to building relationships in a team environment.
- Respectful communication and ability to work in a cross-cultural environment.

### Essential qualifications and experience

- Tertiary qualification in climate change, environmental science or equivalent experience/training with experience working on sea level rise programs or projects.
- Extensive experience working with bilateral or multilateral funded projects, including experience in working with partner government.
- Excellent written communication skills (English) and the ability to produce reports and analyses for a range of audiences.
- Demonstrated understanding of the importance of cross cutting development issues such Gender Equality, Disability and Social Inclusion (GEDSI), Child Protection, Preventing Sexual Exploitation, Abuse and Harassment (PSEAH), anti-corruption and other DFAT safeguarding policies.
- Must hold a full driver's licence or be willing to make your own arrangements for transportation in country.

### Desired qualifications and experience

- Experience working on climate and/or sea level rise programs.
- Demonstrated commitment to improving systems and processes and building the capacity of co-workers through mentoring and transfer of skills.
- Experience living and working in the Pacific or in resource constrained environments.
- Sound working level experience on DFAT aid and development management systems.

## Country Context

There are some inherent opportunities and challenges that come with living and working in developing country contexts, including considerations unique to remote small island states. Applicants should consider these prior to applying.

- The Republic of the Marshall Islands (RMI) is located in the western Pacific Ocean, halfway between Hawaii and Australia, north of the equator and west of the International Date Line.



- RMI is an archipelago of 29 atolls, five low coral islands and 1,151 islets that shares maritime borders with the Federated States of Micronesia, Kiribati and Nauru.
- RMI's capital is Majuro. It has a resident population of approximately 42,000 people with an estimated 27,000 Marshallese living in the United States. Migration from RMI is common, with the latest census showing heavy outward migration (26% over the last 10 years).
- RMI is an independent country in a Compact of Free Association with the US. RMI's constitution was adopted in 1979, with a Nitijela (Parliament) comprising 33 members, elected every four years.
- Australia was the second country, after the US, to establish diplomatic relations with RMI (in 1987).
- Australia and RMI enjoy a close bilateral relationship, however the Australian Embassy in Majuro is relatively new, having opened on 4 May 2021.
- Australia's estimated total ODA contribution to the RMI in 2024-25 is AUD4.1million.
- Australia's development program in the RMI is focused on responding pragmatically to the Government of RMI's priorities, including economic development, climate change action, gender equality and the enhancement of regional connectivity.

For more information visit: <https://www.dfat.gov.au/geo/republic-of-marshall-islands/republic-of-the-marshall-islands-country-brief>

## Other Information

Applicants (and approved dependents) will need to undergo psychometric and medical screening prior to deployment. Housing, mobilisation, and demobilisation airfares will be provided as part of the overall remuneration package. This position is accompanied, noting that the deployment of dependants will require assessment and approval by DT Global.

Amendments to the position's terms of reference may be made during the period of the engagement as required.

Applicants from this position may be used to establish a merit list for similar roles in other Pacific Countries.

DT Global is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, colour, religion, sex, sexual orientation, veteran status, gender identity, or national origin. DT Global, LLC prohibits discriminating against employees and job applicants who inquire about, discuss, or disclose the compensation of the employee or applicant or another employee or applicant.

Our organisation is committed to child protection and safeguarding the welfare of children in the delivery of our international development programs. Recruitment and selection procedures reflect this commitment. We are committed to safety and the prevention of sexual abuse and harassment, child protection and bribery prevention.

We want to engage with the right people to deliver our client programs. As part of our approach, you will be subjected to formal background screening, criminal record checks, employment verification, and periodic compliance checks. All our staff receive safety, compliance and safeguards training and are responsible for contributing to safer working culture.