

Curriculum Vitae

Name of Expert: Herman Tevilili

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Date of Birth: 21/10/1991

Country of Citizenship/Residence: Vanuatu

1 Education

Bachelor's Degree in Economic and Social Administration

Université Toulouse 1 Capitole, France 2019 — 2021

Obtained

- Multidisciplinary program combining economics, computer science, and quantitative methods, enhancing skills in statistical analysis, programming, and data-driven decision-making for improving government processes and efficiency in Pacific Island contexts.

Bachelor of Mathematics and Computer Science

New Caledonia University, New Caledonia 2013 — 2015

Not Obtained

- Developed foundational programming skills in database management and system optimization, enabling a smooth transition to mastering languages like R, Python, PHP, and SQL, as well as frameworks and tools (Laravel, CodeIgniter, Vue.JS, React.JS, Drupal, Joomla) for developing web applications and database solutions.

2 Experience Employment Record Relevant to the Assignment

2.1 Statistician - Gender, Justice and Culture

Vanuatu Bureau of Statistics Feb 2022 — Present

- Leveraged R and SQL to manage and analyze data for the 2020 National Population and Housing Census, producing tabulations and reports to support government decision-making, including remuneration benchmarking and incentive-related insights.¹
- Led integration of Census and Civil Registration and Vital Statistics (CRVS) data for a Ministry of Finance project, using reproducible workflows (RAP, Git) and probabilistic matching techniques.
- Developed Vanuatu Constituency Profiles in R, ensuring data quality and linkage across datasets for streamlined government reporting.
- Spearheaded digitization of surveys for the Public Service Commission (e.g., Institutional Capacity Assessment) using MS Forms, Kobotools, R, and SQL, with reproducible reporting via R Quarto and LaTeX², enhancing data accessibility for remuneration analysis.
- Developed the Labour Mobility Schemes Registry (LMR)³, which is a Laravel (backend) and React.js (frontend) application with PostgreSQL⁴ integration for managing and visualizing labour mobility data, leveraging React.js as a single-page application (SPA) to load content dynamically without refreshing the page, demonstrating web programming and database application development.
- Designed and implemented the VBoS Information Management System (VIMS) using CodeIgniter and MySQL, integrating HR, inventory, asset, and document management, with ongoing staff training to support government processes.
- Created the NSDP Dashboard⁵ using R and Shiny for an internal staff competition, providing interactive visualizations (e.g., highcharter, Leaflet) and filterable data on households affected by shocks, applicable to statistical analysis for remuneration design.
- Developed a new VBoS website using Drupal⁶, later switched to Joomla due to IT staff maintenance limitations, showcasing web development skills.
- Developed the Culture Information System⁷ for the Vanuatu Cultural Center using

¹The 2020 National Population and Housing Census Volume 1 Version 2, with figures without correction factors.

²LaTeX is a powerful markup language for document preparation. LaTeX automates typesetting for consistent, professional formatting.

³Repo: <https://github.com/htevilili-1991/Labour-Mobility-Registry>. View LMR (credentials required to login): <https://lmr.laravel.cloud/>.

⁴Initially developed with MySQL, but Laravel's flexibility enabled an easy migration to PostgreSQL.

⁵Repo: <https://github.com/htevilili1991/NSDP-Dashbaord>. View dashboard: <https://herman-tevilili.shinyapps.io/NSDP-Dashboard/>

⁶Screenshot: <https://freeimage.host/i/KwwzI2a>

⁷Development completed and handed over to Department of Communications and Digital Transformation for hosting.

CodeIgniter and MySQL, handed over to the Department of Communications and Digital Transformation for hosting.

- Mentored VBoS staff in statistical tools (R, SQL, Shiny) and web development workflows, fostering capacity building for sustainable operations and team collaboration.

Overall Objective: All tasks undertaken are strategically aligned to advance digital transformation within the Vanuatu Bureau of Statistics, enhancing government efficiency, accessibility, and innovation through technology-driven solutions.

2.2 Statistician Intern

Vanuatu Bureau of Statistics Jun 2021 — Aug 2021

- Researched inferential statistics applications for national statistics offices, producing reproducible reports using R, SQL, and Adobe InDesign, aligning with SPC's technical reporting standards.
- Demonstrated data integration techniques, enhancing statistical workflows for regional development.

2.3 Value-Added Services & Billing Technician

Telecom Vanuatu Ltd Jun 2021 — Aug 2021

Contact details available upon request

- Operated and maintained systems for statistics/reporting, billing, and provisioning, ensuring accurate data handling and reporting for financial reconciliation and incentive analysis.
- Provided support to internal users of billing, provisioning, and statistics systems, troubleshooting faults and liaising with system suppliers for corrections, enhancing operational efficiency in compensation-related data management.
- Ensured all telecom services offered by TVL were charged correctly without breaks or errors, using SQL queries for data integrity checks relevant to remuneration benchmarking.
- Maintained TVL ERP data warehouse reporting system (database: Oracle) and designed/administered scheduled reports for Finance, Marketing, Technical, and other departments using BusinessObjects (BO), supporting statistical analysis and reporting for incentive design.
- Troubleshot issues in cases of faults, identifying errors and implementing new offers, packages, and price plans, with direct applicability to job evaluation and remuneration adjustments.

- Ran TVL mid-month and end-of-month billing reports for Finance department reconciliations, demonstrating proficiency in generating precise financial and compensation data reports.

2.4 IT Technician, Web Developer & Tutor

Computer Network Services 2013 — 2015

Contact details available upon request

- Designed dynamic websites with databases (HTML, CSS, JavaScript, PHP), integrating data systems for efficient management.
- Tutored individuals in IT and data management, building technical capacity for diverse teams, aligning with SPC's training requirements.

3 Language Skills

Language	Written Proficiency	Oral Proficiency
English	Fluent	Fluent
French	Proficient	Proficient
Bislama	Moderate	Fluent

4 Interpersonal Skills and Cultural Awareness

- Demonstrated ability to work effectively with diverse teams across national and cultural backgrounds, fostering collaboration in multicultural settings as required by SPC's regional focus.

5 Adequacy for the Position

- **Qualifications:** Bachelor's degree in Economic and Social Administration with a strong quantitative focus, complemented by advanced training in mathematics, computer science, and programming, meeting the job requirement for a degree in Economics, Finance, Business Administration, Human Resource Management, or related fields. Extensive experience in statistical analysis, including regression modeling, probabilistic matching, and data visualization, along with proficiency in R, SQL, and Shiny, compensates for any specific specialization and supports remuneration benchmarking and job evaluation.

- **Experience:** Over five years of experience in roles involving advanced statistical analysis, data integration, and government process improvements, including leading the 2020 Census data analysis and CRVS integration at VBoS using R and SQL, and managing billing data analytics at Vodafone Vanuatu with BusinessObjects and Oracle databases. This experience directly aligns with the need for expertise in employment remuneration, job evaluation using point method systems, and knowledge of Government Smart Stream System through data-driven projects.
- **Thinking Style:** Practical problem solver with a proven ability to apply statistical and analytical methods, demonstrated by conducting complex data analyses (e.g., probabilistic matching for Census-CRVS linkage), optimizing workflows with R, SQL, and Shiny, developing interactive dashboards like the NSDP Dashboard for remuneration insights, and designing database systems, ensuring effectiveness in remuneration benchmarking, incentive design, and job evaluation.
- **Communication and Interpersonal Skills:** Strong written and oral communication skills, evidenced by producing reproducible statistical reports with R Quarto and LaTeX, mentoring VBoS staff in R and SQL for data analysis, and collaborating with diverse teams on projects like the PSC Institutional Capacity Assessment and NSDP Dashboard, showcasing a team-player approach with honesty and trustworthiness in handling sensitive remuneration data.
- **Behavioral Competencies:** Self-directed and time-driven, as shown by leading statistical analyses and database development under tight deadlines (e.g., Census data integration, Vodafone billing reports), with a reliable and honest character demonstrated through ongoing staff training and the creation of sustainable analytical tools for government use.
- **Language Skills:** Fluent in English (written and oral), proficient in French, and fluent in oral Bislama with moderate writing skills, meeting the job's language requirements and enabling effective communication across diverse government agencies.

6 Reference to Prior Work/Assignments that Best Illustrates Capability to Handle the Assigned Tasks

- **Labour Mobility Schemes Registry (LMR):**
Developed a web application using Laravel (backend) and React.js (frontend) with PostgreSQL integration, featuring dynamic content loading as a single-page application (SPA), demonstrating advanced web programming, database design, and process optimization for managing labour mobility data effectively.
- **NSDP Dashboard (VBoS, 2024):**
Created an R Shiny-based dashboard with interactive visualizations using `highcharter` and `Leaflet`, enabling efficient data analysis for household shock data, showcasing innovative use of programming tools to enhance government productivity and reporting.

- **VBoS Information Management System (VIMS) (VBoS, 2025-Present, Implementation Ongoing):**

Designed a system with CodeIgniter and MySQL to integrate HR, inventory, asset, and document data, with ongoing staff training, illustrating expertise in developing modular database applications and building capacity for streamlined government operations.

- **Culture Information System (VBoS, Completed 2025):**

Built using CodeIgniter and MySQL for the Vanuatu Cultural Center, handed over to DCDT for hosting, highlighting proficiency in creating database-driven IT solutions to support government agency processes and collaboration.

7 Certification

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience, and I am available until 31 December 2027 to undertake the assignment in case of an award. I understand that any misstatement or misrepresentation described herein may lead to my disqualification or dismissal by the SPC.

Name: Herman Tevilili



Signature:

Date: 10/10/2025

Note: This CV was built using R Quarto. The source code is available on <https://github.com/htevilili-1991/cv>. The online HTML version of this CV is accessible at <https://htevilili-1991.github.io/cv-html/>