



Job Description

Senior Expedition Leader

Summer Projects

'Global Impact, with a Local Approach'

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Think Pacific Foundation Think Pacific Foundation, 35 Gorrie Street, Suva, Fiji Islands, FJ989.

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About Think Pacific...

Meaningful Programmes in the Fiji Islands

Think Pacific is a registered Fijian Charity and UK social enterprise with over 10 years' experience supporting Fijian Government Ministries, NGOs, local enterprises and business partners to achieve ethical, responsible and sustainable development, whilst allowing international students and young people to have a self-developing and rewarding experience.

Our cultural exchange programs foster learning, understanding, equality and respect. Central to our impact is our support for the UN Sustainable Development Goals, and focus towards the achievement of the Fiji National Development Plan; a 20-Year Development Plan with the vision of "Transforming Fiji" towards an even more progressive, vibrant and inclusive society.

- Established in 2009, at the University of Leeds, UK.
- Based in Suva, Fiji & Leeds, England.
- MOU agreements and long term partnerships with Fijian Government Ministries and Organisations.
- All programmes support the Fiji National Development Plan & UN Sustainable Development Goals.
- Partnered with 80+ Fijian organisations.
- Partnered with 100+ educational institutions globally.
- Formal partnerships with University of the South Pacific and Fiji National University.
- 5000+ participants on mobility and remote programs since 2009.
- Over \$8m (FJ) invested into the Fiji Islands.

Think Pacific - Mission, Beliefs & Values

Mission

“Creating positive cultural exchange, which invests in Fiji’s future”

Beliefs

1. *Partnerships* - Collaborations at all levels of planning, preparation and implementation.
2. *Learning* - Emphasis on learning and understanding, before contributing.
3. *Focus* - Only Fiji. Our focus upon Fiji creates meaningful relationships and specific local outcomes

Values

1. *Passion*; To drive and achieve TP’s mission, beliefs and values.
2. *Mindset*; Always be a positive role model by always seeking solutions and outcomes.
3. *Resilience*; Can achieve goals and motivate others despite new and challenging environments.
4. *Humility*; Be humble, respectful and mindful in all that we do.
5. *Accountability*; Always take responsibility for our energy, impact and standards.
6. *Collaboration*; Value of working together
7. *Aspiration*; Aspiring to always improve, become better and achieve more.

Senior Expedition Leader

Department: *Think Pacific (UK)*

Location: *Based in rural communities across Fiji Islands*

Dates: Essential minimum of 10-11 weeks required: Monday 9th May - Friday 26th August
(From 17th May - 4th September)

The Role

The role of Expedition Leader is a vital position within Think Pacific as you work as a leader team (with between 2 other leaders) to guide a series of 1 month or 2-month projects from start to finish. This position is a unique opportunity to work for an award winning non-for-profit organisation. You will gain huge experience, knowledge and skills in leadership and a broad understanding of the complexities and need for international development.

You must be able to handle difficult situations and problems that arise quickly, and with care and sensitivity.

Our leaders are culturally aware and passionate about respecting Fijian culture, values and customs and respecting the importance of our aims and government directives.

Leaders live alongside the volunteers 24 hours a day; guiding each day, ensuring timeframes, standards and objectives are met and supporting volunteers and youth members to collaborate on aims such as; public health, mental health, sports development, conservation & environment. Our Leaders are passionate about what we do and how we do it. They are central to the success of our projects and our positive impact in Fiji.

Our Programmes

In-Country Projects and Placements

In May 2022 Think Pacific shall re-commence our in-country projects and placements for students and young people.

These projects are delivered in partnership with local Ministries, organisations and community stakeholders across a range of fields including Public Health, Mental Health, Sports Development, Business & Enterprise, Engineering, Environment and Climate Change, and is a culturally immersive experience for the students and volunteers.

For more information on our in country programmes, please see here: [Fiji Volunteer Expeditions](#) | [Think Pacific](#)

Key Responsibilities

Volunteer Support

- **Pastoral Care:** Acting as a point of contact for all volunteers for pastoral care and support if experiencing anxiety, mental ill-health or following ‘traumatic’ events or incidents.
- **Covid Protocols:** Working with the project coordinating team to ensure Think Pacific’s compliance with local and international Covid protocols, including the Care Fiji Commitment program, and ensuring relevant processes are updated and implemented effectively.
- **Personal Project Planning (PPP):** Weekly (PPP) scheduled between the leader and each volunteer. PPP’s implemented to structure volunteer’s individual aims on the project and to offer pastoral care and support – listening, supporting, encouraging and guiding each team member.
- **Team Support:** Facilitating group development and resolving group conflict when required with particular regard to cultural sensitivity.

Volunteer Healthcare

- **Volunteer Healthcare:** Ensuring the health of all volunteers, including monitoring risks, and undertaking first aid.
- **Daily First-Aid Clinics:** Ensure daily clinics are being held as a direct point in which participants can come to you for any support around healthcare

Project Delivery

- **Facilitating and Delivering the Project Aims:** Delivering and facilitating fun, interactive workshops across a variety of aims with the sole purpose of creating a fun, enjoyable environment that supports collaboration between the international volunteers and youth group members.
- **Workshop Support:** Instructing and supporting participants with the skills necessary to successfully engage in the programme and motivating them to achieve the desired goals.
- **Daily Briefing and Debrief Sessions:** Daily briefing and de-brief for the volunteer team to ensure project objectives are being achieved and that team is happy and confident in their roles.
- **Energy and Enthusiasm:** Vital as a leader to consistently bring energy and enthusiasm across all areas of the project, as this energy sets the tone and the standard for the team, and the project as a whole.

Project Preparation & Briefings

- **Training Days:** Attend preparation visits to project settings, with focus upon:
 - Health Care
 - Policy Compliance
- **Volunteer Resort Team Briefings:** Assist and support the delivery of the team training sessions to fully prepare the team ready for the project. Facilitate team activities so that we begin to create strong bonds and team cohesion before arriving into the village.

Project Coordination

- **Working Effectively as a Leadership Team:** Working within a leader team (2-3 leaders) you will have the responsibility for a team of up to 24 volunteers on a 24 hour a day basis during each expedition.
- **Project Coordinator Daily Update:** Reporting to and working closely with your Project Coordinator over daily project aims, updating the status of the expedition and resolving any team issues.
- **Creating a positive team dynamic:** Monitoring and assessing team morale throughout to make sure no one is being excluded and the whole team is working together towards a common goal and successful project.
- **Village Engagement & Support:** Working closely with the appointed village spokesperson to ensure cultural protocols are abided by and the team makes a sensitive integration into the community. Establish yourself as a point of contact for the community.
- **Project Reporting:** Complete a Project Evaluation Report once the project has been completed to send out to our local stakeholders.

You may be required to carry out other duties, as are within your capabilities and level of responsibility, in order to meet the needs of the business.

Essential Skills Required

- 3+ Years of Leadership Experience
- Experience of Leading Group Activities
- Passionate about Sustainable Development
- A desire to support and guide a group of like-minded individuals to achieve a collective goal
- Keen Interest in Developing Cultural IQ
- High level of Emotional Awareness, Self Discipline and Self Awareness
- Display high level of interpersonal skills and to be able to listen, empathise and work with individuals from a variety of backgrounds.
- The ability to manage a variety of demanding responsibilities within any given day.
- Acquire and implement new skills quickly, with an ability to think on your feet in a fast moving and changeable environment.
- Passion to foster and promote Think Pacific's mission and values.
- Desire to contribute to global understanding of UN Sustainable Development Goals, Fiji's National Development Plan and advocate the benefits of internationalisation.
- Strong communicator
- Ability to maintain high standards of recording and administration.
- Ability to interact with students, community members and partners in a positive and professional manner.
- Plan logically and in detail producing practical, effective solutions to achieve goals or overcome real problems.
- Display effective personal leadership and team work and help develop leadership skills of others.
- Understand the needs and expectations of local stakeholders, university partners and international volunteers.

Expenses and Remuneration

The role is a fully funded experience overseas. It is not a paid role. Think Pacific covers all travel expenses and in-country expenses. Leaders are reimbursed as follows:

- Return international flights from the employee's country of origin to the Fiji Islands. Think Pacific shall pay for a standard return flight for you to Fiji (route decided by Think Pacific).
- All accommodation and food in the Fijian village for the duration that the volunteer team is resident in each village. Expedition leaders will normally reside with, and eat with a local Fijian family.
- Accommodation at all pre-planned beach resorts during the briefing and R&R of each expedition and breakfasts and evening meals as determined by the expedition itinerary.
- All project and in-country travel by bus, taxi or boat/ferry as required in each itinerary.
- Think Pacific clothing, including a selection of branded t-shirts, vests and sulus.
- All necessary visa costs or work permit applications as determined by the Fijian Ministry. This is currently \$190.
- Fiji Transfer - A private car to meet you on arrival and transport you to Suva for briefing.
- Training - 2-3 days orientation and briefing. This is where we brief our leaders, complete your training and prepare you for the role ahead. Accommodation in Suva included.
- Travel Insurance - You will be refunded for the full amount of a personal travel insurance policy, up to £300.

Costs Covered by You:

- Police Clearance/CRB/DBS You will need to complete a police clearance for the role or have a current CRB.
- First Aid Course. You must have attended a first aid course within 2 months of your project start. A 1 day St Johns Ambulance or Red Cross Course is fine (for example 'First Aid for the public').
- Travel to Airport – You must cover travel costs to the airport (Flights commonly depart from London Heathrow).
- Spending Money - We would advise leaders to bring extra money to spend on fun / adventure activities and for time between projects when you cover your own accommodation at resorts. The more you bring, the more you can enjoy your days off.

Personal and Career Development Outcomes:

Our leaders go through a significant learning experience. We see huge self-development and personal growth and increased transferable skills, from confidence to project based skills. This is alongside immense pride at contributing to the Fiji National Development Plan as we achieve positive cultural exchange between international volunteers and community members.

Our leaders directly implement aims on behalf of, and often have the opportunity to work directly with representatives from the Fijian Ministry of Youth and Sports, The Fijian Ministry of Education, The Fijian Ministry of Health, The National Sports Commission, The Fiji Sports Council and UNICEF Pacific developing global experience.

In building your resume, you will be able to demonstrate your capability of running and managing an international volunteer project to one of the remotest corners of the world, providing duty of care to your peers on a 24/7 basis and working at the forefront of the international charity and NGO sector.

Above all, staff leaders have the experience of a lifetime and return with some of the most incredible stories, adventures, memories and achievements from working within a dynamic team to the heart of the Fiji islands.

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