



**Australian High Commission  
Fiji**

**Candidate Information Pack**

**Senior Program Manager Gender Equality**

**(Fixed Term – 3 years)**

**Applications Close: 4.00pm, Friday 12 November 2021**

**Email applications to:**

[ahcsuvavacancy@dfat.gov.au](mailto:ahcsuvavacancy@dfat.gov.au)

## **Applying for a Job with an Australian Embassy, High Commission or Other Post**

In general, selection decisions for jobs and promotions within Australian embassies, high commissions or other posts are based on three elements: a written application, referee report/s and an interview.

The following guidelines aim to assist staff prepare a written application, prepare for an interview and to prepare their referees to provide a comprehensive and supportive referee report.

### **1. Application**

Your submission must comprise of the completed Application form and a brief CV.

Your CV should be brief (**no more than 3 pages**) and include your current position, previous positions (working backwards), academic qualifications, languages, and other relevant information– including publications and awards.

All advertised positions have a corresponding position description setting out the responsibilities and tasks required in the job. The selection panel will use this and the one page pitch, based on the position description, to assess applications. The position description describe the personal qualities, skills, abilities, knowledge and qualifications (if any) a person needs to perform the role effectively.

The one page pitch addressing the position description is your first opportunity to demonstrate your claims against the position description. Read the position description carefully, use workplace achievements to demonstrate you have certain skills or experience rather than assertions about skills or experience. Use recent examples as far as possible.

If you find it difficult to identify strong examples, you can still show you understand what is required and how it should be done.

## 2. One page pitch

Your 1 page pitch (limited to 1200 words) is a chance to tell the Selection Committee why you are the right person for the job. The Selection Committee want to know:-

- why you want to work at the AHC,
- why you are interested in the role,
- what you can offer them, and how your skills, knowledge, experience and qualifications are applicable to the role. In a nutshell – why should DFAT hire you?

### **Treat your application like a formal document**

Ensure grammar and spelling are correct, and that you have used the correct punctuation where appropriate. **We strongly recommend you write your one page pitch in an application such as Microsoft Word and then copy and paste it into your application form when completed.** This should prevent the loss of your work and spelling errors.

**Note:** The position you are applying for is not an Australian Public Service position.

## 3. Referee Reports

You will be required to supply contact details of two referees that the committee may contact; this should be your current supervisor and a recent past supervisor. The committee may decide to contact a referee – either before or after interview. The committee may contact you in cases where you have advised the Committee not to at this stage. The committee may seek comments from others who know your work but you have not listed them as a nominated referee. If this is the case the committee may contact you beforehand. Not all candidates will have a referee check conducted – this will be at the discretion of the Selection Committee.

If you are currently working within the Australian High Commission, Suva it is your responsibility to advise your referees that they may be contacted by a member of the Committee. If you work in private

employment, the committee/or a representative of the committee may call you to discuss contacting referees.

Referees' comments should be framed around the position description. The committee will seek evidence-based evaluations of your performance against the position description. We recommend that you discuss your claims with your referees to ensure that you are aware of the comments they may make in discussions with the selection panel. If an adverse comment is made that will have a significant bearing on an application, the committee will give the applicant concerned the opportunity to respond to the adverse comment(s).

#### **4. The Interview**

Many people are nervous about interviews. Solid preparation is the key to a successful interview.

On the basis of the position description, you may be asked a range of questions to demonstrate your skills and abilities. These could include behavioural-based questions and hypothetical scenario questions.

The following interview tips might be helpful:

- Know your own story:
  - ✓ your key selling points;
  - ✓ examples of achievements relevant to the position description and
  - ✓ what you might have done differently with the benefit of hindsight
- Know the role and its broader context:
  - ✓ be familiar with the position description;
  - ✓ understand the work level standards required;
  - ✓ understand the broader context: the mission's and Department's priorities and how the job you are applying for fits into this picture; and
  - ✓ be aware of current affairs
- Practice aloud to get comfortable with the wording of examples you might use, but don't learn responses by rote – you don't know what the questions are yet!

- You may be given a copy of the questions a few minutes before interview. Be ready to jot down some notes
- Dress appropriately for the interview and check your appearance in the mirror. You should feel comfortable and confident with your appearance
- Questions tend to be broad, open, behaviour-based questions to allow you to convince the interviewer of your suitability for the job/promotion
- Present clearly and confidently
- Questions need to be answered as if you were already at the level
- Manage your time. If you have a 20 minute interview, you can't afford to spend 15 minutes on your first answer
- You may be asked if there is anything you want to add – be ready
- Remember the 6 P rule:
  - ✓ Proper Prior Preparation Prevents Poor Performance.

## **About the Australian High Commission in Suva**

The Australian High Commission is located at 37 Princes Road, Tamavua, Suva.

Australia has had diplomatic representation in Fiji since 1964.

The Australian High Commissioner to the Republic of the Fiji Islands is the official representative of the Australian Government in Fiji. The High Commissioner is also Australia's Permanent Representative to the Pacific Islands Forum Secretariat.

The Deputy High Commissioner is accredited as High Commissioner to Tuvalu.

The following Australian Government departments are represented at the High Commission:

- Department of Foreign Affairs and Trade (DFAT)
- Australian Trade Commission (Austrade)
- Australian Federal Police (AFP)
- Australian Defence Force (ADF)
- Department of Home Affairs (DHA)
- Australian Centre for International Agricultural Research (ACIAR)

Additional information pertaining to the Australian High Commission can be obtained from our website [www.fiji.embassy.gov.au](http://www.fiji.embassy.gov.au)

## One Page Pitch (limited to 1200 words)

Please complete the **Application Form** which includes a one page pitch to support your application for the role.

Your **pitch** to the Selection Committee should state:-

- The experience and the expertise in your field of work
- Why you are the right person for the job,
- Why you wish to work for the Australian Commission, Suva and what you can offer.
- What skills, knowledge, experience and qualifications you possess that are applicable to the role.

Applicants must write no more than 1200 words.

**Please note that your application will not be considered if this is not done.**

### ***NB:***

1. Working for the department requires the highest standards of conduct. Exemplary ethical conduct on the part of the department's employees contributes significantly to the standing of the department in Australia and overseas and the overall effectiveness of its work. Employees are required to comply with the LES Code of Conduct.
2. This is a locally engaged position subject to Fiji labour laws. All costs and arrangements for a work permit (if required, to be eligible to work in Fiji) are the responsibility of the applicant.

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## SENIOR PROGRAM MANAGER (GENDER EQUALITY) – SUVA – OCTOBER 2021

<b>Agency</b>	Department of Foreign Affairs and Trade
<b>Position number</b>	SUV101
<b>Title</b>	Senior Program Manager, Gender Equality
<b>Classification</b>	LE7
<b>Section</b>	Human Development
<b>Reports to</b>	Counsellor, Human Development
<b>Contract type</b>	Non-ongoing (up to 36 months)

### About the Department of Foreign Affairs and Trade

The role of the Department of Foreign Affairs and Trade (DFAT) is to advance the interests of Australia and Australians internationally. This involves strengthening Australia's security, enhancing Australia's prosperity, delivering an effective and high-quality overseas aid program, and helping Australian travellers and Australians overseas.

The department provides foreign, trade and development policy advice to the Australian Government. DFAT also works with other Australian government agencies to drive coordination of Australia's pursuit of global, regional and bilateral interests.

### About the position

Under broad direction, the Senior Program Manager (SPM), Gender Equality, works with a small team supporting gender equality initiatives in the Pacific region and Fiji. The position provides management and performance oversight of Australia's gender equality investments in the Pacific region and Fiji. The SPM will support the transition of Pacific Women Shaping Pacific Development (*Pacific Women*) to a new regional gender equality investment program by working closely with key regional partners, including the Pacific Community (SPC) and the Pacific Islands Forum Secretariat (PIFS).

The position will also support high-level women leaders' meetings, undertake stakeholder engagement with a broad range of bilateral, regional, multilateral and civil society partners, and manage contractor relationships. The position is responsible for providing expert advice on gender equality and supporting the mainstreaming of gender equality objectives into all Australian aid programs regionally and within Fiji.

### The key responsibilities of this position include, but are not limited to:

- Lead strategy and policy development processes, oversee the transition of *Pacific Women* to a new Australian gender equality investment program in the Pacific, and support the design team and implementation partners.
- Support women leaders' meetings and other high-level engagement opportunities, and influence and support stakeholders to drive program performance.
- Build and maintain strategic relationships with a broad range of stakeholders including senior and middle management, government officials in the Pacific

Ministries of Women and other government departments and representatives of regional organisations, multilateral agencies and civil society groups.

- Manage relationships with key partners and negotiate the formulation and implementation of Australia's gender equality initiatives including defining objectives, managing forward and strategic planning and overseeing risk management processes.
- Liaise and network with bilateral development cooperation donors and regional or multilateral organisations on broader gender equality programming in Fiji and the region.
- Monitor and evaluate activities and program performance and expenditure. Prepare high-quality monitoring reports across the sector and identify and implement innovations and program improvements.
- Provide high-level strategic advice and reporting and support the integration of gender equality objectives into all Australian aid programs in Fiji and across the region.
- Ensure that the Australian aid program in Fiji and the region meets performance targets on gender equality and participate in peer review and assessment processes.
- Provide analysis, evidence-based advice and forward-thinking solutions on operational issues, strategic program direction and programme planning.
- Develop, implement, and review policies relevant to the program, as well as new activity developments, and identify and resolve program risks and issues.
- Produce a range of high-quality written materials including briefing materials, proposal papers, submissions and program quality performance reports.
- Actively represent the Australian aid program, negotiate outcomes and provide expert advice on key policy issues and challenges at a wide range of local, regional and international meetings and events.
- Supervise and manage junior staff, and build team capacity through coaching, performance feedback and encouraging team development.

### **Qualifications/Experience**

#### *Essential:*

- Experience working in a relevant sector, including gender, international development and/or social inclusion.
- Experience working with a range of development partners including Pacific island country governments, Pacific regional organisations, multilateral organisations and civil society organisations.
- Demonstrated program management experience including design, implementation and coordination.
- Demonstrated experience with financial and contractual management, monitoring and evaluation.
- Exceptional communication and interpersonal skills, including briefing and report writing capabilities, and the ability to engage with stakeholders at all levels including government, communities, disabled people's organisations and civil society groups.
- Demonstrated proficiency in the Microsoft Office suite of applications.
- Ability to demonstrate flexibility to work non-routine hours if required.
- Tertiary qualifications in a relevant field, including gender, development and/or social inclusion.
- Minimum of five years of experience working in international development, with a focus on gender, social inclusion and civil society engagement.