

PIMS CODE: 10531848

Youth Programs Coordinator

Majuro, Republic of the 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 This assignment may be amended or withdrawn to reflect changes in circumstances.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:	Youth to Youth in Health
WEB ADDRESS:	n/a

ORGANISATION PURPOSE, HISTORY AND ACTIVITIES

ORGANISATIONAL CONTEXT:	<p>Youth to Youth in Health is dedicated to the young people of the Marshall Islands. The organisation promotes health, culture, and spiritual well-being through training, outreach, collaboration, respect and pride. The mission is to create behaviour change for a better quality of life.</p> <p>The core belief of Youth to Youth is that youth participation in the development and implementation of program activities is essential to resolving and preventing health and social problems that affect Marshallese youth.</p>
HISTORY:	<p>Youth to Youth was established in 1986 as the promotional arm of the Family Planning Program of Marshall Islands Ministry of Health and Environment. The program gradually expanded and evolved to incorporate issues of adolescent sexual and reproductive health (teenage pregnancy, STIs and HIV/AIDs, and contraceptive use), substance abuse, and suicide.</p>
MAIN ACTIVITIES:	<ul style="list-style-type: none"> • Peer education (substance abuse, sexual health, healthy lifestyle, mental health) • Outreach education and awareness raising • Counselling and substance abuse treatment • Youth friendly sexual and reproductive health clinic (pregnancy testing, STI/HIV testing, contraception, check-ups) • Youth Community Centre- offering a safe space and substance free alternative activities for youth • Youth SMART Program- tutoring and life skills education for children not in school • Art training program
SIZE OF ORGANISATION:	15 full time employees, which include 10 peer educators and the program managers. There is also a part-time counsellor, and a part-time doctor and nurse from the Ministry of Health.

ASSIGNMENT DETAILS	
CONTEXT AND PURPOSE OF ROLE:	<p>CONTEXT: Currently, the Youth to Youth education programming is disjointed and carried out under various grant programs. The organisation lacks a central authority to manage the satellite locations and general youth programming at headquarters. A volunteer would help to streamline programming and create a management system that will be overseen by current staff in the future.</p> <p>ALIGNMENT WITH COUNTRY STRATEGY: This position falls outside of Australia's Partnership for Development with the Government of the RMI. However, it supports Australia's commitment to achieving the Millennium Development Goals in the area of health.</p>
ASSIGNMENT OBJECTIVE/S:	<ol style="list-style-type: none"> Establish ongoing activities, programs, and events at Youth to Youth's community centres in Majuro, Laura and Ebeye. Design a reliable mechanism for coordinating programming between staff at headquarters in Majuro and staff in field offices in Laura and Ebeye.

WORKING RELATIONSHIPS	
LINE MANAGER:	Administrator/Director
STAFF SUPERVISION:	The volunteer will supervise the Laura Program Manager, Ebeye Program Manager, and the Peer Educators.
OTHER STAFF:	The volunteer will also work with the After Dark Program Manager, AHD Program Manager and SAPT program staff to organise outreach activities and regular events at community centres.

DUTIES AND RESPONSIBILITIES OF THE VOLUNTEER	
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.	
<ul style="list-style-type: none"> Design and manage alternative activities for youth (such as sports, music, arts, games computer skills, dance) at Majuro Youth Community Centre and in satellite offices in Laura (Majuro Atoll) and on Ebeye. Supervise all program activities for Laura and Ebeye satellite offices. Coordinate with receptionist all requests for educational outreach, presentations, songs/skits at schools, churches and other organisations, and establish and maintain a outreach calendar to ensure sufficient resources are available for each activity. Dependent on skills/interests: <ul style="list-style-type: none"> Work with peer educators and "Just Act Natural" program to write and direct longer-form skits, plays, and radio programs Establish a community theatre/music program for at-risk youth Design, build, and train staff in maintenance of organization website Organize community sports leagues 	

START DATE:	Start: Within 4 to 6 months of the close of applications
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	<p>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 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 community.</p>

SELECTION CRITERIA

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

CITIZENSHIP:	<ul style="list-style-type: none"> ▪ 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"> ▪ Degree in community work, education, youth services, counselling, development, or other related field. Graduate work desirable, or experience may be substituted.
ESSENTIAL SKILLS & EXPERIENCE:	<ul style="list-style-type: none"> ▪ 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 working with youth and/or at-risk populations ▪ Successful results in design, implementation and supervision of youth programs for ages 10-25. ▪ Applied knowledge and experience teaching about sensitive issues such as sexual and reproductive health, teen pregnancy, substance abuse, and/or mental health (suicide/depression)
DESIRABLE SKILLS & EXPERIENCE:	<ul style="list-style-type: none"> ▪ Experience or interest in performing arts (drama, music, dance, etc.) ▪ Website design and management ▪ Experience mentoring youth ▪ Background in counselling, social work, or medicine (doctor/nurse) ▪ Grant writing, reporting, and monitoring ▪ Experience starting or providing technical assistance to youth programs in a developing country or underserved community
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

	<ul style="list-style-type: none"> ▪ 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>
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WORKPLACE DETAILS AND CONDITIONS OF EMPLOYMENT	
WORKPLACE DESCRIPTION:	Youth to Youth in Health Headquarters in Uliga, Majuro, with weekly outreach/supervisory work in Laura, Majuro and periodic field visits to Ebeye
TELECOMMUNICATIONS & COMPUTERS:	Youth to Youth will provide shared computers and shared IT resources, such as copier and scanner, and internet is provided.
HOURS/DAYS OF EMPLOYMENT:	40 hours per week, Monday through Saturday, between 8 am and 9 pm, depending on the day and the programs of each day. In general, there will be more late hours than early hours.
LEAVE:	Same conditions and terms as local colleagues apply, including national holidays. A minimum of 1 week leave for each 3 months of work will be made available to Volunteers, if the workplace conditions are less than this.
OTHER CONDITIONS:	Out of hours work may be required: See above, hours are flexible and depend on hours of programs the volunteer works with each day. Travel required: The volunteer will make monthly trips to Laura (1.5 hour drive from Uliga at the far end of Majuro) and a trip to Ebeye once every few months- both travels to monitor the satellite campuses.
LANGUAGE AT WORK:	<p>Language/s spoken in the workplace: English and Marshallese</p> <p>An English speaker will carry out their work by: Speaking English and occasionally using a translator.</p> <p>The level of language competency in Marshallese is that a Volunteer will need to carry out this assignment is:</p> <p>Low: Polite social interaction & demonstrated attempt to learn LOW/MEDIUM Medium: Able to converse about non-technical issues</p> <p>Language skills from AVI language support & their own effort while on assignment. Learning some basic Marshallese will greatly improve the volunteers relationship with the managers and especially the peer educators. If willing, the volunteer will likely learn quite a bit on the job, and continued lessons will help improve language skills.</p>
LANGUAGE SUPPORT:	The volunteer will receive language training during orientation. Following orientation, it will be up to the volunteer to continue as desired.

LIVING AS A VOLUNTEER:	
LOCATION	The Marshall Islands consists of 29 atolls and five single islands in the central Pacific Ocean, between 4 and 14 degrees north of the equator. There are approximately 1225 islands and islets spread throughout the country, spanning

	<p>750,000 square miles of ocean. The total land area is about 181 sq. km and the mean height is only 2 metres above sea level.</p> <p>Majuro is the capital atoll and the urban centre, with about half of the population residing there.</p>
NEAREST MAJOR CITY: I	<p>Majuro is the urban centre, and the Delap-Uliga-Rita end of the island, where Youth to Youth 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 quite narrow. Rita anchors one end, while Laura, home to one of the Y2Y campuses, anchors the other end. Laura is much more rural, and it takes about 1.5 hours to travel from one end to the other by car.</p> <p>There is one large, Western supermarket which stocks most familiar Western foods. A growing number of smaller, specialized grocery stores are also popping up throughout town. There are several restaurants to choose from, mostly Western or Chinese cuisine.</p>
LOCAL CONTEXT:	<p>Despite increasing Westernisation, Marshallese society remains highly influenced by kinship. The concept of family and community is inextricably tied in Marshallese society. The strong family ties contribute to close-knit communities with a focus on caring, kindness, and respect. The society is matrilineal, and therefore land is passed down from generation to generation through the mother to her daughters. Chiefs continue to wield a great deal of power over land ownership and usage, and many of these chiefs are also political leaders of the country.</p> <p>The Marshall Islands is almost entirely Christian, and the church plays a central role in local social dynamics. Sundays are set aside for rest and relaxation, and attending church services, and many families picnic on small islands and partake in water sports.</p>
LANGUAGES:	Same as workplace.
SOCIAL, RECREATIONAL & SHOPPING OPTIONS FOR VOLUNTEERS:	<p>Water sports popular in Majuro. There is an active yacht club with monthly races with members from around the world. The club holds monthly meetings and races, and members can join a boat to participate in the races. The Marshall Islands Billfish Club hosts monthly fishing tournaments and well-attended weigh-ins.</p> <p>The coral reefs make for amazing snorkelling and scuba opportunities, both near the small “picnic” islands in Majuro Atoll, as well as in the lagoons of the pristine outer islands of the Marshalls.</p>
CULTURAL & SECURITY CONSIDERATIONS FOR LIVING WITHIN THE COMMUNITY	<p>Marshallese are known for their hospitality, and they will do all they can to make you feel at home upon your arrival. You may end up with a “host” family who will take you under their wing and invite you to family parties and celebrations- an integral part of Marshallese culture.</p> <p>As a visitor, it is important to respect the local customs. Women should dress conservatively, with skirts to or below the knee and cover their shoulders as well. Men should expect to wear pants and collared shirts to work, as shorts are too casual for the workplace.</p>
MOBILITY	<p>Getting around in downtown Majuro is quite easy. Taxis are plentiful and cheap, and they will take you most places in town for a dollar or less. For ventures out of town towards the Laura end of the island, taxis can be negotiated, or it also possible to rent a car (or a golf cart!) for the day.</p> <p>While some people finding buying a car useful for their time in Majuro, it is not a necessity. And, with high gas prices and continual vehicle maintenance needed to salt build-up, it is often much easier to simply use the taxi system.</p> <p>Youth to Youth also has a vehicle which can be made available to the volunteer</p>

	for some use.
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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:	<p>The host organisation will help search for suitable accommodation for the volunteer. There are a wide variety of options in Majuro, so with a little bit of luck and searching, the volunteer should be able to find something well suited, as well as safe and secure.</p> <p>Most housing comes at least partially, if not fully, furnished. Utilities are usually separate, though the water is often paid by the land lord. The electric bill will depend on air con usage, and can be as much as \$200 p/month if ac is used often.</p>		
OTHER INFORMATION:	<p>The position and location is suitable for a partner and children as well. There are good private schools on island and plenty going on for a partner to involve him or herself.</p>		

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	
<p>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:</p> <p>Toll Free: 1800 331 292</p>	

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.
 - o *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.*
 - o *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>