


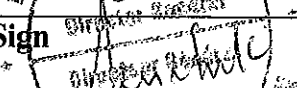
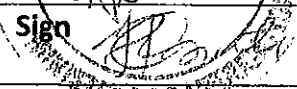

Public Service Commission Job Description Form

Ministry to prepare and request Approval by the Public Service Commission. Please contact the Performance Improvement Unit Staff of the office of the Public Service Commission if you need help completing this form.

1	Job title	PEO Research Officer	
2	Post number Allocate the next available number. This number is to be used in all subsequent correspondence relating to this post.	3113	
3	Level Suggested by Ministry and determined by PSC	Suggested by or for Director General..... F Ps 5.6	
4	Ministry	Education	
5	Department	Corporate Services	
6	Location Where the position is located	Port Vila	
7	Purpose "why this Post exists" this might be a one line statement adapted from the Corporate Plan or Business Plan for higher level Posts.	To undertake/conduct research for MoE and provide advice to management on key issues around research within the education sector.	
8	Key Result Areas (KRAs) refers to general areas of outcomes or outputs for which the post/role is responsible.	9	Key Performance Indicators (KPIs) refers to the quantifiable measurements that reflect the critical success of the KRAs.
8.1	Development National Education Research Framework	9.1	National and MoE research policy development completed by end of 2015 and reviewed every two years.
8.2	Development of Strategic Plan	9.2	<ul style="list-style-type: none"> • Strategic plan completed by end of each year. • Annual plan completed by February each year. • Work Performance and Development Plan coordinated and completed by January each year.
8.3	Establishment, Implementation and evaluation of research frame work.	9.3	<ul style="list-style-type: none"> • Research frame work established by end of 2016 • Evaluation is done every year
8.4	Budget Planning and Control.	9.4	All research activities and program planned are budgeted and costed
8.5	Supervision and coordination of research Activities including policy development.	9.5	<ul style="list-style-type: none"> • Unit and Divisional research activities supervised and coordinated • Policy documents are thoroughly researched • Funds are made available
8.6	Development and management of Research Projects	9.6	<ul style="list-style-type: none"> • A clear research process or system is developed and managed • Clear method of data collection is established • Instruments are developed • Pilot of research instrument carried out 75% - 85% of data collected
8.7	Research and evaluation of policies	9.7	New and existing policies are researched and evaluated
8.8	Development of Research	9.8	<ul style="list-style-type: none"> • Research methodology developed

	Methodology, Data Analysis procedures and Presentation		<ul style="list-style-type: none"> • Research Methods developed • Research instruments developed • Data analysis procedures developed
8.9	Reporting and Publication	9.9	Documents printed and publicised
10	Duties and responsibilities Simple statements starting with an action word; more important ones first; less than 10; cover main areas of work but not details you should find in Procedure Manuals. Areas to think of include policy/ research/ advice, preparing reports; external communication; administrative; legislative and what this particular job must achieve. For lower level jobs it will be more specific e.g. deliver, record, type, maintain.		
10.1	Lead, research, develop, review and implement research policy in a manner that safe guide and coordinate all research activities within the Ministry of Education and other line ministries.		
	Promotes excellent research practice and quality research through effective planning on issues across the service of the Ministry of Education, the provincial Education Board and school.		
10.2	Coordinate the research unit budget completed by May each year		
10.3	Supervise and coordinate the preparation and evaluation of sector and sub-sector research plans in order to support the effective research development and review of the research system including inputs from the Department arms.		
10.4	Develop and manages a range of research studies and surveys designed to supports and enable enhanced corporate and educational planning and decision-making to improve the whole education system.		
10.5	Supervise, manage and plan the gathering, reviewing, analysis and dissemination on relevant policy and planning research projects proposal and activities options implementation to foster community awareness, participation and ownership of government education policies and programs.		
10.6	Develop research system and monitors and evaluates the management information system tracking of specific performance indicators and compiling comprehensive reports on the state education in Vanuatu.		
10.7	Provide research training procedures and processes for key officers within the MoE, PEB and Schools to improve education researches.		
10.8	Identifies research priority needs and issues for the MoE and the sector in general and develops a comprehensive research agenda.		
10.9	Compiles comprehensive study reports with clear findings and recommendations.		
10.10	Implements the research agenda and ensures smooth coordination where it relates to other stakeholders such as High Education Institutions and research institutions.		
10.11	Provides relevant, timely, and high quality research advice to inform policy direction and planning.		
10.12	Develops a comprehensive research profile/database of all studies that have been conducted on the education sector and related areas.		
10.13	Develops a portal to update the research profile/data base on a regular basis.		
10.14	Manages dissemination of research on higher education undertaken by Policy and Planning and by institutions or independent researchers.		
10.15	Undertakes strategic analysis of research and developmental needs and demands issues and makes recommendations that can inform the strategic actions required by the higher education sector to meet those needs.		
10.16	Scans the political, economic, social, technological and environmental landscape both locally and internationally for emerging trends and analyses implications on research and development to ensure effective response from the education sector.		
10.17	Oversee staff supervision and performance management regularly		
10.18	Carries out other duties as directed by the Director General.		
11	Reports directly to Title of Post and Level only	12	Directly supervises Title of Posts and level if any
	Director, Policy and Planning Services.		2 Senior Officers and 2 Research Officer

13	Frequent Internal Personal Contacts with... ("Internal" means within the Ministry)	14	Occasional Internal Personal Contacts with...
	Director General, Directors, Principal Education Officers, Principals and Head Teachers, Ministerial Advisors. Director, Principal Policy and Strategy Officer and Principal Information Management Officer for purpose of professional guidance, coordination, information exchange and consultation		Meets with senior level staff of higher institutions, public and private sector for consultation and professional guidance. Other MoE officers Members of the Teaching Service and other line ministries
15	Frequent External Personal Contacts with... ("External" means other Ministries and the community)	16	Occasional External Personal Contacts with...
	National Planning Office, Ministry of Finance, other government, donors and consulting advisors.		Various education boards and bodies within Vanuatu.
17	Impact of Decisions (a) Think of the decisions this Post makes without help on a regular basis (weekly or monthly) to greatly reduce the risk of serious things happening. Name the more important thing(s) decided. (b) If the Post has a significant Financial Delegation to commit funds the amount should also be stated.		Strong impact on quality of corporate and educational planning and significant but indirect impact on long-term outcomes for the education system.
18	Special Conditions e.g. if unusual work hours, equipment or travel is required.		Intensive workload demands; likely frequent travel.
19	Reason for Seeking Approval (e.g.; Routine Revision of Existing Job Description, New Post, Regrading. State if any overlap or duplication with existing Job Descriptions or new duties and responsibilities)		Revision of existing job description.
20	CRITERIAS TO BE SELECTED FOR THIS POST (Allow for some on -the-job training to bring outsiders up to standard and do not unnecessarily bias the Post to certain people. Remember education is only one indicator of capability to do the job.)		
20.1	Qualification the required qualification for the job e.g certificate, diploma, degree...		A Postgraduate Degree
20.2	Special Business Education refers to the field of study that would be preferable		Educational Education or Social Sciences preferably with a major in research or equivalent qualification.
.3	Experience e.g. number of years or level of experience in filling/keyborad work or driving; or, e.g. low or high level achievements in leadership, communicating, advising, managing resources, writing reports, advising clients, doing similar type of work etc		Minimum 6 years related work experience with a successful track record of conducting and managing research. A successful candidate should have a number of studies to their name on developmental issues including education in the SADC region and in Lesotho. Extensive experience in qualitative and quantitative research methods and familiarity with data analysis software packages is essential..
20.4	Special Skills e.g. vehicle license, driving record, computer word/ excel etc		Research skills, Data collection skills, Policy writing skills, Interpretation skills, Statistical expertise, Planning and coordinating skills, Computer Literate

20.5	Thinking style e.g an analytical thinker, a practical thinker, creative thinker....	Strong analytical and practical thinker
20.6	Communication/ Interpersonal Skills list the skills required of this position	Proficient listening, reading, and oral communication skills. Excellent written communication.
20.7	Behavioural Competencies refers to the personal attributes or characteristics needed for the position.	High degree of integrity, professional, diligent, punctual.
20.8	Language "English , French and Bislama" Is usual.	French, Bislama and English.
20.9		
21	ENDORSEMENT WITH NAME, SIGNATURE AND DATE	
21.1	Prepared in the Ministry by ...	Name John J. Garoleo Date 02/ 06 /2014 <i>Sign</i> 
21.2	Certified by or for the DG that the Post fits with any Corporate Plan, and is required.	Name Jesse Dick Joe Date 02/ 06 /2014 <i>Sign</i> 
21.3	Checked by OPSC for completeness and consistency; check structure; confirm Level and Post Number (job evaluation process).	Name L. Rantes Date / /2014 <i>Sign</i> 
21.4	DECISION OF PUBLIC SERVICE COMMISSION	
	Decision: <u>Approved</u> or Deferred or Amended Date of Decision:	
	(Circle the appropriate Decision)	
	Name LAURENT REP <i>Sign</i> 	Date 21/06/2014

**SECRETARY
OPSC**