



**Solomon Islands National University**  
**Job Description**

**Position Title: Executive Officer (EO)**

**Position Purpose**

To operate effectively as part of a team of administrative colleagues in order to provide executive assistance and administrative support to the efficient running of the Office of the Vice Chancellor (OVC). The incumbent ensures that matters referred to the Vice Chancellor are accurate, timely, and compliant with policies and the law, and that requests and/or decisions made by the Vice Chancellor are efficiently addressed.

**Scope of Work**

This is a full time position with a broad range of duties, which supports the office of the Vice Chancellor. The position is a challenging one, which provides interaction with a range of internal and external stakeholders. The Executive Officer has full responsibility for the operational requirements that are needed to support the functional requirements of the Office of the Vice Chancellor.

**Minimum Qualification Requirements**

This position requires: (a) an excellent Bachelors degree in any of the Sciences, IT, Accounting, or Economics; a post-graduate qualification in any of the above would be desirable; (b) at least three years of actual work experience in a university setting or the private sector; (c) ability to work under pressure; (d) ability to work long hours, and in the weekends or public holidays without demands for additional remuneration, (e) ability to travel at short notices on university business, and (e) excellent written and verbal communication skills.

Possession of a valid driving license would be desirable.

**Remuneration**

A Salary in Band 2 of the SINU Salary Structure (SBD62,000-SBD93,500 gross) is payable. After the employee's employment is confirmed after a probation period (which may be of upto 1 year), the University may provide to the employee commensurate with Band 2 housing standards.

**Organizational Relationships**

|                                  |   |
|----------------------------------|---|
| <b>Position Type:</b>            | <b><u>3 Year Employment Contract</u></b>  |
| <b>Reporting to:</b>             | Vice Chancellor   |
| <b>Staff Responsible to you:</b> | Executive Assistants and other junior staff in the OVC  |
| <b>Hours of Work:</b>            | Normally Mondays to Fridays between the hours 8.00am–5.00 pm plus any other hours deemed necessary. Salaried full-time staff shall be required to work days, evenings, weekends and public holidays, without additional remuneration, and must return to duty from leave whenever absolute need arises. |

**Functional Relationships:**

1. Internal Contacts: Management, Students, Staff members, All Teaching Staff/Academic Staff and Non-teaching Staff/Professional Staff, Directors, Vice Chancellor
2. External Contacts: SINU Stakeholders, Commercial and Non-Commercial entities, Government Ministries, Students, School/Department Principals, Statutory bodies, and External Institutions/Universities



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### **1.0 DUTY STATEMENT**

#### **Specific Duties & Responsibilities**

1.1 The specific duties and responsibilities of the Executive Officer are:

##### **1.1.1 Administrative/Organisational/Professional**

- 1.1.1.1 Coordinate and manage all aspects of Secretarial work (eg Meetings management, Agendas & Minutes, etc) for the Vice Chancellor and his office
- 1.1.1.2 Prepare quality reports/assessments for the Vice Chancellor on matters on the agenda for any meeting he has to attend.
- 1.1.1.3 Conduct research and produce analytical reports as when required on subject matters of note.
- 1.1.1.4 Ensure all decision of the VC, and every request/suggestion by the VC to any staff or stakeholder is implemented and/or dealt with efficiently; the EO is the interface between VC and University staff on matters pertaining to VC's decisions, approvals or advise.
- 1.1.1.5 Ensure all organizational staff follow the organisation's protocols, policies and laws when seeking VC's approval for any recommendation
- 1.1.1.6 Coordinate & manage all activities (eg through delegation & reporting) referred to VC's Office.
- 1.1.1.7 Take minutes and recordings for all meetings where and when requested by the VC
- 1.1.1.8 Liaise with relevant individuals, external organizations etc to arrange meetings prepare agendas and draft minutes
- 1.1.1.9 Maintain a comprehensive filing system and create a Database Management System for the Office
- 1.1.1.10 Organise agendas and necessary papers, and provide minutes for meetings of OVC committees
- 1.1.1.11 Assist in planning and administration of the VC's Year Planner, and contribute to the production of SINU Official publications
- 1.1.1.12 Provide input into general operation and management of the VC's Office and undertake office housekeeping

##### **1.1.2 Program, Project and Service Delivery**

- 1.1.2.1 Ensure the development and implementation of all plans and projects
- 1.1.2.2 Make recommendations to the VC as required (or as opportunities arise)
- 1.1.2.3 Analyse industry data, reports, etc., that potentially affects the University
- 1.1.2.4 Communication with stakeholders
- 1.1.2.5 Coordinate and manage all of OVC "events"

##### **1.1.3 Financial Management**

- 1.1.3.1 Maintain and coordinate financial management protocols & practices of the OVC
- 1.1.3.2 Assist the VC in all aspects of budgets for the section, other sections of the University, and the University as a whole

##### **1.1.4 Staff Management**

- 1.1.4.1 Effectively manage all staff relations within and outside OVC.
- 1.1.4.2 Ensure appropriate communication systems are in place, for all staff (eg staff meetings, project reporting, etc)



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**1.1.5 Member, Community, and Public Relations**

- 1.1.5.1 Ensure the University's objectives and missions are consistently presented in a strong & positive manner, to all stakeholders
- 1.1.5.2 Identify and articulate the needs of OVC
- 1.1.5.3 Establish and/or maintain the necessary relationships/contacts with essential stakeholders
- 1.1.5.4 Establish and/or maintain consultative networks within key industry stakeholders and groups
- 1.1.5.5 Act as a spokesperson & ambassador for the University on behalf of the VC as directed by the VC from time to time, and formally represent the University as required
- 1.1.5.6 Develop appropriate information, public relations & communication methodologies (eg newsletters, media releases, website, etc)

**General Duties & Responsibilities**

1.2 The specific duties and responsibilities of the Executive Officer are:

- 1.2.1 **Administration** of all activities relating to the specific duties listed above, including attending meetings and representing the OVC in meetings and forums to which the staff is sent.
- 1.2.2 **Administrative Duties** relating to all matters that the membership of a University entails, including duties related to School/Faculty/University wide activities.
- 1.2.3 **General Responsibility** to undertake all other duties as directed by the Vice Chancellor.

**2.0 KEY RESULT AREAS AND KPIs**

| <b>Key Result Areas (KRAs)</b>              | <b>Key Performance Indicators (KPI) – Tasks and Objectives</b>  | <b>Outcomes &amp; Achievements : Comments on Progress to date</b>   |
|---|---|---|
| Followups                                   | <ul style="list-style-type: none"> <li>• Ensure that all decisions made by the VC, or required to be implemented by the VC/University, and requests made by the VC are followed-up on and delivered</li> </ul>  | <ul style="list-style-type: none"> <li>• Decision implementation</li> </ul>   |
| Compliance                                  | <ul style="list-style-type: none"> <li>• Ensure that all documents brought to the VC for his approval and/or signature are compliant with the policies of SINU, the law of the land, and always are the best option that is available.</li> </ul>                       | <ul style="list-style-type: none"> <li>• Decisions are compliant to policies and laws</li> </ul>  |
| Research                                    | <ul style="list-style-type: none"> <li>• Carry out relevant institutional and market research necessary to carry out the duties listed in the duty statement.</li> </ul>  | <ul style="list-style-type: none"> <li>• Research/data based decision making</li> </ul>   |
| Administrative support/assistance to the VC | <ul style="list-style-type: none"> <li>• Ensure that the VC's Office functions as an efficient unit within the University.</li> </ul>   | <ul style="list-style-type: none"> <li>• Customer satisfaction is high</li> </ul>   |
| Management                                  | <ul style="list-style-type: none"> <li>• Manage the maintain the OVC's official records</li> <li>• Manage the maintain the OVC's budget</li> <li>• Advise the VC on any matter relating to the functioning of the OVC</li> <li>• Maintain discipline at OVC.</li> </ul> | <ul style="list-style-type: none"> <li>• Confidentiality and security of records are maintained, and secured for easier retrieval and access</li> <li>• Budgetary Compliance</li> </ul> |
| Professional Standards                      | <ul style="list-style-type: none"> <li>• At all times conduct in a professional and courteous manner to all staff, students, and external stakeholders.</li> </ul>  | <ul style="list-style-type: none"> <li>• No staff, student or external complaint about work performance and behaviour</li> </ul>  |

**3.0 OTHER DUTIES**



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It is acknowledged and agreed that evolving needs or emphasis of the University may require a role/job/position to change from time to time but such alteration shall not be deemed to be a variation of the employment contract/Terms and Conditions of Employment or a breach of the same provided that the substantial nature of the employment remains consistent with the parties' intentions at the time of the offer of the job and acceptance of the offer.



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**4.0 CERTIFICATION**

I certify that I have read and understand the responsibilities assigned to this position.

Employee Signature .....  
**Mr/Ms** ..... **Date** .....

I certify that this job description is an accurate description of the responsibilities assigned to the position.

Supervisor's Signature .....  
**Vice Chancellor** ..... **Date** .....

I approve the delegation of responsibilities outlined herein within the context of the attached organizational structure.

Signed: .....  
**Human Resources Director** ..... **Date:** .....



## Terms and Conditions for Band 2 of the University Salary Structure

|                         |  |
|-------------------------|--|
| <b>Employment Type:</b> | Three (3) years Fixed Term   |
| <b>Salary Range</b>     | <b>SBD\$62,000.00 – SBD\$93,500.00</b> per annum gross before tax, commensurate with the University's Qualification Requirements and Relevant experience.  |
| <b>Gratuity:</b>        | 15% of annual salary per annum. This is paid to employee bi-annually, in June and December.  |
| <b>Housing:</b>         | Following confirmation of employment after six months of employment, the University may rent a house at rental value to be determined by University and/or according to the University's Housing Policy. University housing through application and on availability of houses. |
| <b>Annual Leave:</b>    | 30 Calendar Days per annum.  |
| <b>Leave Passage:</b>   | Entitled to annual return seafares for employee and legal dependants to nearest port-of call of employee's home village with travel assistance of \$2000.  |
| <b>Other benefits:</b>  | Other conditions and benefits according to SINU Staff terms and conditions of Employment   |

***Note: Successful applicant is required to produce a police clearance and medical certificate prior to taking up the position.***