

# Information for Applicants

PACIFIC TECHNICAL ASSISTANCE MECHANISM 2 (PACTAM2)

Ministry of Finance and Sustainable Development,  
Government of Nauru – Deputy Secretary Custom  
Operations

## Deputy Secretary Custom Operations

<b>PACTAM2 Partner Organisation:</b>	Ministry of Finance and Sustainable Development, Government of Nauru
<b>Address:</b>	Nauru
<b>Background to the role:</b>	<p>In recent years, Government of Nauru's revenue base has been largely reliant on customs duties, fishing licenses and to a lesser extent, phosphate mining royalties and dividends. However, it is estimated that customs duties are likely to decline in the near future due to trade liberalization under various regional free trade agreements. The free trade agreement most likely to impact on Nauru is PACER-Plus which may be ratified within the next 5 years.</p> <p>The Nauruan authorities have been considering policy options to meet the potential loss of revenue and in April 2012, the Pacific Financial Technical Assistance Center (PFTAC) recommended a five year tax reform strategy. A key consideration in developing the strategy was the capacity of the Nauru Revenue Office (NRO) to administer the proposed taxes. NRO is primarily a cash receipts and payments office with little experience in tax administration of the type undertaken in most other countries. The PFTAC strategy recommended the phased introduction of tax reform over a five year period; the initial reform being the introduction of a direct tax system to raise revenue from significant untaxed business profits. Following the introduction of business taxes, PFTAC recommended the introduction of a VAT and reforms to customs duty and excise tax.</p> <p>In September 2013, the Oceania Customs Organization (OCO) carried out a baseline assessment study of Nauru Customs and identified a number of areas that should be strengthened. A full OCO diagnostic mission followed in October and it recommended a major modernization program to improve customs business operations.</p> <p>In order to improve effectiveness of revenue collection and facilitate modernization and tax reform, Government has moved the operations of the Customs Division from the Justice Department to the Ministry of Finance and has decided that Customs and NRO will be integrated into one organization to be known as Nauru Customs and Revenue Office (NCRO). Initially, NCRO will remain within the Ministry of Finance reporting to the Secretary, Finance but it is possible that NCRO may become more autonomous in the future. Government has recently received approval to recruit international experts to fill the two executive positions in NCRO. These positions are (i) Deputy Secretary, Customs and (ii) Deputy Secretary, Revenue. These experts will oversee the administration of the current revenue regimes and ensure there is focus on strengthening the capacity of the organization and staff. At the same time, they will lead and develop NCRO and oversee the development and implementation of a modernization and tax reform program. The Deputy Secretary, Customs will have a specific focus on customs and border control and development of a new modernized customs regime.</p> <p><b>Nauru Customs and Revenue Office (NCRO)</b></p>

	<p>The former NRO simply collected taxes for a number of Government agencies but had no role in determining the amount payable, whereas Customs charged import taxes and released goods without being responsible for collection. The tasks of charging and collecting revenue are interdependent on one another and NCRO will become far more effective because of its new dual function. As the new tax system rolls out, NCRO will also have the responsibility for charging and collecting all new domestic taxes. However, NCRO will continue to be a collection agency for a range of other Government fees and charges. As far as possible, Government would give consideration to transferring full administration of fees and charges to NCRO and allow other Government Departments such as Justice to focus on policy and regulatory functions. As an example, many revenue agencies collect business license fees because of its relationship to business taxes. NCRO will be required to carry out registration checks for the new domestic tax system so it makes sense for it to administer the business license system and carry out license checks concurrently with registration checks.</p> <p>The Secretary for Finance will have overall policy and administrative responsibility and report directly to the Minister for Finance. The Secretary will delegate much of the operational responsibility and decision making to the Deputy Secretaries for Customs and Revenue and they will each have overall responsibility for managing the business of their respective divisions. The Deputies will report to the Secretary. The Heads of each Service Divisions will provide direct support to the Deputies under a “service agreement” but they will also report directly to the Secretary. The Secretary and Deputies will drive the modernization and reform program.</p> <p>The legislative reform process is well underway with new Customs Bills tabled in parliament in September 2014.</p>
<b>Assignment Objective(s)</b>	<ul style="list-style-type: none"> <li>• To ensure domestic customs laws are effectively administered</li> <li>• To develop and implement improved systems and processes of customs and border control that accord with international standards</li> <li>• To review, update and modernise customs and border control laws and regulations to accord with international standards</li> <li>• To promote public relations, community awareness and consultation about these major customs modernization reforms</li> <li>• To provide capacity development of NCRO staff to effectively implement the improved customs administration</li> </ul>
<b>Length of assignment:</b>	<p>12 months</p> <p>In country interviews will be held in Nauru during the week <b>29<sup>th</sup> July 2019</b></p> <p>Pre departure briefing dates will be late August</p>
<b>Reports to:</b>	<p>You will be accountable to, and managed by the Secretary for Finance and Sustainable Development, Ministry of Finance, Government of Nauru</p>
<b>Remuneration</b>	<p>PACTAM2 is funded by the Australian Department of Foreign Affairs and Trade (DFAT). The <a href="#">Adviser Remuneration Framework</a> (ARF) is a set of market-based, long and short term remuneration rates applying to aid-funded advisers that are commercially contracted by DFAT directly, or through a managing contractor such as Scope Global.</p>

	<p>All PACTAM advisers are eligible for the mobility allowance which compensates long-term advisers for personal impacts and cost of living differences associated with leaving their permanent country of residence. The Mobility Allowance is calculated as a percentage of the monthly remuneration and varies depending on the job level and whether the adviser is accompanied.</p> <p>The ARF calculator provides the maximum rate. Following consultation with country programs, DFAT have instructed Scope Global to apply a 50 percent Mobility Allowance to all Advisers participating in the PACTAM2 program.</p> <p><u>ARF Professional Discipline Category: D</u></p> <p><u>ARF Job Level: 4</u></p> <p><u>ARF Monthly Rate Band: \$14,335 to \$17,918 AUD</u></p>
<b>Benefits</b>	<ul style="list-style-type: none"> <li>• Mobility and special location allowances</li> <li>• Reimbursement of rental accommodation costs to DFAT approved rates</li> <li>• Pre-departure briefing for Advisers</li> <li>• In-country orientation</li> <li>• Flights, medicals, and insurance</li> <li>• Counselling and mental health services</li> <li>• Ongoing assignment monitoring and support</li> </ul>
<b>Work hours/days</b>	<ul style="list-style-type: none"> <li>• Official work hours are 9am to 5pm (Monday to Friday)</li> <li>• Under the ARF terms and conditions the allocation of paid time off forms part of the remuneration package. The annual allocation is 20 days recreation leave and 10 days personal leave, which can be taken as sick leave, carer's leave or travel days to access recreation leave</li> </ul>
<b>Additional information</b>	<p>The selection process also involves a medical screening process to ensure that shortlisted candidates are medically fit to take up this position in Nauru</p> <p>In addition to communications via letter, email, telephone, skype and/or fax, the PACTAM2 Scope Global staff will meet with the Adviser in country at least once, annually.</p> <p>Deployment is subject to:</p> <ul style="list-style-type: none"> <li>• Formal approval from DFAT and the Partner Government</li> <li>• Procurement of visa and work permits</li> <li>• Satisfactory medical examination for the applicant and accompanying dependants/partner (if applicable)</li> <li>• Satisfactory police check</li> <li>• Participation in the pre-departure briefing</li> </ul>

	PACTAM2 places Technical Advisers in countries where specialist skills are not locally available. As such long term residents employed under local contract are not eligible to apply for this program.
<b>Background</b>	<ul style="list-style-type: none"> <li>• Scope Global is a specialist project management company with people as the focus of its program delivery. We work on behalf of our clients to build capacity of local people, and our vision is to enable people to positively change their world</li> <li>• The Government of Nauru has requested assistance in recruiting and supporting the above position through the Pacific Technical Assistance Mechanism 2 (PACTAM2)</li> <li>• PACTAM2 is funded by the Government of Australia through its official aid agency, DFAT, and is managed by Scope Global</li> <li>• PACTAM2 operates in 12 Pacific Island countries, providing both internationally and/or regionally recruited advisers in the form of placements within Partner Government Ministries, local non-government organisations (NGOs), regional organisations or at DFAT Posts. The goal is to provide technical advice on the design and implementation of an efficient and effective assistance program in the Pacific</li> </ul>

## Pacific Technical Assistance Mechanism Phase 2 (PACTAM2)

Pacific Technical Assistance Mechanism Phase 2 (PACTAM2) is an Australian Government initiative funded by the Department of Foreign Affairs and Trade (DFAT), and managed by Scope Global.

PACTAM2 responds to requests from partner organisations in 12 Pacific Island countries to recruit, mobilise and support highly skilled Advisers who provide technical assistance and build capacity in partner organisations, primarily Partner Governments across a range of priority sectors.

All Adviser roles are designed to contribute towards national and sector development strategies and reflect priorities of the Australian Aid agreements established with each country.

Supported by Scope Global and DFAT, partner organisations take the lead during in country selection interviews, orientation, and monitoring and performance management of Advisers.

### **FLEXIBILITY**

The flexibility of the PACTAM2 program enables DFAT to fund individual Advisers to meet an identified need for technical assistance in any sector where specialist skills are not available locally. The assignments can be intermittent, short term (less than 6 months) or long term, depending on assignment objectives.

### **PACIFIC AND FAMILY-ORIENTATED**

Families are supported and encouraged to accompany Advisers on their assignments. During 2015/16, more than 50% of Advisers were accompanied by dependants.

### **RECRUITMENT**

All short listed applicants are invited to travel to the partner country for interviews. Successful applicants participate in a pre-departure Briefing, undergo comprehensive police and medical clearances. The In-Country Management team and the partner organisation provide Advisers with an In-Country orientation and induction to the workplace.

### **SUPPORT PROVIDED TO ADVISERS**

Adviser remuneration is in line with the DFAT Adviser Remuneration Framework providing monthly rates, mobility allowance and, where applicable, a supplement for school age children and remote location allowance.

Advisers are entitled to reimbursement of rental accommodation, international travel and reasonable mobilisation expenses.

The program provides comprehensive medical and insurance coverage plus ongoing professional and personal support, as well as safety and security briefing.

Advisers and partner organisations can access the Assignment

# PACTAM2 KEY STATISTICS 2018

The Pacific Technical Assistance Mechanism Phase II aims to contribute to human development and poverty reduction in the Pacific through the provision of high quality technical assistance to partner organisations. This program is an Australian Government Initiative managed by Scope Global on behalf of the Department of Foreign Affairs and Trade.

**38**  
TOTAL  
SUPPORTED  
ADVISERS

**16**  
EXTENSIONS

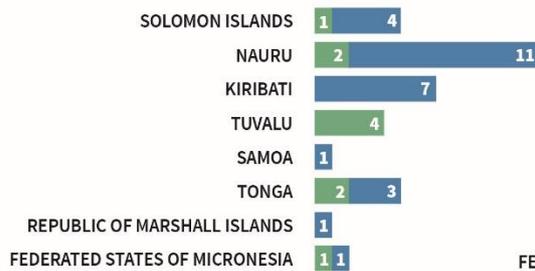
**16**  
ONGOING  
ASSIGNMENTS

**19**  
COMPLETED  
ASSIGNMENTS

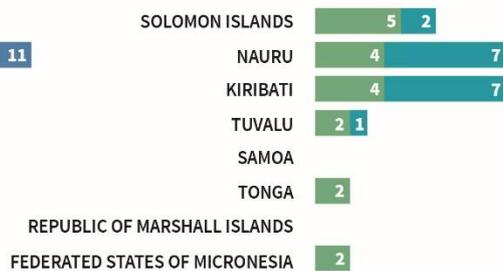
**10**  
NEW ADVISERS  
RECRUITED

**2**  
RESIGNATIONS

## TOTAL NUMBER OF ADVISERS ON ASSIGNMENT IN 2018 BY COUNTRY AND GENDER



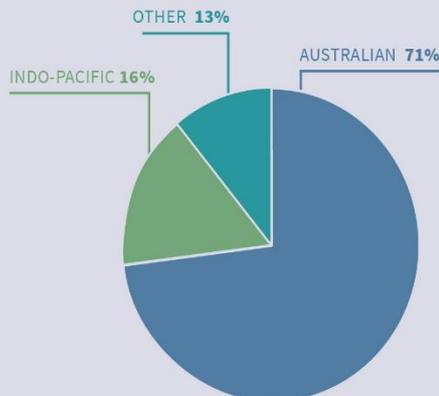
## TOTAL NUMBER OF DEPENDANTS IN 2018 BY COUNTRY



♀ FEMALE    ♂ MALE

♥ SPOUSE/PARTNER    👶 CHILDREN

## BACKGROUND / NATIONALITY OF ADVISERS SUPPORTED



## OVERALL GENDER RATIO



## AGE OF ADVISERS SUPPORTED

