



SOLOMON ISLANDS NATIONAL UNIVERSITY

# **ADJUNCT PROFESSORSHIP AGREEMENT**

**BETWEEN**

**SOLOMON ISLANDS NATIONAL UNIVERSITY**

**AND**

**PROFESSOR PADMA LAL**

This **Adjunct Professorship Agreement (APA)** is made and entered this ...<sup>23<sup>rd</sup></sup>..... day of...~~September~~<sup>September</sup>2024

Between: Solomon Islands National University (hereinafter referred to as the “**Employer**”) of P.O.BOX R113, Kukum Campus, Honiara, Solomon Islands, Represented by the Vice Chancellor Professor Transform Aqorau.

And: Professor Padma Lal (hereinafter referred to as the “**Adjunct Professor**”) of Lot 3, 599 Payne Road, The Gap, Qld 4061, **Australia Represented** herself in Person.

Both herein referred to as the “Parties”

#### RECITAL:

- A. WHEREAS Solomon Islands National University is fully own by the Government of Solomon Islands and is established pursuant to section 3 of the Solomon Islands National University Act No.9 of 2012 whose objectives is “to promote scholarship, research, free inquiry, academic excellence, and trade competence and in this process create, disseminate, maintain, and advance knowledge and productivity by teaching, training, and other means for the welfare and needs of the communities in Solomon Islands and the region”.
- B. WHEREAS Professor Padma Lal is an eminent and distinguished leader in her field and a person of high achievement. She possesses professional and academic qualifications, experience, and expertise. She is a fitted person to the position of adjunct professor for the department of Research and Postgraduate Affairs of the Solomon Islands National University.
- C. WHEREAS SINU enter into agreement with Professor Padma Lal on the agreeable terms and condition stipulated in this Adjunct agreement.

Now the Parties agree as follows:

#### 1. **Aims/Objective**

To foster research collaboration within SINU, it is important to facilitate partnerships between SINU staff, the Solomon Islands Government, international academic institutions, and civil society organizations (CSOs). These collaborations will enhance SINU's research capacity and support efforts in critical areas such as climate change, environmental sustainability, and social development.

This includes identifying and pursuing funding opportunities that align with SINU’s strategic priorities and building the capacity of SINU staff, government officials, and relevant stakeholders

in developing strong grant proposals and research projects. By improving skills in proposal development, project management, and cross-institutional collaboration, SINU will increase its ability to secure funding, advance innovative research, and contribute meaningfully to academic and policy discussions.

These partnerships will also strengthen research capacity within the Solomon Islands, promote knowledge exchange, and foster an interdisciplinary approach to addressing national and regional challenges. Through joint research initiatives and shared expertise, SINU can position itself as a leading institution for knowledge creation and capacity-building in the Pacific region.

## **2. Responsibilities of the Adjunct Professor**

The primary responsibility of the Adjunct professor is stated in the terms of references which form part of this agreement and is not limited to the following: -

### **1. Supporting High-Priority Climate Change Projects**

Supporting SINU staff to collaborate with the Solomon Islands Government (including the Ministry of Environment, Conservation, and Meteorology), and other developing partners, to identify and develop 1-2 high-priority climate change projects that align with SINU's research and training mandate.

### **2. Identifying Funding Opportunities**

1. Identifying relevant national and international funding opportunities that support SINU's research and training priorities, and assisting in the development of detailed, fundable project proposals.

### **3. Fostering Partnership**

1. Supporting the Office of Research and Graduate Studies in identifying and building partnerships with international research institutions, NGOs, and other relevant stakeholders to strengthen SINU's capacity in proposal development, grant applications, and project management.

### **4. Grant Proposal Development**

1. Providing hands-on support and mentorship to SINU staff in developing high-quality grant proposals and establishing robust project monitoring and reporting mechanisms to ensure transparency and accountability in the management of awarded grants.



## **5. Capacity Building**

1. Conducting training and capacity-building workshops for SINU staff, government officials, and other stakeholders to enhance skills in grant writing, project management, monitoring and evaluation, and compliance with funding requirement.

## **3. Duration**

1. The term of the agreement is 24 months and will be delivered through a hybrid modality, which includes:

- An initial in-country presence for an inception period of up to one month.
- Ongoing remote guidance and support for SINU staff.
- Periodic in-country visits, typically lasting 1-2 weeks each quarter, or as needed.

## **4. Devotion to Duties**

1. The Adjunct Professor shall, to the best of her ability, devote her time to the business of the University and actively promote its interests.

2. The Adjunct Professor shall not engage in any SINU-related activity that may interfere with her obligations under this Agreement, without prior written approval from the Vice Chancellor.

## **5. Remuneration**

1. This is a voluntary position and does not include any financial remuneration.
2. Any out-of-pocket expenses related to travel to the Solomon Islands, as well as approved in-country expenses, will be covered under the Agreement between SINU and the Australian Academic Volunteers Association.

## **6. Hours of Duty**

1. The Adjunct Professor is expected to perform her duties in a professional manner, both while at the University and when representing the University externally. The official working hours are from 8:00 a.m. to 5:00 p.m., Monday to Friday, with a one-hour lunch break. This equates to seven and a half hours (7.5 hours) per working day, or 37.5 hours per week.

While the Adjunct Professor should be aware of the University's operating hours, these hours are intended as a guideline. The Adjunct Professor is not strictly bound by the University's official working hours but is expected to devote the necessary time to ensure all responsibilities of the role are fulfilled efficiently and effectively. This includes adjusting working hours as required to meet the needs of the position.

## **7. Code of Conduct**

1. The Adjunct Professor shall be subject to the normal Staff Code of Conduct of the University.
2. The Adjunct Professor shall not divulge any information in relation to any communication, business intelligence and other sensitive matters from time to time coming to her knowledge during the course of her employment as the Adjunct Professor of the University.
3. The Adjunct Professor shall not, directly or indirectly, without the prior written approval of the Vice-Chancellor:
  - a. Disclose any confidential information, knowledge or data of the University to the detriment of the University.
  - b. Divulge the identity of any person, firm or organisation with whom the University has business or constructive relations.
  - c. Divulge confidential financial information of the affairs of the University.
4. The Adjunct Professor shall be subject to disciplinary measures taken by the University should she be found by the University to have breached the conditions, regulations or rules in a manner detrimental to the proper conduct of the affairs of the University.

## **8. Termination of this agreement by the University.**

1. The University may terminate this agreement on the following grounds:
  - a. Non-compliance with the terms and conditions of this agreement.
  - b. Commit an act of dishonesty against the University by the Adjunct Professor.
  - c. If the Adjunct Professor has made any material misrepresentation of her personal information, qualification and education.
  - d. Loss of confidence by the Vice Chancellor
  - e. Negligence of duties by the Adjunct Professor
  - f. If the Adjunct Professor is absent from work for any unreasonable period of time without first notifying the Vice Chancellor
  - g. On being certified by the University's authorized medical practitioner as medically unfit to discharge her responsibilities under this Agreement.
  - h. On being convicted by a properly constituted court of law and imprisoned for an offence deemed by the Vice-Chancellor to have the effect of bringing the University into disrepute.

## **9. Termination of the Agreement by the Adjunct Professor.**

1. Upon completing two (2) years of service, the Adjunct Professor may terminate this Agreement by providing the University with no less than one (1) month's written notice prior to the intended termination date.
2. The Adjunct Professor may also terminate the Agreement if, in her judgement, the expected duties cannot be successfully completed due to circumstances beyond her control. In such instances, she must provide the Vice Chancellor with at least one (1) months' notice of resignation.



#### **10. Medical examination and Police Clearance.**

1. SINU reserves the right to require the Adjunct Professor at any time prior to entering into this agreement or during the period of the agreement, to provide her medical and Police Clearance to the Human Resource Department of the University.

#### **11. Implied Terms**

1. In accepting this offer, the Adjunct Professor agrees to abide by all policies of SINU, which shall be deemed to be implied terms of this agreement.
2. SINU shall Institute policies and procedures in relation to the workplace as well as codes of conduct and other codes of practice, or amend existing policies, procedures and/or codes, which shall, when approved by the SINU Council, become implied terms of this agreement.
3. The Adjunct Professor shall familiarize herself with the policies and procedures, code of conduct and codes of practice, and observe them strictly at all times.
4. The Adjunct Professor agrees to abide by all the rules and regulations as stipulated by the Council, including but not exclusively to its Human Resource Policies.

#### **12. Employment related grievances and dispute resolution.**

1. Any dispute or difference between the Parties over interpretation, application or operation of any provisions of this agreement shall be dealt with as provided by the Human Resources Policies of the University. A copy of the Human Resources Policy would be provided on the first day of work. A hard copy of the policy can also be obtained from the Human Resources Office, and an electronic copy could be e-mailed upon request.

#### **13. Interpretation**

1. This agreement constitutes an agreement of long-term Adjunct Professor.
2. In this agreement, unless the intention of the section appears to be otherwise “Council” means the Solomon Islands National University and includes its successors and permitted assignees. The Vice chancellor is empowered to carry out all functions of the Council as contained in this agreement.
3. This Agreement shall be construed subject to any applicable statute or enactment and to any rule, regulation or industrial by-law of Solomon Islands to the extent that they are inconsistent with the Agreement.

#### 14. Variation of employment terms and conditions.

1. Subject to the provisions of this agreement, this agreement constitutes the entire Agreement between the Parties and supersedes all communications, negotiations, arrangements and agreements, either oral or written, between the Parties with respect to the subject matter of this agreement.
2. Except as provided for in this agreement, no agreement or undertaking varying or extending this agreement shall be legally binding on any party.
3. It is acknowledged and agreed that evolving needs or emphasis may require a role/job/position to change from time to time but such alteration shall not be deemed to be a variation of this agreement or a breach of its terms providing that the substantial nature of the employment remains consistent with the Parties' intentions at the time of the agreement.

#### 15. Governing Law and Jurisdiction

1. The Agreement shall be governed by and construed in accordance with the laws for the time being in force in Solomon Islands. Subject to the expressed terms herein, the Courts of Solomon Islands have exclusive jurisdiction to entertain any action in respect of the agreement.

IN WITNESS WHEREOF, the Parties hereto have affixed their signatures:

SIGNED on behalf of

SINU by

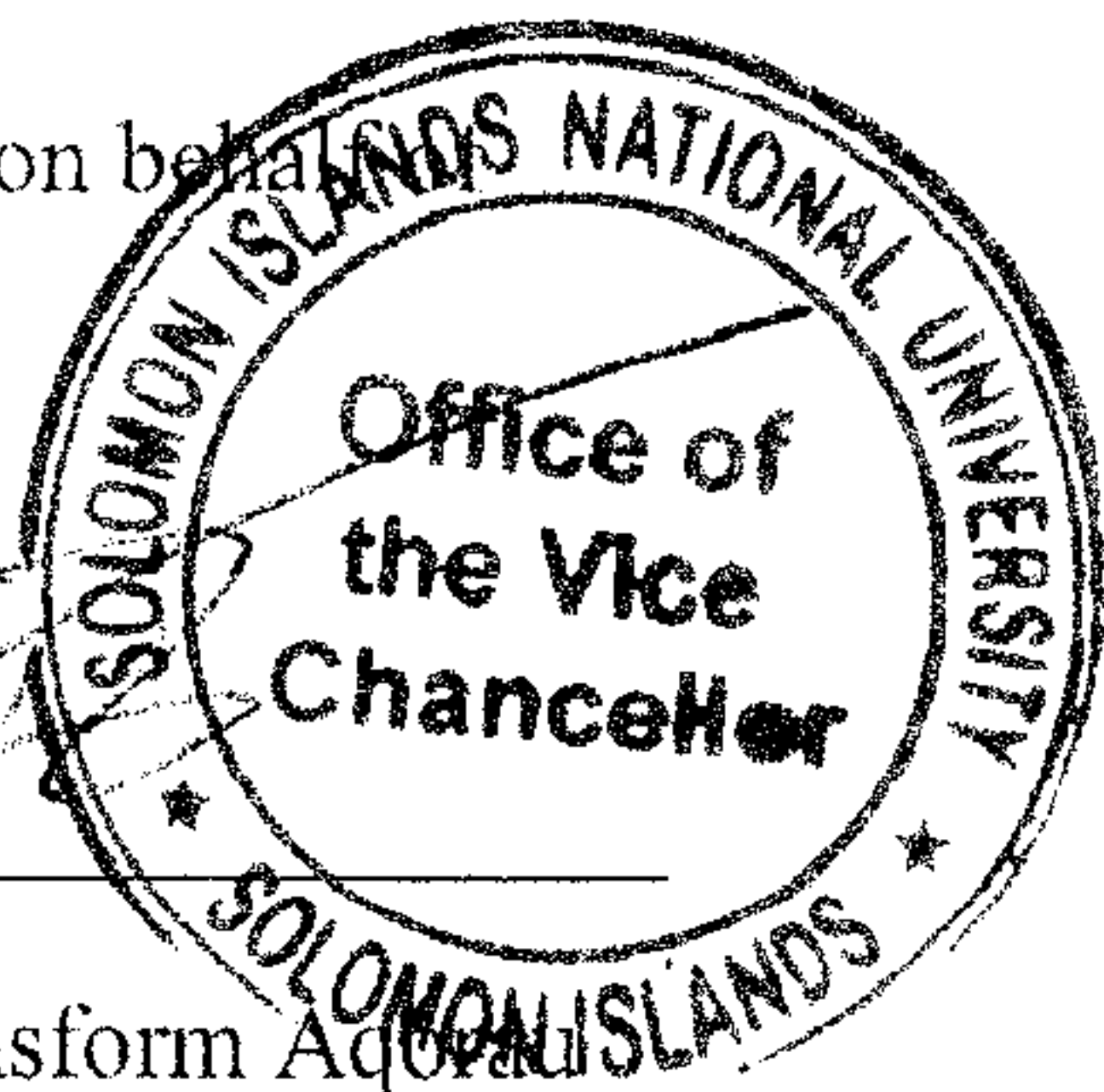
Prof. Transform Aqel

Vice Chancellor

SINU

Date: 23.9.2024

Witnessed by:



SIGNED on behalf of

ADJUNCT PROFESSOR by

Prof. Padma Lal

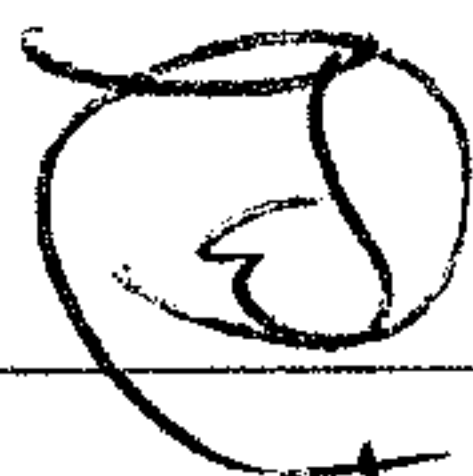
Adjunct Professor

SINU

Date: 1st October 2024

Witnessed by: Erin DeBrincat  
EDeBrincat

Signed:



Name: Jehrinah Eli

Title: Secretary

Date: 23-9-2024

Signed:

\_\_\_\_\_

Name:

Title:

Date: \_\_\_\_\_



SINU Adjunct Professor  
CC Project and Grant Adviser and Proposal Writer

## Background

Building resilience to climate change is a growing concern in the Solomon Islands, and which will require comprehensive research and practical interventions across various sectors, including agriculture, fisheries, health, infrastructure, energy, environment and education, and by local communities, provincial and national governments. Building lasting resilience to climate change by necessity would require interdisciplinary, multistakeholder and integrated projects/ programs<sup>1</sup> of intervention.

As the country's national university, the Solomon Islands National University (SINU) is well placed to build adaptive capacity to reduce vulnerability to climate change impacts and enhance resilience through integrated research and training initiatives.

SINU is hoping to develop in the short to medium term at least one major (expected to be US\$2 to 10 million) integrated interdisciplinary research and training project/ program on outcome- focussed mitigation and adaptation.

Components of SINU's Climate Change Priorities are expected to include:

1. Capacity Building

*Develop disciplinary and integrated interdisciplinary training programs and workshops to equip undergraduate and postgraduate students, as well as communities, government officials, and university staff, with the knowledge and skills needed for building resilience to climate change.*

2. Policy Development

*Work with provincial and national governments to help develop and implement evidence-based policies to support climate adaptation and resilience in the Solomon Islands.*

3. Outcome focussed evidence-based interventions

*Conduct robust research to understand the impacts of climate change on key sectors and communities in the Solomon Islands, and identify practical outcome-focused interventions, including developing robust information systems.*

4. Community (and Other Stakeholder) Engagement

*Engage local communities, including resource owners and community organisations, in project planning and implementation of projects/ programs to ensure that interventions are culturally appropriate and effectively address local needs.*

5. Partnerships and Collaboration

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<sup>1</sup> It is emphasised that CC related initiative is expected to involve a program of work, comprising several different, but related projects.

*Foster partnerships with international development partners, research institutions, and non-governmental organisations to leverage resources and expertise.*

## SINU's Funding Sources

In addition to funding and support from the SI Government, SINU would need to access financial and technical resources available from:

- a range of international sources, including those established under UNFCCC and CBD targeting Small Island Developing States (SIDS) and LDCs that include Solomon Islands. Such international climate change facilities include:
  - Global Environment Facility (GEF); Green Climate Fund (GCF); Global Climate Change Alliance (GCCA); Special Climate Change Fund (SCCF); Forest Carbon Partnership Facility (FCPF); UN-REDD Programme; Adaptation for Smallholder Agriculture Programme (ASAP).
- SI's bilateral development partners, such as Australia, New Zealand, UK, and European Union for CC funding for SIDS, consistent with international commitments under UNFCCC and CBD, as well as regional commitments, such as 2014 SAMOA (SIDS Accelerated Modalities of Action) Pathway.

To successfully access such funds, SINU hopes to build its capacity in developing detailed fundable project / program proposals, consistent with respective fund criteria, including a clear problem statement, expected outcomes, project/ program objectives, methodology and budget, as well as a transparent and accountable governance structure for M&E and reporting.



## CC Project and Grant Adviser and Proposal Writer

### Proposed Terms of Reference:

1. Support SINU staff identify, in collaboration with the SI Government (such as the Ministry of Environment, Conservation and Meteorology (MECM)), 1-2 high priority climate change project ideas of direct relevance to SINU's research and training mandate.
2. Identify potential national and international funding opportunities, and their respective grant requirements, that are relevant to SINU's research and training priorities, and SINU's project management capacity.
3. Identify potential areas of collaboration and partnership with international research centres (and universities) and in-country international NGOs/CSOs.
4. Support Research Office to identify potential areas of collaboration and partnership with international research centres (and universities) and in-country international NGOs/CSOs, by reviewing the context of SINU's MOUs with various international universities and research centres and SIG's partnerships with in-country NGOs/ CSOs.
5. Support SINU staff and relevant SIG ministries jointly develop detailed project ideas/concepts suitable for one or more funding bodies.
6. Support SINU staff develop in partnership with SIG detailed R&D project proposals, including detailed interdisciplinary methodology, and skills and expertise required, expected outputs/ outcomes and detailed budget, as well opportunities for involving graduate students (and potential areas of collaboration and partnerships with international research institutions.)
7. Prepare high-quality grant proposals in collaboration with SINU and MECM (and where relevant involving international research institutions) for submission to one or more funding bodies.
8. Support SINU's Research Office to establish an appropriate monitoring and reporting mechanisms to ensure transparency and accountability in the management of the Grant.
9. Provide 'hands on' training and mentorship of SINU staff in writing grant proposals and project management, including M&E and reporting, and funding compliance.

### Modality of Support

This support could be provided by the Adjunct Professor, adopting a hybrid delivery modality over 12 -24 months, with the costs to be covered under the Australian Volunteers Abroad Program including:

- Initial in-country presence - Inception (one month?)
- Ongoing guidance and support to SINU staff, remotely
- Periodic presence in country as required (expected to be at least 1-2 weeks every quarter)