

JOB DESCRIPTION

POSITION TITLE:	Samoa Labour Mobility Liaison Officer – New Zealand
DIVISION:	Labour and Employment Export Programme
MINISTRY:	Ministry of Commerce, Industry and Labour
SALARY GRADE:	A18 SAT\$74,335 per annum + applicable allowances
TERM:	3 years on contract (subject to renewal based on performance)
POSITION CODE:	CL002528
LOCATION:	Nelson, New Zealand
RESPONSIBLE TO:	Assistant CEO – Labour and Employment Export Programme
ELIGIBILITY TO APPLY	Only Samoan citizens who are residing in Samoa are eligible to apply

Overview of the Ministry:

To deliver on Government’s vision of building a diversified and sustainable economy, our strategic intentions, driven by our vision for “*Samoa to have a productive economy that provides sustainable opportunities for its people.*”

MCIL’s purpose is to foster economic growth and prosperity in the private sector by promoting business interest through advocacy of public-private partnership through more than 30 legislation and regulatory frameworks. It encourages industry development, foreign investment and guarantees the rights of citizens to participate in the economy of Samoa. It also set standards to regulate fair competitive practices to promote a level playing field in commercial trading and employers.

Purpose of the Position:

The focal contact for all seasonal workers and to provide effective management and administration of the supply and demand for seasonal employment leading to economic and social opportunities for improved quality of life for communities.

Key Relationships:

- ❖ Samoan seasonal workers
- ❖ Industry and employers under the following schemes:
 - Recognised Seasonal Employer
 - Meat Works Employers
 - Seafood Processing Employer
 - Pacific Trade Partnership Employer
- ❖ High Commission Office, New Zealand
- ❖ Office of the Consul General, New Zealand
- ❖ Ministry of Business Innovation and Employment including; RSE Relationship Managers and Labour Inspectors
- ❖ Vakameasina Stakeholders Liaison Group
- ❖ New Zealand local Police
- ❖ Pasifika Health
- ❖ Pasifika Communities

DUTIES AND RESPONSIBILITIES:

Technical responsibilities:

1. Assist in providing advice on any issues pertaining to the efficient and effective management of Samoan workers under various Labour Mobility schemes.
2. Provide support to the pastoral care of workers deployed under the Labour Mobility scheme in NZ in partnership with key stakeholders.
3. Assist with administrative matters concerning the employment and welfare of workers under the various schemes.
4. Provide relevant intervention relating to behaviour of workers including any irregularities in the performance of their duties and inform the CEO accordingly with practical advice for the improvement of workers' behaviour and performance.
5. Undertake practical marketing strategies in promoting Samoa workers in suitable regions in New Zealand.
6. Liaise with workers and team leaders to discuss and negotiate any issues that may arise with the employers and recommend solutions in collaboration with employers and/or other stakeholders.
7. Liaise and strengthen close working relationships with NZ government officials/agencies and employers to enable discussion of any issues of relevance to worker safety, productivity, welfare and acceptable behavior, to ensure there is appropriate and timely response to employer requirements and/or concerns.
8. Coordinate and facilitate meetings between employers and workers and/or team leaders as needed.
9. Represent the interests of Samoa at relevant meetings with employers and stakeholders as may be required. Similarly be in a position convey concerns/interests of industries, corporates and growers to the CEO.
10. Link between employers and workers and other key stakeholders to address behavioural issues, performance and potential risks.
11. Conduct visits to Samoan workers in various schemes in collaboration with relevant persons and stakeholders.

Management and administration

12. Provide monthly reports to the CEO on the RSE workers progress, developments and any issues that may arise.
13. Provide information to the LEEP team to update the database on worker profiles for those deployed under various schemes.
14. Ensure necessary plans are in place for effective and efficient monitoring and reporting on workers' employment and welfare issues.

15. Lead and be a role model for the Public Service Values in the execution of duties and responsibilities as prescribed in the TOR.
16. Fully accountable for the management and use of resources allocated for effective and efficient performance of the prescribed duties for the position, in accordance with prevailing policies, regulations and instructions as may be directed from time to time.
17. Assist in identifying priority needs and targets for the Division's annual submission on performance measures and budgetary provisions.
18. Represent the Ministry at any international or national seminars, training, meetings and conferences and other collaborations as directed by the CEO.

CORE COMPETENCIES/SELECTION CRITERIA

MERITS	COMPETENCY	DESCRIPTOR
	Strategic Thinking	<ul style="list-style-type: none"> • Recognizes impact of organization's direction and role within the government and community both Samoa and New Zealand. • Understands organizational direction and aligns/translates strategic objectives into operational activities. • Provide advice to Government based on analysis of a broad range of issues. • Have an excellent understanding of the environment which industries, corporates and growers operate and convey their concerns/interests to the CEO. • Considers multiple perspectives when assessing impact of key issues and identifies viable solutions. • Applies intellect and knowledge to weigh up information and identify critical factors and issues. • Demonstrates determination in meeting organizational goals and is ambitious to continue in the face of changes and challenges.

SKILLS AND ABILITIES	Building and Sustaining Relationships	<ul style="list-style-type: none"> • Is committed to client services, builds and sustains relationships within the organization, across the public service, with the public and stakeholders. • Consults broadly to obtain buy-in, draws on knowledge of work partners and fosters teamwork and cooperation through sharing information. • Mentors, provides constructive feedback and recognizes success and engages in activities to sustain morale. • Communicates with precision and confidence, clearly and in an articulate manner, adapts methods of communication. • Adapts communication style and message to
	Leadership	<ul style="list-style-type: none"> • Ability to lead and manage change and shows high level of commitment in meeting set targets. • Deals with concepts and complexity comfortably and exhibits sound judgment in making decisions. • Inspire a positive attitude to work and provide a clear sense of direction in activities the Liaison Officer is expected to lead. • Develops innovative ideas and methods of doing things; always looking for ways to improve
	Management	<ul style="list-style-type: none"> • Able to scope out length and complexity of tasks and projects, determine resources and set divisional objectives and goals in line with organizational direction. • Set work into process steps and schedules, forecast obstacles and plan mitigating factors and continuously measure performance against goals.
	Delivers/achieves Results	<ul style="list-style-type: none"> • Focuses on activities that support organizational sustainability and streamlines processes to seek operational efficiency. • Monitors and manages resourcing pressures for optimum outcomes. • Oversees the implementation of multiple change initiatives with a focus on the desired outcomes. Defines high-level objectives and ensures translation into practical implementation strategies. • Fosters a culture of achievement and ensure planned targets/projects are realistic. • Ensure planned targets are monitored and measured and achieves expected outputs/outcomes.

PERSONAL ATTRIBUTES	Integrity	<ul style="list-style-type: none"> • Exhibits and applies high integrity and ethical principles. • Is indisputably trusted and operates professionally. Acting professionally in carrying out duties and responsibilities despite personal preferences. • Adheres to and promotes the Samoan Public Service values of honesty, impartiality, service, respect, transparency, accountability, efficiency and effectiveness.
	Commitment/Personal Drive	<ul style="list-style-type: none"> • Defines work in terms of results and pursues success with energy and drive. • Anticipates obstacles and is prepared with contingency plans to sustain goals/objectives and keeps everyone on track. • Helps define goals and plan a route for achievement. • A high achiever with a reputation for success and quality performance. • Sets high standards of performance for self and others.
	Intellect and Judgment	<ul style="list-style-type: none"> • Understands the environment affecting work of the organization and impacts at the divisional level. • Exhibits sound conceptual and analytical skills and apply intellect and knowledge in identifying critical factors and issues. • Handles concepts and complexity proficiently, provides insight and understanding for others and appropriately integrates them in the workplace. • Has good judgment as to what information is significant and useable in each situation. • Demonstrates effective judgment to weigh up options and develop realistic solutions.
	Creative and Innovative	<ul style="list-style-type: none"> • Open to new ideas and concepts; always on the lookout for new and creative opportunities to enhance work performance. • Encourages creativity and innovation in others; motivates and guides others to generate new ideas and develop these into practical solutions/applications

WORK EXPERIENCE & PAST WORK PERFORMANCE	Experience	<ul style="list-style-type: none"> • At least 5 years of Relevant work experience • Knowledgeable of relevant trade agreements that covers Labour Mobility • Mediation and/or counselling background
	Past Work Performance	<ul style="list-style-type: none"> • Strong evidence of past work performance such as Performance Appraisals and work references from current and previous employers.
QUALIFICATION	Educational Qualifications	<ul style="list-style-type: none"> • A Bachelor's Degree or Higher in Economics, Commerce, Business, Public Policy or relevant discipline from a recognized tertiary institution. • Holds a valid driver's license

Applicant Statistics Form

This form is specifically for the use of gathering statistics.

Position Details – please provide the details of the vacancy you are applying for:

Ministry/Office

Position Title

Position Code

Demographics – please tick the appropriate box:

Gender Female Male

Nationality Other Other (please specify)

Current Employment Status – please tick the appropriate box that describes your current employment status

Internal (Same Ministry) Other Public Service/Government Ministries/Office Employed in SOE/Public Bodies Employed in Private Sector

NGOs Not Employed Self Employed Studying Overseas

Finding out about the vacancy – please tick the appropriate box to show how you found out about this vacancy?

PSC Website

Ministry Website (please specify)

Local Paper (please specify)

PSC/Ministry Noticeboard (please specify)

Word of mouth/Friends/Family Member

Other (please specify)

Please tick this box to allow us to contact you in the future for feedback/suggestions about our Recruitment and Selection process.

Confirmation of Receipt

Please complete the section below. Our Organisation has received your Application Form we will stamped with the date your application is received and sent back to you as confirmation of receipt. Applications sent by email will be acknowledged by email

Position Title: **Position Code:**

Name: **Date Received**

Email/Postal Address



Job Application Form

Form 2

Form must be completed by Applicant

Section 1: Position Details

<i>Ministry</i> MCIL	<i>Section</i> LEEP	<i>Location</i> NELSON, NEW ZEALAND	
<i>Position Code</i> CL002528	<i>Title</i> Samoa Labour Mobility Liason Officer - New Zealand	<i>Supervisor Position Code</i> CL002511	
		<i>Salary Grade</i> A18	<i>Salary Rate</i> \$74,335.00

Section 2: Personal Details

<i>First Name:</i>	<i>Last Name:</i>	<i>Other Names:</i>
<i>Gender:</i>	<i>Date of Birth:</i>	<i>NPF No:</i>
<i>Marital Status:</i>	<i>Physical Address (1):</i>	<i>Physical Address (2):</i>
<i>Post Code:</i>	<i>Phone No (1):</i>	<i>Phone No (2):</i>
<i>e-Mail:</i>	<i>Facsimile:</i>	

Section 3: Education Details

Most recent qualification	Major Area of Study	Institution Attended	Date Started	Year Graduated

Section 4: Training History

Courses Relevant to Selection Criteria ONLY	Institution/Country	Dates

Section 5: Employment History

Current / Most recent Position

Employer's Name	Date	Duration
Position Title	Number of Staff:	
Main Responsibilities		

Next previous position

Employer's Name	Date	Duration
Position Title	Number of Staff:	
Main Responsibilities		

Next previous position

Employer's Name	Date	Duration
Position Title	Number of Staff:	
Main Responsibilities		

Next previous position

Employer's Name	Date	Duration
Position Title	Number of Staff:	
Main Responsibilities		

Section 6: Selection Criteria

Based on an analysis of the duties of this position as determined by the Manger responsible, set out below are the criteria that will be used in assessing the suitability of each Applicant for the position. Please address each selection criteria on a separate sheet and attach to this form.

It is the Applicant's responsibility to:

1. Indicate aspects of their work experience which indicate their ability to satisfy each Merit Factor in executing the duties specified in the Job Description.
2. Complete this information in a true and accurate way (failure to do so will disqualify the Applicant); and
3. Supply supporting documentation should they be called for short-listed interviews.

Note: If you feel the need to supply additional arguments to support your fulfilment of the selection criteria listed below then please attach that information to this application form.

MERIT FACTORS :
1. Skills and Abilities (refer to JD for full details)
Strategic Thinking Building and Sustaining Relationships Leadership Management Delivers/achieves results
2. Personal Attributes (refer to JD for full details)
Integrity Commitment/Personal Drive Intellect and Judgement Creative and Innovative

Integrity
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 Creative and Innovative

3.1 Experience (refer to JD for full details)

3.2 Pas Work Performance

Please refer JD attached

5. Qualification (refer to JD for full details)

A Bachelor's Degree or Higher in Economic, Commerce, Business, Public Policy or relevant discipline from a recognized tertiary institution
 Holds a valid driver's license

Section 7: Computer Skills and Competency

Indicate competency level for each Application

Competency Level code: 1= no knowledge; 2= basic knowledge; 3= good knowledge; 4= strong/advanced capabilities

Main Applications	Competency level:	Other Systems	Competency level:
Ms Word		Ms Access	
Ms Excel		Other (specify)	
Ms Powerpoint		Other (specify)	
E-mail		Other (specify)	

Section 8: Knowledge of Languages

For languages other than your mother tongue, enter appropriate number from code below to indicate level of your language skills	Indicate your mother tongue by ticking a box below		Speak	Read	Write
CODE 1. Limited conversation, reading of newspapers, routine correspondence 2. Engage freely in discussions, read write more difficult materi 3. Speak, read and write (nearly) as well as mother tongue.	Samoan				
	English				
	Other (specify)				

Section 9: Discipline Records Check

Do you have a discipline record; any criminal convictions; or any current legal proceedings against you? (Please TICK the appropriate box)

No	Yes
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IF Yes, Please provide details on a separate piece of paper in a sealed envelope and attach it to this form. This information will be kept confidential and only be seen by the Assessment Committee.

Section 10: Declaration of Referees

Please note that you need to declare addresses and contact numbers of three referees.

Referee Name	Designation	Address/Contact Numbers
1.		
2.		
3.		

Section 11: Declaration of Close Relations

Do you have a close relation (family ties) to an individual(s) currently employed anywhere in the Ministry to which you are applying? (Please TICK the appropriate box)

No

Yes

If YES, please provide name(s) of your relation(s) and state nature of relationship

Section 12: Community Status

Outside the work environment, do you hold any positions (including matai titles) associated with community services, and if so, please list:

Section 13: Certification And Authorisation

I hereby certify that the information given in my application is true and correct. I also acknowledge that if I am appointed on the basis of any false information that I provide my appointment will be revoked. I also authorise the Department to undertake any necessary checks to confirm the information provided by me.

Signature	Date
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