



## Terms of Reference

### *For Tonga based nationals only*

<b>Role Title</b>	Policy Consultant & Facilitator
<b>Partner Organisation</b>	Tonga Police Service
<b>Duration</b>	90 days over 12 months
<b>Location</b>	Tonga
<b>Adviser Type</b>	Short Term Adviser (STA)
<b>Adviser Remuneration</b>	In line with national remuneration framework

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### Background

This initiative is a partnership between the Australia Pacific Security College (PSC) with the Kingdom of Tonga's Police Service to develop elements of Tonga's national security policy. The PSC is an educational institution within the Australia National University Crawford School of Public Policy funded by the Government of Australia. The College focuses on supporting all members of the Pacific Islands Forum to address their national security priorities and to implement the Pacific Leaders' Boe Declaration (2018) on Regional Security. The Boe Declaration focusses on the expanded security agenda inclusive of climate security, human security, environmental/resource security and traditional security.

Tonga Police are leading efforts to set out the Government of Tonga's approach to the security of citizens and how national security is to be achieved. This includes developing an adaptable framework for Tonga to address basic needs and security concerns of Tongan citizens (human security). The framework will address external and internal threats current and in the future. The framework will enable coherent and holistic identification of national security issues and priorities and what the country will require in terms of capacity and capability to effectively address them.

### Objectives of the Assignment

1. Support Tonga Police prepare the groundwork for the development of national security policy
2. Support the development of national security policy

### Responsibilities

- Assist the Design Team finalise the policy design plan
- Work with the College to develop and facilitate learning/analytic exercises that contribute to the policy design
- Support the development of key planning strategies and documents for the implementation of the design plan
- Assist the Tongan Government to implement the policy design plan
- Support the policy consultation process
- Work with members of the College team to design activities that can contribute to improved coordination and collaboration across sectors and among agencies

- Assist with the development of a Monitoring and Evaluation process with specific focus on data collection and analysis
  - Provide research, analysis and drafting support to the whole of government team, led by Tonga Police
3. Contribute to advice and guidance on policy and cross-cutting issues
- Contribute to advice and guidance on cross-cutting issues, such as child protection, gender equality, disability in line with regional and national policies and other appropriate standards.

### **Accountability and Working Relationships**

The PSC-appointed Policy Consultant will be accountable to the Deputy Director Education of the Australia Pacific Security College in close consultation with the policy lead from the Tongan Police.

The Policy Consultant will work closely with members of the Policy Design Team and the Policy Design Reference Group. In addition, it is expected the Policy Consultant will work (under the direction of the Policy Team) across sectors and across agencies including the communities and civil societies.

### **Person Specification**

PSC advisers are expected to have the professional abilities and cultural sensitivities to appropriately navigate the context of their assignment.

#### **Ideal Candidate**

- A Tongan national, based in Tonga, with Tongan language proficiency.
- Excellent communication and interpersonal skills
- Ability to work effectively across sectors at all levels
- Holds a minimum of a Master's or equivalent professional experience, in policy, international development, public sector management or similar field of study.
- At least 10 years of experience in a policy setting, preferably national security
- Proven experience of involvement in policy processes, planning, and/or in driving policy changes
- Has strong networks within the government of the Kingdom of Tonga
- Research background and analytical writing skills
- Experience of working at national, regional and/or international development contexts

#### **Special conditions**

The Australia Pacific Security College operates under the Australia National University recruitment guidelines. As such, the College enforces the equal employment opportunity principles and laws. We encourage all appropriately qualified and experienced people to apply regardless of their sex, age, race, ethnicity, physical ability or beliefs.

The College requires all technical advisers to comply with the ANU Terms of Conditions of employment.