



PACIFIC
WOMEN
LEAD

**EXPRESSION OF INTEREST (EoI)
PROJECT RESEARCH IMPLEMENTER
PWL Gender Barriers Project**

BACKGROUND:

1. Pacific Women Lead ([PWL](#)) is an ambitious five-year (2021-2026) regional gender equality program funded by the Australian Government and implemented in the Pacific by the Pacific Community (SPC). The PWL program takes a Pacific led approach and their goal is that “Pacific women and girls, in all their diversity, to be safe and equitably share in resources, opportunities and decision-making with men and boys.” Pacific women lead the program, define the problems, identify solutions, and drive strategy through a Governance Board of eminent Pacific women and men with strong and diverse membership from across the region.
2. Within the PWL program, our project titled “Barriers to Female Leadership for Staff at Selected Pacific Island Universities, with an emphasis on Science, Technology, Engineering and Mathematics (STEM)” sits within a diverse cultural setting. A consortium of nine partner organisations, led by The University of the South Pacific, are collaborating on this research project via a core team of eight senior researchers from a range of disciplines and locations in Oceania. These researchers are co-investigators for research activities in the South Pacific region with a principle focus on selected Universities (USP, SINU, FNU and NUS) in Fiji, Samoa and the Solomon Islands.
3. The SINU component of the project requires an experienced, well organised individual for the part-time consultancy role of research implementer/facilitator, who has proven experience in facilitating multi-disciplinary research in the Pacific, to fulfil the following Activities:
 - Pre-activity: Facilitate SINU component of project including SINU data access, liaison with relevant Solomon Island government ministries, and on-going timely input to overall regional project advisory board meetings.
 - Activity 1 – Conduct comparative desktop evaluations of status of staff in SINU’s STEM units and review gender equity relevant policies at the institution.
 - Activity 2 – Strengthen capacity to mainstream gender and social inclusion by fore-sighting: to develop, identify and prioritise scenario’s (remedies) for future female leadership (workshop).
 - Activity 2 – Conduct survey to identify and document perceived barriers and challenges to the career advancement of SINU female STEM staff and assist with gaining USP student perspectives of preferred role models.

- Activity 3 – Analyse and compare (with other partner Universities) if female SINU STEM University staff share common or culturally specific barriers to career advancement.
- Activity 4 – Co-develop and facilitate recommendations for policy changes, new initiatives or training that remove or reduce barriers to promotion at different career levels for both professional and academic staff.
- Post activity: Complete SINU reporting and financial acquittal to permit project closure at SINU.

GENERAL REQUIREMENTS:

1. **Reporting:** The implementer shall report and remain under the supervision of the SINU Pro-Vice-Chancellor Academic or as directed.
2. **Duty Station:** Solomon Island National University (Honiara campus).
3. **Mode:** In-Person.
4. **Duration:** 10 months

DELIVERABLES:

The deliverables of the research implementer are:

Tasks	Milestone	Target due date
1.1 Acquire and setup computer equipment from USP for data collection and analysis	Equipment Delivery & Setup	3 rd March 2025
2.1 Work with wider project team to contribute to the project advisory board meetings.	Technical contribution to the organization of the 2 nd regional advisory board meeting	17 th March 2025
3.1 Conduct and compare existing gender related policy reviews	Report on review of gender and diversity related policy for SINU	28 th March 2025
4.1 Meet with SINU HR and plan the process for ethical data transfer as per project ethics approval.	Report on desktop audit of the status of staff in STEM units in partnership with HR	April 14 th 2025
4.2 Conduct SINU STEM staff desktop data audit, and meet with other project staff in the target institutions to ensure comparative reporting.		1 st May 2025
4.3 Ground truth and report on SINU desktop audit outcomes and contribute to comparison of results with other target institutions		1 st June 2025
5.1 Implement conversion of overall approved Project Questionnaires for online delivery as required	Report on surveys on perceived barriers to career advancement for	1 st April 2025

5.2 Implement STEM Staff Online Questionnaire and data collation	female STEM staff at SINU	30th April 2025
5.3 Analyse and report on SINU STEM staff online questionnaire data		1 st June 2025
5.4 Collect data for Staff Talanoa and key informant interviews as needed		1 st May 2025
5.5 Analyse and report on staff Talanoa and key informant interview data		30th ^t May 2025
6.1 Facilitate project workshops as required	Attend workshops, as per ethics approvals	16 May 2025
6.2 Contribute to data analysis and workshop reports		1 st Sept 2025
7.1 Meet with wider project staff at other institutions to achieve comparative results and alignment with LOAs	Maintain active Communications with partner University research implementers/facilitators	31 Mar 2025
7.2 Conduct meetings per institution on achieving outstanding deliverables		1 st June 2025
8.1 Work with wider project team to contribute to the project advisory board meeting and minutes	Contribute to the organization 3 rd Project Regional Advisory Board Meeting	1 st Aug 2025
9.1 Contribute to overall project Oral Narrative Presentation for donor as required	Finalise Donor Reporting as per LOA and Grant Agreement	30 June 2025
9.2 Contribute to overall project Annual (Final) Narrative Report		31 Nov 2025
9.3 Proofread and return edits on the overall report final draft		17th Dec 2025

QUALIFICATIONS AND EXPERIENCE:

1. To be considered for this position, interested applicants should possess a Postgraduate degree in any STEM discipline or social sciences equivalent and meet the following criteria:
 - Demonstrated project-tracking and workplan capability and ability to review/change/adapt the road map if required.
 - Evidence of strong people skills positively engaging/ collaborating with diverse stakeholders with differing views and avoiding/resolving conflicts.
 - Sound understanding of research implementation in a developing country context, including ethics, risk, monitoring and evaluation, policy and finance in a university or similar organizational environment.
 - High level of writing and presentation skills, with demonstrative ability for managing production of report outputs

- Willingness and ability to commit to the project on a part-time basis until the end of December 2025.
 - Must be a citizen of Solomon Islands and legally able to undertake face to face work in the Solomon Islands.
2. The following criteria would also be an advantage.
- Experience in data collection and analysis of surveys and interview data using Pacific based approaches, online questionnaires and toolkits such as Kobo or Monkey survey
 - A sound working knowledge of the national and regional gender equity and social inclusion policies and/or experience working in collaboration with relevant Samoa government ministries.
 - Experience in working with SINU and/or Higher Education or in STEM disciplines.
 - An understanding of the Pacific Island University Regional Network (PIURN) objectives.

APPLICATION SUBMISSION: Those interested in the role should send a brief expression of interest and workplan by cover letter, a concise statement of their experience against the above criteria, plus a copy of their CV, and certificated certificates to the Director HR via email: Director.HR@sinu.edu.sb. **Closing date for the documentation will be the 24th of February 2025.** For queries related to this EoI please contact Dr Eric Katovai email: Eric.Katovai@sinu.edu.sb For any wider project related queries, please contact Dr Gilianne Brodie via email giliannedbrodie@gmail.com.