

PACIFIC  
FUSION  
CENTRE

*Supporting Pacific  
decision-making on  
regional security  
priorities*

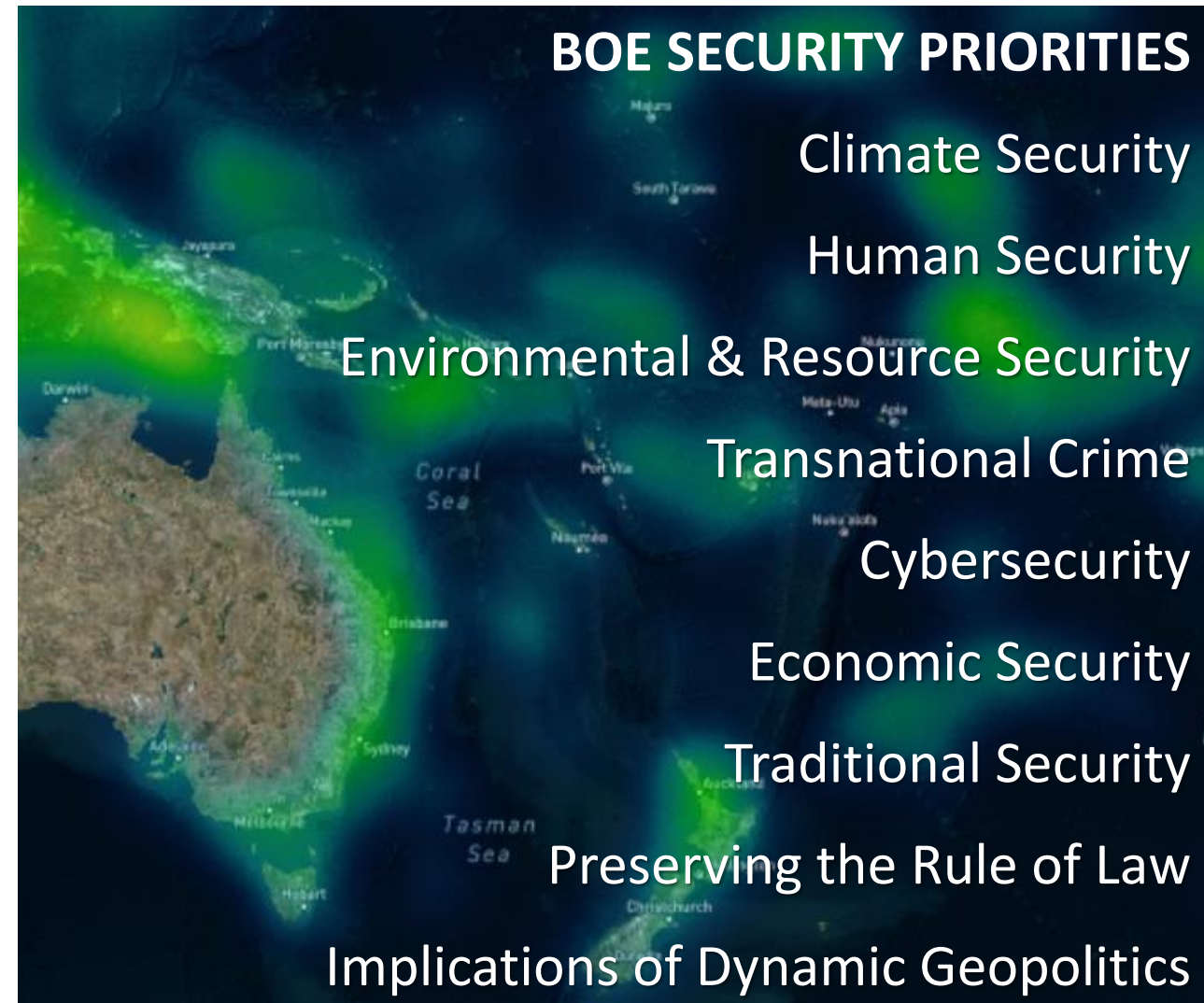
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*Opportunities through the  
Pacific Analyst Program in 2025*

# ABOUT THE PACIFIC FUSION CENTRE

- We enhance information sharing, cooperation on security threats to strengthen national, sub-regional and regional responses to shared security threats and challenges.
- We deliver bespoke and consequential strategic assessments that drive outcomes for Pacific national and regional security. We are responsive to emerging threats and provide insights that inform and empower decision-makers across the region.
- We provide training that builds capabilities for future leaders in regional security.
- We provide a suite of domain awareness resources to build situation awareness and capacity across the Pacific. Our domain awareness capabilities are strategically focused but may inform operational decision-making.

Our products reach more than **960** officials across the Pacific region



# WHY WORK WITH US?

- We deliver tailored training and other capacity building initiatives on analytic, thematic and related professional skills. Through this program, you will expand your knowledge across the full spectrum of Boe security priorities.
- We harness the knowledge of regional and international experts to ensure we have the most accurate and up-to-date information to use in our assessments. Through this program you will learn how to find the best information, working side-by-side with senior specialists in the field, and with peers from a range of sectors and countries across the Pacific.
- You will develop not only your analytic and assessment writing skills, but also your management and leadership potential. Under this program you will receive tailored mentoring and coaching, and you too will have the opportunity to mentor other Pacific analysts.
- Choosing to undertake a secondment at the PFC will not only help drive your career further, you will directly contribute to the Centre's production of quality security assessments to support senior decision makers.
- We value the opportunity to engage alumni and regional experts to build our Security Community of Practice and offer continuing professional development for our alumni to ensure career-long learning and support.

## 5 reasons why PFC is for you:

- 1) You have some experience in a Boe security field, but are seeking opportunities to develop your knowledge and skills further.
- 2) You are motivated to strengthen security outcomes for your nation and the Pacific region, and committed to improving professional work practices.
- 3) You are committed to upholding the PFC's reputation for high quality by producing work that is objective, tailored, clear, timely and defensible.
- 4) You want to expand your professional networks across a range of security sectors with colleagues from across the Pacific.
- 5) You are ready for the experience of living and working in a new environment, learning on the job and addressing the region's most pressing challenges.

# REALISE YOUR POTENTIAL

Analysts work in small, interactive teams that leverage world-leading expertise on regional security issues with training tailored to your interests and expertise.

## Learn from leaders in their field

We are committed to working with beneficiaries to share regional expertise to address Pacific security needs. You will have regular opportunities to network with and learn from specialists across a wide range of security areas. In a small team you will deliberate on the latest security challenges, guided by renowned experts. You will have opportunities to participate in or observe relevant conferences and events.

## Develop your skills in a purpose-built facility

At PFC, you will be working with a small team in a new office space with professional equipment and technology. You will have ample opportunity to ask questions and contribute your experiences.



## Build your confidence & participate in region-wide discussions

We coordinate a range of analytic discussions and engagements to share our insights and draw in Pacific expertise for future analysis.

During your secondment, you will receive training and support to strengthen your presentation, and briefings skills to ensure you are well-equipped to inform the most senior decision-makers back home. You will also participate in regular security discussions with officials across the Pacific region.

# GROW YOUR SKILLS & YOUR NETWORK

Coaching, mentoring and networking opportunities at PFC will build your knowledge and reputation, creating professional relationships and building your links with new research and work opportunities.

## You will be mentored by senior regional leaders

Acting Director Viliame Bovoro will mentor you throughout the program, generously sharing his experience and expertise in regional and national security roles.

Recruitment of the Centre's substantive Director (following the conclusion of Mr James Movick's term at the end of 2024) is underway.



Assistant Director Bovoro has many years of experience working nationally and regionally with Pacific agencies, including senior roles at the Pacific Islands Forum Secretariat and with the Fiji Government.

You will also be supported by experienced advisers seconded from the Australian Government.



## Connect with alumni from around the region

At the conclusion of your secondment program, you will join a growing network of experienced and capable security officials across the Pacific, covering the wide range of Boe priority areas. You will have ongoing professional and networking opportunities.



# SECONDMENT OUTCOMES

The Pacific region faces an increasingly complex and intersecting set of national and regional security challenges, in an increasingly dynamic international environment.

This program prepares Pacific analysts to provide objective, tailored, clear, timely and defensible assessments to inform decisions to address priority security issues.

The program covers foundations in structured analytic techniques and provides an opportunity to apply that knowledge in the workplace, as well as advanced analytic techniques and how to manage and lead assessment teams.

**Analysts will work in accordance with the Centre's Values Statement:**

Professional

Accountable

Impartial

Insightful

Collaborative

Respectful

## TRAINING OUTCOMES

1. Be able to undertake critical analysis and engage in informed discussions on national and regional security issues.
2. Demonstrate understanding of a range of structured analytic techniques and be able to apply these in practice.
3. Identify and apply appropriate analytic techniques to address policy questions.
4. Be able to analyse, synthesise and communicate complex security policy problems clearly, succinctly and objectively.
5. Have a broad understanding of the expanded nature of regional security issues and know where to go to seek accurate data to inform your work.
6. Be able to confidently provide verbal advice and present on researched topics.
7. Have developed stronger networks across the region and demonstrate effective networking skills to further build meaningful professional connections across the Pacific region and beyond.
8. Be able to pass knowledge on to colleagues and coach them in their application of analytic skills on the job.
9. Be able to confidently and respectfully challenge ideas and information.

# FORMAL TRAINING PROGRAM

<b>Orientation to the region</b>	Strategic discussions facilitated by PFC A/g Director on regional security priorities and architecture, and national security policies of Pacific Islands Countries and partners.
<b>Introduction to strategic assessment &amp; critical analysis</b>	This course aims to introduce analysts to the role of strategic assessment as part of the intelligence cycle, understand basic analysis techniques, and introduce the concepts of cognitive bias and heuristics.
<b>Structured Analytical Techniques</b>	This course aims to build practical skills in structured analysis, with training based on research by Richards Heuer. Once complete, analysts will be able to utilise a range of structured analytic tools to research key topics and come to robust conclusions to inform their assessments. This course will build on the foundations of the introductory course.
<b>Assessment managers course</b>	With most analysts either mid-career professionals or likely to seek promotion in the short-medium term, this course aims to introduce analysts to managing teams of analysts. The course will explore key management concepts, assist analysts in understanding their leadership strengths/weaknesses, explore how analysis and research should operate at a team level, and how to effectively manage analytical output and operational requirements.
<b>Train-the-trainer course</b>	This course aims to give analysts the skills to deliver elements of the PFC training program within their national systems, including to upskill teams on strategic assessment, critical analysis, and structured analytic techniques. Upon return to national governments, the medium-term objective is for analysts to be able to work with the PFC Technical Advisor to support delivery of training in their home country, either through in-person support or in a hybrid format.

# WHO ARE WE LOOKING FOR?

The Pacific Fusion Centre seeks motivated practitioners who are interested in advancing analysis and assessment skills and are committed to become part of a growing network of security professionals working in the region.

Pacific Analysts work as a team to support Centre operations. They will undergo structured training that will boost skills and analytical capabilities, drawing on their own professional experience.

The Pacific Fusion Centre provides a framework for seconded analysts to grow professionally and develop skills and experience that will benefit home agencies.

## DESIRED PRIOR KNOWLEDGE / CAPABILITIES

1. Approximately 5-10 years work experience in a relevant government agency, including with some management experience.
2. Excellent written English and verbal communication skills.
3. Familiarity with Microsoft applications (Word, Outlook, Teams).
4. Demonstrates professional, accountable, collaborative and respectful work behaviours.
5. Curious and well-read on current affairs and a broad awareness of a range of security issues facing the region.
6. Experience undertaking basic research.
7. Experience drafting assessments or briefs for senior officials.
8. Strong networks across your national system and experience coordinating government efforts.

*For those joining the Pacific Fusion Centre from outside Port Vila, Vanuatu, the Centre will cover the cost of return economy airfares, accommodation and insurance. The Centre also provides a stipend to cover additional costs secondees may incur. Home agencies are expected to continue to pay seconded officers' salaries and other applicable entitlements for the duration of the secondment.*



# TESTIMONIALS

Analysts speak highly of the opportunity to build their analytic, briefing and leadership skills.

Analysts have noted that their experience at PFC means they see situations differently, analyse information dispassionately and have greater confidence in challenging ideas and providing advice on a broad range of issues.

Alumni tell us that the skills they have developed have directly contributed to promotions and greater responsibility in their role when they return home.

- 50 secondees have successfully completed the program from 14 Pacific Island Forum member countries to date.
- We attract a strong pool of security professionals to our team. We provide training, mentoring and regional engagement opportunities to augment skillsets.
- Our alumni engagement can offer a career-long relationship with us and across the Pacific region.



Alumni supervisor, PNG

*"... with the skills and knowledge gained at the Pacific Fusion Centre, she is now mentoring young recruits and has introduced a number of useful improvements to our team's intelligence functions, such as a more rigorous way of vetting intelligence products."*

Jessy Sekere, PNG

*"My time at the PFC has given me the tools to be very quick at policy work. My supervisors are tasking me heavily given my ability to quickly deliver high quality policy and briefing. Exposure to international and regional processes has helped me undertake a top-down approach to research, which has helped me to put policy work in context and learn lessons from other regions. Exposure at the PFC to topics across the expanded concept of regional security has been very helpful, particularly economic and human security."*

# SUPPORT FOR YOUR SUCCESS

National Focal Point endorsement of your application ensures you will be supported throughout your secondment, with your skills coveted on return to your national system.

**Our team will ensure you are well prepared for the professional and personal elements of a 15-week secondment away from home.**

You will be supported through pre-deployment, on the program, and on your return home to ensure you get the most out of the program:

- Virtual pre-deployment briefings and introductory sessions (4 x 1 hour) covering logistical matters, through to an introduction to the program and professional expectations.
- Structured training coupled with on-the-job experience. Under the Technical Adviser's guidance, you will complete a number of certifications in security studies, and immediately apply your learning on the job, contributing to PFC products.
- Ongoing engagement with your home agency is encouraged, to maintain connections and ensure supervisors are aware of the skills being developed.
- We will be strengthening our Alumni engagement efforts, to ensure ongoing professional support and networking opportunities.

