

TERMS OF REFERENCE

Public Sector Learning Framework Project Officer

Project title:	Public Sector Learning Framework
Functional Designation:	Public Sector Learning Framework Project Officer
Executing agency:	The Management Institute for National Development
Duration of Assignment:	39 months
Deadline for Application:	July 8, 2016
Purpose of the Assignment:	The purpose of this assignment is to provide management and coordination support to the Management Institute for National Development (MIND), and to work closely with the PSLF Advisor/Consultant and identified stakeholders within the Jamaican public service, towards achieving the objectives of the Public Sector Learning Framework (PSLF) in a sustainable manner.

1. SERVICES REQUIRED

The Management Institute for National Development (MIND) in its capacity as lead implementer for the Government of Jamaica's Public Sector Learning Framework (PSLF) requires the services of a Project Officer to provide management and coordination support to the effective and timely implementation of the PSLF, its full integration into MIND's operations and the Government of Jamaica's (GoJ) strategic human resource management framework. The terms of reference is concerned with this scope of work.

2. BACKGROUND

MIND is an executive agency and the GoJ's public service learning, organisational and leadership development institute, charged with developing the human resource capacity of the public service to respond effectively to the priorities of government and national development and public sector modernisation and transformation.

In keeping with its mandate, the Agency, in 2009 established a strategic focus, hinged on four (4) thematic outcomes identified as the "pillars of excellence" that will help it to better coordinate and focus its strategies, and consequently, direct all staff efforts and resources towards supporting GoJ's priorities and needs. These are:

- Theme 1: Stakeholder Satisfaction and Approval
- Theme 2: Programme and Operations Excellence
- Theme 3: Transformative Learning and Professionalization
- Theme 4: Resource Mobilization and Management

Additionally, the Government in its Cabinet Decision # 49/09, established its position in rationalizing the public service as a pathway to improved professionalism, effectiveness, efficiency, accountability and responsiveness to citizens' needs. Along with the establishment of the Public Sector Transformation and Modernisation Division, a strategic review of the GoJ Modernisation Plan led to the establishment of a new Strategic Human Resource Management (SHRM) function with a mandate to provide strategic direction through policies and frameworks that support the development and management of the Public Service through the recruitment and retention of competent and motivated public officers at all levels, capable of delivering efficient, effective and responsive services to the public.

It is against this background that a **Public Sector Learning Framework Policy** was established by MIND with the support of key public sector stakeholders¹, and with the endorsement of the Cabinet Secretary.

The PSLF proposes a more systematic approach to whole-of-government human resource development, and serves as the Gov's blueprint for building a culture of continuous learning and innovation within the public sector, and provides a coordinated approach to systematically map pathways towards building the required competencies and developing the necessary skill sets that will allow public officers to deliver the best value goods and services.

Along with its overarching objective to provide a coherent policy structure for human resource development within the sector, so as to enable economic development and societal wellbeing through the delivery of efficient citizen services, the PSLF also seeks to:

1. Provide a coherent policy for human resource development within the sector.
2. Stimulate, guide and promote the development of a public sector that is genuinely committed to lifelong learning.
3. Build a culture of innovation among public officers for better business outcomes.
4. Enhance the human resource capabilities needed to support the fulfilment of Vision 2030 Jamaica: National Development Plan (NDP).
5. Develop a responsive public service able to quickly adjust to the changing needs of government.
6. Integrate learning and development across the public sector.
7. Provide clarity and coherence to the matrices of learning focus areas across the different job levels in the public sector.
8. Provide high quality, relevant and standardized training within the public service.
9. Facilitate access, mobility and progression in learning and professional development paths within the sector.
10. Develop a source of evaluating or assessing investment in and impact of human resource development within the sector.

The implementation of the PSLF is being led by MIND, supported by a PSLF Working Group, and governed by a PSLF Oversight Committee which is chaired by the Chief Executive Officer (CEO) of MIND. The Agency is supported by a PSLF Consultant/Advisor reporting through to the CEO.

3. SCOPE OF WORK

Under the direct supervision of the PSLF Project Advisor/ Consultant the PSLF Project Officer will provide coordination support to ensure the achievement of the PSLF objectives and delivery of its outputs. Therefore, the PSLF Project Officer will:

- Liaise and coordinate activities with the relevant departments within the Agency in support of the implementation of the PSLF.
- Provide administrative support to the PSLF Project Advisor/ Consultant
- Liaise with key external stakeholders to optimise access and to ensure timely organisation and facilitation of activities relating to the PSLF implementation.
- Assist with the design, development and dissemination of PSLF outputs.
- Provide the necessary feedback, through reports and other forms of communiqué, on a timely basis, to the PSLF Consultant/Advisor in order to inform engagements with the CEO and the PSLF Oversight Committee.
- Monitor PSLF implementation deliverables.
- Draft any milestone and completion reports as necessary.
- Provide input for the development of technical reports and other project outputs.

¹ Cabinet Office, Ministry of Finance and Public Service (MoFP), Office of the Services Commissions (OSC), Strategic Human Resource Management Division within the MoFP, Jamaica Civil Service Association, Planning Institute of Jamaica and the Public Sector Modernisation Division and the Public Sector Transformation Unit, which have been recently amalgamated to form the Public Sector Transformation and Modernisation Programme.

- Establish and record practices and procedures for appropriate verification and replication.
- Design and develops databases to support PSLF implementation activities.
- Maintain statistics and keep a record of all information/data generated in the process of implementation.
- Establish and monitor stakeholder feedback channels to allow for continual improvement in practices and processes.
- Manage the logistics and coordinate the activities of technical and other working groups that may be formed in support of the various project deliverables.
- Organise and manage meetings, including appointments with stakeholders, logistical arrangements and providing recording secretary support.
- Assist in event planning and implementation including the preparation of budgets in keeping with the needs.
- Support the preparation of promotional materials, media releases, articles and relevant information for print and electronic media, including social media as agreed.
- Perform general administrative duties in support of the Project.
- Other duties as directed by the PSLF Project Manager.

4. QUALIFICATIONS

- Postgraduate qualification in Organisational Development/Human Resource Management with an emphasis on Training and Development, or other related technical area
- At least five (5) years' experience working across all levels of the organisation
- Public sector knowledge and experience
- Project management experience (qualifications in this area would be an asset)
- Influencing and negotiation skills
- Proven written, analytical, presentation and reporting skills
- Stakeholder engagement and management skills

5. ATTRIBUTES

- Able to work with little supervision, focused, well organized, detail oriented;
- Able to prioritize work, multi-task and meet deadlines;
- Strong interpersonal skills and flexibility, responsibility, integrity, team work, self-motivated, preparedness to work outside of regular working hours;
- Excellent verbal and written communication skills.

6. LOCATION, NATURE OF APPOINTMENT AND DURATION

The PSLF Project Officer will be contracted to work at the MIND, Kingston Campus in a full-time capacity for a period of thirty nine (39) months beginning **August, 2016** and ending **October, 2019**, which is the date for full implementation of the PSLF.

7. APPROVAL OF DELIVERABLES

All deliverables that emerge from the scope of work to be undertaken by the PSLF Project Officer should be submitted to the PSLF Project Advisor/Consultant for review and approval.

8. INTELLECTUAL PROPERTY

All information gathered and works derived as a result of this consultancy are the sole property of the MIND. Therefore, the Consultant is prohibited from using any output and information gathered through this assignment for his or her personal use, without the expressed permission of the MIND.