

Building capacity in Timor-Leste

Federal Agent Andrew Morgione



Andrew (Andy) Morgione initially deployed to Timor-Leste in February 2007. After an earlier deployment to the

Solomon Islands in June 2006, Andy is now firmly entrenched as a project officer to the Timor-Leste Police Development Program (TLPDP).

"Despite operating within a very challenging environment, the TLPDP is viewed more as a partnership than a program," Andy said.

"We are learning as much from them

as they are from us. They teach us their culture and traditions and about the problems that they have had in the past, and we try and impart some policing knowledge to them."

On an average day, Andy attends advisor meetings and focus groups at the police academy to identify systems and processes to help out Policia Nacional de Timor-Leste (PNTL) officers.

"Usually the PNTL officers are given a problem-solving exercise by the United Nations," he said. "It is our job as TLPDP project officers to help them brainstorm to come up with a solution without answering the question for them."

Providing assistance to PNTL officers is part of the reward for Andy.

"Forming personal relationships and watching the officers that you have helped develop and guide win a promotion is very exciting," he said.

"In a way, it's like we are chiselling the country and contributing to the thought processes of the Timorese people. The real benefits of the job will be come in 10 or 20 years time if I ever return to Timor-Leste and see the change that I had a hand in implementing."

Federal Agent Phillip Demarte



Building personal relationships with PNTL officers, developing mentoring PNTL

executives are just some of Phillip Demarte's daily activities. Phillip, a team leader in the Training and Development area, has been working with the TLPDP since February 2008.

Previous deployments to the Solomon Islands and Sudan have prepared him for his role in Timor-Leste.

"After already experiencing the Solomon Islands and Sudan I wanted to try something different," he said.

The TLPDP provides staff members with the opportunity to test themselves in a challenging but rewarding environment.

Members are exposed to a range of situations and roles they would not normally be required to undertake.

"The language barrier is always a difficult issue, but our main goal is to maintain our focus and to achieve the capacity development that the program was set up to do," Phillip said.

"Recently I had the opportunity to travel to Semarang (in Indonesia) and conduct leadership management training at the Jakarta Centre for Law Enforcement Cooperation."

Despite the results achieved to date, there remained a considerable amount of work to be done, he said.

"I think it is important not to have too many expectations as the change will probably take place over a period of between five to 20 years," he said.

"The TLPDP is a very rewarding program designed to get the job done."