

PIMS CODE: 10531875

Teacher Trainer

Majuro, Marshall Islands

This assignment is part of the Australian Volunteers for International Development program, an Australian Government, AusAID initiative.

AVI has negotiated this assignment in good faith with the Host Organisation, and the information contained was correct at the time of acceptance of the request for an Australian Volunteer. However, while AVI takes responsibility for matters under our direct control, all assignments and arrangements are subject to change due to the inherent low levels of predictability in developing country environments. This assignment may be amended or withdrawn to reflect changes in circumstances.

HOST ORGANISATION DETAILS

ORGANISATION:	Waan Aelon in Majel (Canoes of the Marshall Islands)
WEB ADDRESS:	www.wamprogram.org

ORGANISATION PURPOSE, HISTORY AND ACTIVITIES

ORGANISATIONAL CONTEXT:	<p>Wann Aelon in Majel (Canoes of the Marshall Islands), known by its acronym WAM, is a not-for-profit NGO that provides vocational and life skills training to at-risk youth in the Marshall Islands. The organisation trains at-risk youth using the traditions of the Marshallese canoe and modern boat-building practices, while also providing classes in educational training and life skills.</p> <p>The participants are unemployed, under-educated and unskilled Marshallese youth who have behavioural, emotional, and substance abuse programs. Using outrigger canoes as the medium for training, WAM has been successful in improving the lives of the youth and contributing to national development outcomes. The program has grown to include additional satellite campuses on Ebeye and outer atolls.</p>
HISTORY:	<p>WAM was started in 1989 in order to document the step-by-step instruction and techniques of building traditional Marshallese outrigger canoes, so that the knowledge would be preserved for future generations. This undertaking proved very successful and has led to a renaissance of canoe-building and sailing traditions in the Marshall Islands.</p> <p>Realizing that many at-risk youth in Majuro know nothing about these traditions, the program of vocational training for youth slowly developed. There are now about 60 youth participants in two sessions each year, where WAM provides vocational training, basic education, and life skills for at-risk youth.</p>
MAIN ACTIVITIES:	<ul style="list-style-type: none"> • Vocational training • Traditional culture education • Basic math and English classes • Life skills training
SIZE OF ORGANISATION:	<p>There are six full-time staff members- the associate director, one finance and data officer, two vocational trainers and one male counsellor. There are also two part-time staff members- the executive director and the female counsellor, and two local volunteers.</p>

ASSIGNMENT DETAILS	
CONTEXT AND PURPOSE OF ROLE:	<p>CONTEXT: WAM strives to provide the best possible vocational, traditional, basic education training to its youth participants. However, the math and English classes have been very informal inconsistent, as WAM relies on outside volunteer assistance, which is not always available.</p> <p>WAM's goal is to have math and English curriculums specifically tailored to the needs and skill level of the participants, which will enable them to go on to find employment or higher level education. They need a skilled person who can bring his/her education and experience to turn the current informal program into a standardised and relevant education programme. Once the curriculum is developed, the volunteer will train local staff to teach it, ensuring there are always available teachers on hand to implement these courses.</p> <p>The curriculum will be used at the Majuro, Ebeye and outer atoll campuses, and the volunteer will provide training to the staff at each campus.</p> <p>ALIGNMENT WITH COUNTRY STRATEGY: This position focuses on Australia's goal of promoting opportunities for all, as at-risk youth are given the tools to further their education and learn job and life skills.</p>
ASSIGNMENT OBJECTIVE/S:	<ol style="list-style-type: none"> 1. Standardise, consolidate, and develop math and English curriculums for at-risk youth. 2. Train local staff to be teachers of the curriculum and train teachers to teach math and English using evidence based assessments and evaluations.

WORKING RELATIONSHIPS	
LINE MANAGER:	Associate Director
STAFF SUPERVISION:	No supervising or managing staff, but the volunteer will be training staff to use the curriculum, one staff member at a time.
OTHER STAFF:	The volunteer will be part of the team and work with vocational trainers, the counselling team, administration and management.

DUTIES AND RESPONSIBILITIES OF THE VOLUNTEER	
<p>Volunteers complete a work-plan in the first three months of their assignment, in consultation with their line-manager and relevant stake-holders. The duties listed below are an indication of the type of work that may be involved in meeting the Assignment Objectives</p> <ul style="list-style-type: none"> ▪ Review and update existing curriculum and teaching plans to create a document to be user friendly for local trainers. ▪ Develop lesson plans and assessments for math and English. ▪ Train appropriate staff to teach math and English using the curriculums. ▪ Undertake the teaching and assessment of the trainees. 	

START DATE:	Start: Within 4 to 6 months of the close of applications There are approximately 4 group start dates into each country each year. New volunteers will arrive as a group, be met by the Country manager and participate in important compulsory in-country orientation, including security training and
-------------	---

	<p>cultural appropriate behaviour.</p> <p>Please note that assignment start dates may vary due to delays in the processing of visa applications or changes in the partner employers circumstances.</p>
DURATION:	<p>24 months</p> <p>The optimum length of Australian Volunteer assignments is 24 months so that relationships can be fully developed and skills passed on to the communities. However, there is flexibility for this assignment to be shortened to 18 months.</p>

SELECTION CRITERIA

For instructions on preparing your application - refer to the Application Information section

CITIZENSHIP:	<ul style="list-style-type: none"> ▪ Please note that only Australian citizens, Australian permanent residents or New Zealand Citizens resident in Australia are eligible to apply for this assignment
QUALIFICATIONS:	<ul style="list-style-type: none"> ▪ Relevant tertiary, professional or technical qualifications and/or certification; or equivalent work experience. ▪ Record of continuous professional development
ESSENTIAL SKILLS & EXPERIENCE:	<ul style="list-style-type: none"> ▪ Successful results in teaching in a setting where English is the second language of students. ▪ Demonstrated success in building the skills of others through formal and/or informal training and coaching ▪ Demonstrated success in consulting with stakeholders and facilitating the work of others to achieve an agreed outcome ▪ Demonstrated success in curriculum development, teaching, creating lesson plans and assessments
DESIRABLE SKILLS & EXPERIENCE:	<ul style="list-style-type: none"> ▪ Experience teaching in a developing country, island state, and/or non-traditional setting with at-risk youth
ESSENTIAL PERSONAL QUALITIES FOR SUCCESSFUL VOLUNTEERS:	<ul style="list-style-type: none"> ▪ Self awareness, self reliance and resilience ▪ A reputation for and commitment to integrity ▪ Commitment to team work, coaching, mentoring and developing others ▪ Awareness and sensitivity of cross-cultural settings ▪ Patience, tolerance and flexibility ▪ Respect for the rights of children and commitment to child protection practices ▪ Commitment to taking responsibility for own behaviour, particularly in compliance with security guidelines and social, ethical and organisational norms. ▪ Ability to cope with cultural isolation and a different standard of living ▪ A preparedness to work with limited resources within a challenging environment <p>Please refer to detailed definitions of personal competencies http://www.australianvolunteers.com/volunteer/what-we-look-for.aspx</p>

WORKPLACE DETAILS AND CONDITIONS OF EMPLOYMENT

WORKPLACE DESCRIPTION:	The WAM Majuro campus will be the primary place of work. Training will also take place on Ebeye campus, with the possibility of training at an outer atoll.
TELECOMMUNICATIONS & COMPUTERS:	The organisation will provide shared computer use and internet.
HOURS/DAYS OF EMPLOYMENT:	From 9 am to 5 pm, Monday to Friday.
LEAVE:	1 week leave for each 3 months of work will be made available the volunteer.
OTHER CONDITIONS:	Out of hours work may be required: Only as required while traveling. Travel required: Travel to Ebeye and possibly other outer atolls to train staff at satellite campuses.
LANGUAGE AT WORK:	Language/s spoken in the workplace are English and Marshallese. An English speaker will carry out their work by using English. The staff speak English well enough that there should not be any large communication barriers. The level of language competency in Marshallese that a volunteer will need to carry out this assignment is: Low: Polite social interaction & demonstrated attempt to learn.
LANGUAGE SUPPORT:	Language training will be provided during orientation. Following orientation, it will be up to the volunteer to continue as desired.

LIVING AS A VOLUNTEER:

LOCATION	Majuro is the capital atoll and urban centre of the Marshall Islands. About half the country's population resides in Majuro.
NEAREST MAJOR CITY:	As noted above, Majuro is the urban centre, and the Delap-Uliga-Rita end of the island, where WAM is located, is the commercial centre of the island. Most of the atoll is comprised of one road which is 30 miles (48 km) long and very narrow. Rita Village anchors one end and Laura village the other. Laura is more rural, and it takes about 1.5 hours to drive from one end to the other by car. There is one large, Western supermarket which stocks familiar Western foods. A growing number of specialized, smaller grocery stores are also popping up around town. There are a number of restaurants to choose from, mostly of the Western or Chinese variety.
LOCAL CONTEXT:	Marshallese society remains highly influenced by kinship. The concept of family and community is inextricably tied in Marshallese community. Strong families contribute to close-knit communities with a focus on caring, kindness and respect. The Marshall Islands is Christian country, and the church plays a large role in local social dynamics. Sundays are set aside for church and relaxation. Many families have afternoon picnics on the small islands of Majuro Atoll.
LANGUAGES:	Same as workplace.
SOCIAL, RECREATIONAL & SHOPPING OPTIONS	Water sports are popular recreational activities in Majuro. There is also an active yacht club that holds monthly meetings and races, and new members are always welcome (yacht ownership not required). People also enjoy recreational fishing,

FOR VOLUNTEERS:	as well as snorkelling, boating and picnicking on small islands.
CULTURAL & SECURITY CONSIDERATIONS FOR LIVING WITHIN THE COMMUNITY	Marshallese are known for their hospitality, and there will likely be a number of parties and celebrations to which the volunteer will be invited. As a visitor, It is important to respect local customs. Women should dress conservatively, with skirts to or below the knee and keep their shoulders covered. Men should expect to wear pants and collared shirts to work, as shorts are too casual for the office.
MOBILITY	Some people do find it useful to buy a car during their time in Majuro, but it is not a necessity. Transportation in downtown Majuro is quite simple. Taxis are both cheap and plentiful, and they will take you to most places in town for a dollar or less. For ventures out of town, taxis can be negotiated, or it is possible to rent a car- or golf cart- for the day. Cars are expensive to buy, and they require continual vehicle maintenance due to salt build-up. Additionally, petrol is about \$5.00 per gallon.

ASSIGNMENT FUNDING			
LIVING ALLOWANCE*:		ACCOMMODATION ALLOWANCE*:	
AVI:	AUD 1000.00 per month	AVI:	AUD 1000.00 per month
EMPLOYER:	AUD 0.00 per month	EMPLOYER:	AUD 0.00 per month
* These allowance levels are based on the Cost of Living in country. They will be reviewed periodically and may increase or decrease. Volunteers will be given notice of any change to the allowance level.			
Accommodation:	The organisation will assist in the search for suitable accommodation for the volunteer. There are a variety of options in Majuro, so the volunteer should be able to find something comfortable, as well as safe and secure. Most housing comes partially furnished. Utilities are usually separate, though water and sewer are most often paid by the landlord. The electricity bill varies depending on air conditioning usage, though a rough estimate would be \$150 - \$200 per month.		
OTHER INFORMATION:	none		

OTHER ALLOWANCES & SUPPORT	
SETTLING-IN:	AUD 1,000 paid prior to start date #
RE-SETTLEMENT:	AUD 1,200 paid at conclusion of placement # <i>#Payable only on volunteer assignments longer than six (6) months.</i>
SUPPORT:	<ul style="list-style-type: none"> ▪ Pre-departure Briefing in Melbourne & In-country Orientation on arrival ▪ Pre-departure vaccination expenses ▪ Visa expenses ▪ Airfares at the commencement and conclusion of the assignment, to and from Australian base. ▪ Pastoral care, assignment monitoring and security guidance from AVI Country Office ▪ Psychosocial and medical advice & support services ▪ Medical and emergency insurance and evacuation coverage. ▪ Some funding is available for approved accompanying dependants subject to safety risks- ask your recruiter for more information. ▪ Re-entry support services

- See the AVI Volunteer Guide Book for full details

APPLICATION INFORMATION

Application Support and Enquiries

If you are interested in applying to become a volunteer, AVI Recruitment Consultants will work with you to provide context and information for self-assessment and research, guidance on the formal assessment and clearance steps, and opportunities for learning and networking to prepare for a successful assignment. You can contact and discuss your interest with a Recruitment Consultant at any time:

Toll Free: 1800 331 292

Email: recruit@australianvolunteers.com

Assignment Information, Selection Criteria and Recruitment Steps

Candidates for Australian Volunteers assignments are selected based on their likelihood to successfully meet the objectives of the assignment, in the context, culture and location of the host organisation and community.

Each assignment available for application will have a detailed Assignment Description available to down-load from the Advertisement page on the AVI web-site. We recommend that you research further relevant information from links and guidance within the assignment description, and through your own networks and information sources.

Full details of selection criteria used for assessing likelihood of success are included in each Volunteer Assignment Description, and on our website: <http://www.australianvolunteers.com/volunteer/what-we-look-for>

You can find an overview of the steps and time-lines involved in becoming a volunteer here:

<http://www.australianvolunteers.com/volunteer/steps-to-becoming-a-volunteer>

Application Instructions

The first step is a written application. We use the application information to assess if there is a sufficient match between the requirements of the host organisation and the applicant's skills, experience, qualifications and understanding of the unique role of an Australian Volunteer. If there are many applications that are sufficiently matched, we will rank the applications, and progress to screening and interview those candidates who have demonstrated the closest match.

Background: The decision to undertake an assignment with Australian Volunteers International entails making a substantial commitment both in terms of the significant period of time that you are prepared to be separated from your family, friends and familiar surroundings as well as a willingness to accept the challenges that living, working and learning in a demanding cross-cultural environment involves.

The making of such a decision therefore needs to be done in a considered and reflective way. We suggest that it should be based not only on a desire to 'give something back' or 'to make a difference' for example, but also on a realistic assessment as to whether the timing is actually right, for you, reflecting on what you anticipate gaining from the volunteering experience and what personal attributes you feel would be required to ensure that such an experience was a satisfying and effective one for yourself and for the host organisation and host community.

Written Application

1. **Response to Selection Criteria:** Please begin by writing your responses to the following three questions, in a document headed - Response to Selection Criteria:
 - a. **Why do I feel that volunteering overseas is the right thing for me to do at this time in my life?** (up to half a page)
 - 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? (up to half a page)

c. **How I match the Essential Skills & Experience:** Write a brief summary of your most relevant experiences, results and achievements against each criteria in the Essential Skills & Experience section of the Assignment Description.

- *Use examples, particularly those that you think would be the most relevant to the assignment objectives, the duties, the host organisation context and the AVI personal competencies – the unique skills necessary for successful volunteering.*
- *Do not respond to the other Selection Criteria sections in the Assignment Description – Qualifications, Desirable Skills & Experience or Essential Personal Qualities – these areas will be covered during interviews and reference checks.*

2. **Resume:** Prepare a comprehensive and up-to-date Resume which includes the key dates of your professional history.

Lodge your application

- Log in or Register on the AVI Web-site.
- Open the Advertisement page of the assignment.
- Click on the Apply Now link at the bottom of the page. This link will only appear if you are logged in.
- Complete a few on-line questions and upload your two pre-prepared documents: Response to Selection Criteria and Resume
- You will receive an automatic email acknowledgement of your application. Please contact the Recruitment team if you do NOT receive this email or if you have any difficulties – recruit@australianvolunteers.com

Response to your application

You will receive advice on the progress of your application within three weeks from the Close of Applications date. Please contact the Recruitment team if you do NOT receive advice - recruit@australianvolunteers.com

Recruitment Principles

The needs of the Host Organisation drive our recruitment and selection practice. AVI is seeking the best available and most suitable volunteer to meet the needs of the Host Organisation.

AVI will assess applicants using merit based and transparent processes to select the best available candidate who has a reasonable chance of achieving the assignment objectives within the cultural and environmental context of the host organisation, in a manner consistent with the AVI Personal Competencies, and whose personal circumstances allow them to realistically commit to the full term of the assignment.

AVI respects the rights of the children in the communities in which we serve. Volunteer candidates will be asked to demonstrate their commitment to child protection practices and undergo police and background checks.

Flexibility is essential – there are low levels of predictability in all aspects of international volunteering.

If no candidate is able to demonstrate a reasonable likelihood of achieving the assignment objectives, or meeting the Selection Criteria, the assignment will be re-advertised or withdrawn.

There are significant potential health risks and other hazards - both foreseeable and unforeseeable - associated with participating in international volunteering. Volunteers, host organisations and AVI share responsibility for the management of risks associated with international volunteering. Throughout the recruitment process, candidates will be informed of likely risks associated with volunteering, and provided with the opportunity to explore how these risks will affect their ability to commit. Volunteers accept that there

is a shared responsibility for identifying, planning for and managing risks.

Volunteer candidates demonstrate their ownership of this responsibility by providing full disclosure of personal and health challenges that they may face in managing the risks of a Volunteer assignment so that appropriate support, risk management and insurance coverage can be arranged.

Starting your research

Australian Volunteers for International Development program:

www.ausaid.gov.au/volunteer

Travel Safety information:

<http://www.smartraveller.gov.au/zw-cgi/view/Advice/>

AVI Approach to Development:

www.australianvolunteers.com/about-us-/how-we-work

Australian Volunteers Code of Conduct:

<http://www.australianvolunteers.com/media/128555/avi-code-of-conduct.pdf>

AVI Child Protection Policy and Procedures

<http://www.australianvolunteers.com/media/128561/avi-child-protection-policy-v2.1.pdf>

<http://www.australianvolunteers.com/media/128558/avi-child-protection-procedures-dec10.pdf>

AVI Recruitment:

<http://www.australianvolunteers.com/volunteer/what-we-look-for.aspx>

<http://www.australianvolunteers.com/volunteer/steps-to-becoming-a-volunteer.aspx>

AVI Fact Sheets for Couples and Families Exploring Volunteering

<http://www.australianvolunteers.com/volunteer/faq.aspx#Can%20I%20take%20my%20partner>