

Position:
Gender and Social
Inclusion Adviser-
Solomon Islands Justice
Program

Duration:
12 months, with a
possibility of extension

ARF Classification:
B3

Supervisor:
Head of Program- Justice

Counterparts:
Justice Heads of
Agencies, Justice Gender
Focal Points, CSSI Gender
Officer

Location:
Honiara, Solomon Islands

**Performance
Management and
Reporting Framework:**
DFAT Adviser
Performance Assessment
and relevant program
reporting framework

GENDER AND SOCIAL INCLUSION ADVISER- SOLOMON ISLANDS JUSTICE PROGRAM

Australian Aid to Solomon Islands

1. Australia has an enduring interest in a stable Solomon Islands, underpinned by economic growth and viable institutions. Under the Solomon Islands Aid Investment Plan, Australia's aid program in Solomon Islands focuses on three strategic objectives: Supporting stability;
2. Enabling economic growth; and
3. Enhancing human development.

Solomon Islands Justice Program (2017-2021)

The Solomon Islands Justice Program (SIJP) works towards the Solomon Islands Government's overall vision for the justice sector as expressed in the Justice Sector Strategic Framework; "Communities in Solomon Islands have greater access to a credible justice system that supports the rule of law".

SIJP works with a number of agencies including:

- Ministry of Justice and Legal Affairs (MJLA), including;
 - Office of the Director of Public Prosecutions;
 - Public Solicitor's Office;
 - Law Reform Commission;
 - Attorney-General's Chambers;
- National Judiciary (including the High Court and Magistrates Court);
- Police Prosecutions Directorate;
- Correctional Service Solomon Islands (CSSI);
- Seif Ples Gender Based Violence Crisis and Referral Centre;
- Solomon Islands Bar Association; and
- Non-government stakeholders.

The program works closely with the Solomon Islands Governance Program (2017-2021) and the Australian Federal Police's Solomon Island Police Development Program. These three programs work in a coordinated manner towards a common goal: communities in Solomon Islands are safer and have better access to services.

Gender and social inclusion in SIJP

SIJP aims to support Solomon Islands justice agencies to provide justice services for *all* communities in Solomon Islands, including people with disability, those living in remote areas and other groups which may need targeted assistance.

Australia's approach to Gender and Social Inclusion is informed by DFAT's *Gender Equality and Women's Empowerment Strategy (February 2016)*, which can be accessed [here](#), and *Development for All 2015-2020: Strategy for strengthening disability-inclusive development in Australia's aid program*, which can be accessed [here](#).

SIJP has a strong focus on preventing violence against women and girls, including through assisting the Solomon Islands Government (SIG) to implement the Family Protection Act. SIJP supports the justice agencies involved with implementing the Act (including courts, prosecutions and the Public Solicitors Office), and supports Seif Ples, a women's crisis centre in Honiara. SIJP also aims to enhance women's voice in decision-making and leadership in the justice sector. SIJP works closely with the Australian Government's specific gender focussed programs.

This position will be remunerated in line with the Australian Government's Adviser Remuneration Framework (<http://dfat.gov.au/about-us/publications/Documents/adviser-remuneration-framework-2016.pdf>) and will be offered at a level commensurate of the successful candidates experience relevant to the role, within the following classification **Discipline Group B, Job Level 3**.

Advisers engaged as part of SIJP are required to perform the following throughout the course of their engagement:

- Adopt both planned and opportunistic approaches to developing counterpart capacities, and demonstrably reduce reliance on advisory support over time;
- Collaborate with SIJP advisers and promote productive relationships between counterparts and relevant stakeholders, particularly between agencies;
- Analyse and address problems in partnership with counterparts, and pursue opportunities for positive change where agreed with Agency Supervisors;
- Contribute to the design and implementation of workforce development and financial planning activities with counterparts and in close coordination with the Sectoral Human Resources Adviser, and Sectoral Finance and Budget Adviser;
- Promote and integrate gender equity and social inclusion into all activities;
- Assist counterparts to identify, collect, analyse, disseminate and use information to promote a culture of evidence-based decision-making for SIG agencies, SIJP and DFAT;
- Actively mentor motivated counterparts and other relevant staff who demonstrate an interest and potential as future leaders or managers;
- Identify and highlight risks, opportunities, concerns, best practices, innovative ideas and lessons learned to the Program;
- Investigate previous modes of support in areas relevant to the role, and incorporate the lessons learned from the past into current approaches;

- Act as an ethical and professional role model in every respect and exhibit cultural, contextual, political and personal sensitivities in all facets of the role; and
- In all work, bear in mind that the purpose of the justice sector is to improve access to justice for people in Solomon Islands. A line should be able to be drawn between this goal and the advice and activities of the adviser.

All persons engaged under the SIJP will cooperate with the Solomon Islands Resource Facility (SIRF) to manage risk and ensure effective service delivery for the Australian Government Department of Foreign Affairs and Trade (DFAT).

Purpose and Expected Outcomes

Program Component 3:	Access to justice
End of Program Outcome:	Solomon Islanders have increased access to justice
Objective 3.2	Increased access to justice in rural areas
Objective 3.2	Family violence is reported more often, and systematically dealt with by appropriate authorities
Program Component 4:	Whole of Sector Strengthening
End of Program Outcome:	Good Practice in Leadership, Community Engagement and Public Sector Management is increasingly demonstrated in the Justice Sector
Objective 4.1	Gender and social inclusion are more explicitly addressed in the justice sector
Objective 4.4	Finance and human resources are better managed

Roles and Responsibilities

The Gender and Social Inclusion Adviser will be responsible for the following:

Strategic management

- Support MJLA and Justice Sector Agencies to finalise the Justice Sector and Social Inclusion Audit, and develop a Justice Sector Gender and Social Inclusion Strategy. This strategy will draw on the Justice Sector Gender and Social Inclusion Audit.
- Work with justice agencies and CSSI to ensure that policies developed and work undertaken takes account of gender and social inclusion issues and the

approach to implementation of the Justice Sector Gender and Social Inclusion Strategy (discussed above).

- Work with the justice agencies and CSSI to build their understanding of the Justice Sector Gender and Social Inclusion Strategy, and their capacity to implement the strategy.
- Work with related agencies (such as the Police), including through liaison with other programs (such as the Solomon Islands Police Development Program) to ensure understanding of the Justice Sector Gender and Social Inclusion Strategy.
- Work with and mentor up to two locally engaged gender and social inclusion advisers (to be recruited).
- Work with justice agencies, CSSI and the MEL Manager to ensure that gender sensitive monitoring and gender disaggregation data is better understood and used to support decision making and is consistent with the Gender and Social Inclusion Strategy. Provide advice to other Solomon Islands Justice Program advisers and volunteers on gender and social inclusion issues.

Family Violence

- Support cross agency coordination in the implementation of the Family Protection Act and other laws aimed at preventing family violence. Assist justice sector agencies with issues that arise from implementation of these laws, including providing support to the Permanent Secretary MJLA on their role as co-chair of the Family Protection Act Advisory Council.
- Engage with agencies outside the justice sector involved in the implementation of the Family Protection Act, including Royal Solomon Islands Police Force, Ministry of Women, Youth, Children and Family Affairs, the Ministry of Health and Medical Services and relevant civil society organisations, to assist in the development and implementation of outreach, awareness and in addressing the challenges faced in the implementation of the FPA.
- Support the ongoing sustainability of Seif Ples (Gender-Based Violence Crisis and Referral Centre), in liaison with Seif Ples management, including improving the capacity of Seif Ples management to continue providing quality services and comply with standard operating procedures.

Social inclusion

- Assist SIJP to ensure its work reflects the needs of people with disability, including through engagement with relevant organisations such as People with Disability Solomon Islands, Solomon Islands Blind Association, Red Cross Special Development Centre, and other relevant agencies.

- Provide advice to help establish Disability Focal Points in the justice sector.

Deliverables:

- **Situational Analysis within one month of commencement** outlining the current situation and how the Adviser plans to deliver the expected outputs and outcomes, including recommending any changes to the SIJP Gender and social Inclusion approach.
- **Work Plan within 3 months of commencement** in format to be agreed with the Head of Program, Justice, and Permanent Secretary, MJLA.
- Updated “**Solomon Islands Justice Program Approach to Gender and Social Inclusion**” approach paper within 3 months of commencement. This document outlines the Program’s approach to gender and social inclusion, both in terms of mainstreaming and specific activities. It is a living document that the Adviser will review and update as required, but at least quarterly.
- **Capacity building framework and approach within 3 months of commencement:** Identifies issues to be addressed, capacity building approach with a staged transition of responsibility to the identified local adviser positions.
- **Exit report** including sustainability strategy to inform decisions around future support in the justice and corrections sector. The sustainability strategy must include inputs from MJLA and CSSI.

All reports will be provided to the Head of Program Justice and copied to the Facility Manager, SIRF.

Performance Management

The Gender and Social Inclusion Adviser will report to the Head of Program Justice, who will monitor performance and delivery of outputs in accordance with this TOR and the Adviser’s approved Work Plan.

SELECTION CRITERIA

Qualifications

Tertiary qualification in Social sciences, development, human development, gender or similar.

KEY SKILLS AND EXPERIENCE

1. 10 years’ demonstrated experience in gender and or social inclusion preferably within a public-sector context;
2. Experience developing and implementing gender programs;
3. Knowledge of Solomon Islands or Pacific development context;
4. Proven ability to coordinate across agencies and organisations to develop strong and active working partnerships
5. High level interpersonal, mentoring and cross-cultural skills.

6. Knowledge of justice sector processes and architecture and the specific gender equality and social inclusion issues faced would be an advantage.

Solomon Islands Resource Facility (SIRF)

Cardno has been engaged to provide a facility management team to manage the Solomon Islands Resource Facility operations to ensure effective service delivery, including:

- Conducts procurement and contract management of technical assistance and supports performance management
- Provides support services (management of residential accommodation, maintenance services and security) for Australian Government's deployees and technical advisers; and
- Financial management and reporting including monitoring and evaluation of the Facility

The Facility is a critical source of operational support to DFAT, deployees and Technical Advisers (TA) as they attempt to navigate a shifting operating context, consolidate previous achievements while also prioritising new ways of working to ensure Australia's assistance better achieves service delivery impact.

SIJP is supported by SIRF and the successful candidate will be recruited through SIRF.

Other Information:

Amendments to the position's Terms of Reference may be made during the period of the engagement as required.

All personnel must abide by Cardno's Code of Conduct, DFAT's policies in relation to Child Protection; Environmental and Resettlement safeguards; Gender Equality; and Disability.