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## Swimming Development Officer

General Information	
<b>Assignment Code:</b>	AV0216TO19P
<b>Position Title:</b>	Swimming Development Officer <b>(APPLICATIONS CLOSE 21st February 2016)</b>
<b>Duration:</b>	12 months
<b>Proposed Start Date:</b>	May 2016
<b>Assignment Location:</b>	Nuku'alofa, Tonga
Assignment Summary	
<p>Work in one of the most beautiful and peaceful countries of the world, the Kingdom of Tonga! Be surrounded by the vast Pacific Ocean and play an integral role in the development of a safe swim program in Tonga. Immerse yourself in the culture and the beautiful people of this land and its 170 islands.</p> <p>The Tonga Swimming and Aquatics Association (TSAA) was established in 2008 and is the governing body and national federation that controls structured swimming activities in Tonga. TSAA delivers services to over 1,000 Tongans through its members and outreach programs.</p> <p>As the Swimming Development Officer you will work with TSAA to increase the capacity of the organisation to plan, organise and manage outreach swimming programs, activities and events. You will work to increase community participation and promote the inclusion of people with a disability, youth, women and the elderly in swimming activities. You will support TSAA to further develop a national competitive structure including inter island program development. This will involve working with isolated areas to promote swimming within the community and building the capacity of community champions who will, over time, take over the running of activities.</p> <p>This assignment will lead to more inclusive swimming programs and will contribute to more Tongan children actively participating in swimming programs and learning to swim.</p>	
Host Organisation (HO) Details	
<b>Name of HO:</b>	Tonga Swimming and Aquatics Association

<b>Description of the HO:</b>	<p>The Kingdom of Tonga is a small nation in the middle of the Pacific and is composed of 170 islands. Despite their ancestors being seafaring people, today many Tongans do not know how to swim. However, swimming as a form of exercise and general water safety is gaining increasing recognition.</p> <p>The Tonga Swimming and Aquatics Association (TSAA) was formed in 2008 and its mission is to help develop swimming at all levels. As a response to local parents wanting their children to learn to swim, training squads were initiated in 2010 for students to further develop their swimming skills. Once they graduated from the swimming school, squads were established to develop swimmers strength and fitness for local and international competitions.</p> <p>TSAA delivers services to over 1,000 Tongans through its members and outreach programs. Members have delivered learn to swim classes with both children and adults and have conducted cross training with Netball, Rugby and the Tonga Police and Tonga Armed Services.</p> <p>The Tongan Government encourages initiatives to increase daily activity of Tongan people and swimming is an ideal form of exercise as it is inexpensive and very accessible given the close proximity of most people to the ocean. TSAA and its clubs aim to fulfil a real need for children to learn to swim, and to encourage exercise and healthy living through the wider community. TSAA is the governing body and the national federation that controls structured swimming activities in Tonga.</p>
<b>Australian Partner Organisation (APO)</b>	
<b>Name of APO:</b>	Swimming Australia Limited
<i>Please note, the work plan below is indicative only and may change depending on the needs of the Host Organisation or other factors.</i>	
<b>Assignment Outcomes</b>	<b>Volunteer Activities/Deliverables</b>
<ul style="list-style-type: none"> <li>• Increase capacity to plan, organise and manage outreach swimming programs, activities and events</li> </ul>	<ul style="list-style-type: none"> <li>• Help assess staff training needs and consult with community and other groups to identify training needs</li> <li>• Provide training in areas identified for staff and community based instructors</li> <li>• Plan and implement activities based on the TSAA strategic plan including developing a grassroots swimming program</li> <li>• Mentor and empower TSAA staff to plan and organise events</li> </ul>
<ul style="list-style-type: none"> <li>• Improve capacity to expand and strengthen the network of TSAA participants and supporters</li> </ul>	<ul style="list-style-type: none"> <li>• Assist TSAA staff to network with stakeholders</li> <li>• Promote the inclusion of people with disability, women, youth and the elderly in TSAA swimming programs</li> <li>• Work with staff to assist in promoting closer collaboration with the Ministry of Education and Ministry of Internal Affairs in order to increase the number of school children participating in swimming programs</li> <li>• Mentor TSAA staff to plan, run and monitor safe, fair and inclusive participation in activities</li> </ul>

<ul style="list-style-type: none"> <li>• Strengthen capacity of staff to organise and participate in international competitions</li> </ul>	<ul style="list-style-type: none"> <li>• Work with staff to prepare participants, both swimmers and staff, to participate in international competitions</li> <li>• Assist in organising and hosting swimming competitions</li> <li>• Provide training to staff in the above areas</li> </ul>
<b>Qualifications and Experience</b>	
<b>Essential Minimum Qualifications:</b>	<ul style="list-style-type: none"> <li>• SLSA Surf Bronze Medallion/Certificate</li> <li>• SLSA Training Officer Certificate, or equivalent</li> </ul>
<b>Essential Minimum Experience:</b>	<ul style="list-style-type: none"> <li>• Three years of experience working for swimming development programs, preferably in Learn to Swim Programs</li> <li>• Experience in coaching and administration</li> </ul>
<b>Desirables:</b>	<ul style="list-style-type: none"> <li>• Tertiary qualifications in Sports Management or Sports Administration</li> <li>• Tongan language skills, or a willingness to learn</li> <li>• Experience in high performance training, or the training of elite swimmers</li> </ul>
<b>Description of Assignment Location</b>	
<p>Nuku'alofa is on the north coast of Tongatapu Island, the most populated region of Tonga. Nuku'alofa Harbour is the island's only deep-water harbour, which determined its selection as the site for the capital. Buses and taxis are readily available and it is also possible to walk around the capital due to its small size and flat landscape. While bicycles are the preferred mode of transport, there are also regular boat and air services available from Nuku'alofa to other islands. The temperature is generally warm, with a brief cool winter.</p> <p>As the economic hub of the country, Nuku'alofa has a central business district and numerous marketplaces. Services such as banks, mobile reception and internet are accessible. The island features monuments, tombs, limestone caves and blowholes. The Tongatapu group of islands is home to coral reefs and tropical fish, creating opportunities for snorkelling, diving, fishing and whale watching.</p> <p><b>Cultural Tips</b></p> <ul style="list-style-type: none"> <li>• The national languages are Tongan and English</li> <li>• Most Tongans are religious and attend church on a weekly basis. Many shops and services will not be available on Sundays</li> <li>• Casual, modest clothing is usually acceptable in the workplace. Men may also like to consider wearing traditional tupenu and ta'ovala. For formal occasions, women may consider wearing a traditional kiekie</li> <li>• A normal hissing sound can be an informal greeting, while a more guttural hiss indicates displeasure. Eyebrow movement is a key part of non-verbal communication</li> </ul>	
<p><b>Accommodation:</b> Assistance with the identification of suitable, secure and affordable accommodation will be provided by the In-Country Management Team and the host organisation.</p>	
<b>Additional Information</b>	
<p><b>Is this Assignment in a Remote Location?</b> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>	