



CAREERS IN DEVELOPMENT PROGRAM

Newsletter

March 2009

Issue No. 01

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Welcome to the first edition of the Careers in Development Newsletter

KEY DATES

◆ Contractual Arrangements

11 March 2009
Divine Word University
Port Moresby Campus

◆ Induction & Launch

12-13 March 2009
Crowne Plaza Hotel
Port Moresby

◆ Workshop 1

16-27 March 2009
Divine Word University
Port Moresby Campus

◆ Workshop 2

28 Sept—02 August 2009
Divine Word University
Port Moresby Campus

◆ Workshop 3

19—23 April 2010
Divine Word University
Port Moresby Campus

◆ Workshop 4

25 October - 05 November 2010
Divine Word University
Port Moresby Campus

◆ Placement 1

30 March 2009 - 25 September
2009

◆ Placement 2

05 October 2009 - 16 April 2010

◆ Placement 3

26 April 2010 - 22 October 2010

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"Hands on working and  
learning develops skilled  
professionals."

## INNOVATIVE CADETSHIP PROGRAM TO START

Papua New Guinea is embarking on an innovative cadetship program aimed at encouraging young Papua New Guinean graduates to take up careers in development. The program is designed to increase the number of Papua New Guineans involved in managing and implementing development programs. It will provide quality work experience and relevant training in development practice. The initiative came about because development partners and INGOs have had difficulty finding people with the skills and experience needed to support their expanding development programmes. Cadets will gain on-the-job experience by working in development agencies or with contractors managing large projects, mentored by Papua New Guineans already working in the development field. They will also attend workshops to support their learning. The cadetship is part of a larger program known as Careers in Development.

## CADETSHIP CONTRACTS OFFERED

Recruitment for the Careers in Development Program is complete. Twenty five successful applicants commence the cadetship by attending an induction workshop on 11 - 13 March.

600 people applied for the Cadetship and all applications were considered. Non compliant applications were eliminated and all others were assessed and rated against the selection criteria.

Ten per cent of the applicants attended group interviews with around six other applicants in Port Moresby or Madang. After discussing and writing about an HIV issue applicants were rated and offers were made after ensuring gender balance and representation from provinces.

The selection panel was highly impressed by the quality of applicants the letters sent to unsuccessful applicants acknowledge this and offer applicants the opportunity to receive advice on future opportunities in development.

## Careers in Development Supervisors

The Supervisor is the person, located within the placement organisation, who will work most closely with the cadet throughout the 6-months placement. The supervisor is asked to guide, teach, direct, assist, enable the cadet during the placement; in effect the supervisor is the major contributor assisting in the cadet's learning!

Furthermore, the supervisor plays a role in the assessment of each cadet. The role is something like a 'personal in-house trainer' and will impact on the cadet's success.

**Orientation workshops for Supervisors will be held on Thursday 12 March and Friday 13 March at Crowne Plaza.**

## Careers in Development Mentors

Each cadet will have a mentor for the duration of the cadetship. The cadet and mentor will meet regularly, either face to face or by phone.

Mentors are committed to using their insight, experience or competence to advance another individual's life or work through a supportive exchange. A mentor is rarely someone's line manager. A mentor is someone who acts as a friend and trusted counsellor. Mentors regard cadets as 'colleagues' rather than learners and will therefore develop a special kind of relationship with them.

**An Orientation workshop for Mentors will be held on Friday 13 March at Crowne Plaza**

**AGENCY PROFILE:** *Each edition of the newsletter will feature a participating development agency. In this edition we profile the World Health Organisation.*

## WORLD HEALTH ORGANISATION

WHO in PNG provides continued support to the Government in combating communicable diseases, building healthy communities and populations and in the development of the health sector. In collaboration with the Government of PNG and other development partners, WHO focuses on selective priority areas so as to maximize health gains in Papua New Guinea through:

- Reflecting on national health priorities and commitments made to international health treaties and targets;
- Building on Who's traditional competencies and activities that will shift the balance of support from routine activities to a more advisory and facilitating role;
- Maintaining existing partnerships and commitments and to explore new ways of working with them;
- complementing the work of other partners and supporting evidence-based approaches; and
- Providing balanced support for short-term results and long-term health systems development.



Technical Director – HR, Mr. Geoffrey Clark says of the Cadetship Program, “WHO has a commitment to ensuring the development of national capacity within its mandated role as the international technical agency for public health. To assist in fulfilling this commitment, WHO saw that the Careers in Development program was a valuable adjunct to other work the agency already undertakes. On a personal note, Mr. Clark sees the program as a wonderful opportunity to develop and enhance the cadets skills in the areas of development. This in turn will mean that they can be the leaders of the future in terms of facilitating development within their country. Mr. Clark hoped that the cadets take away several concepts from the program. Firstly, that it is within their capability to facilitate development within the country and secondly, the importance and benefit of mentors and networks in achieving goals.

### Leadership Fact:

**Out of over 180 countries, only 13 have elected women heads of state or government.**

*Do you have a story for our newsletter? Share an experience? Photographs?  
Send it in to:*

**Jennifer Maroroa at**  
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## Careers in Development Team



*Inset: The Careers In Development Team; (L-R) Back: Axel Leonhardt, Robin Bishop. Front: Christine Sumbuk, Jennifer Maroroa.*

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