

APPLICANT INFORMATION PACKAGE
MANAGER, PROJECT COORDINATION UNIT (MPCU)

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A. Background Information on SPREP

SPREP is the regional organisation established by the Governments and Administrations of the Pacific charged with protecting and managing the environment and natural resources of the Pacific. The head office is based in Apia, Samoa with about 100 staff. There is also a SPREP office in Fiji with four staff as well as SPREP Officers stationed in the Federated States of Micronesia, Republic of the Marshall Islands, Solomon Islands and Vanuatu. SPREP has an annual budget of USD \$29 million in 2018.

The establishment of SPREP sends a clear signal to the global community of the deep commitment of Pacific island Governments and Administrations for better management of the environment within the context of sustainable development.

The strategic direction for SPREP is clearly set out in the 2017-2026 SPREP Strategic Plan. The Plan outlines the mandate, vision and programmes for the organisation, and places strong emphasis on effective delivery of services to SPREP Member countries and territories.

Mandate

SPREP's **mandate** is to promote cooperation in the Pacific region and provide assistance in order to protect and improve its environment and to ensure sustainable development for present and future generations.

Vision

SPREP is guided by its **vision for the future**: "A resilient Pacific environment, sustaining our livelihoods and natural heritage in harmony with our cultures".

Members

SPREP has 21 Pacific island member countries and territories (American Samoa, Cook Islands, Federated States of Micronesia, Fiji, French Polynesia, Guam, Kiribati, Marshall Islands, Nauru, New Caledonia, Niue, Northern Marianas, Palau, Papua New Guinea, Samoa, Solomon Islands, Tokelau, Tonga, Tuvalu, Vanuatu and Wallis & Futuna) and 5 developed countries (Australia, France, New Zealand, United Kingdom and United States of America) with direct interests in the region.

Four regional goals to achieving resilience and sustainable Pacific communities:

- **Regional Goal 1:** Pacific people benefit from strengthened resilience to climate change
- **Regional Goal 2:** Pacific people benefit from healthy and resilient island and ocean ecosystems
- **Regional Goal 3:** Pacific people benefit from improved waste management and pollution control
- **Regional Goal 4:** Pacific people and their environment benefit from commitment to and best practice of environmental governance

These define the core priorities and focus of SPREP in the areas on:

1. Climate change resilience
2. Ecosystem and Biodiversity Protection
3. Effective Waste Management and Pollution Control
4. Environmental Governance

SPREP approaches the environmental challenges faced by the Pacific guided by four simple **Values**. These values guide all aspects of our work.

- We value the **Environment**
- We value our **People**
- We value high quality and targeted **Service Delivery**

- We value **Integrity**

The SPREP Secretariat continues to strengthen and realign its institutional capacities, competencies, and systems to best support its Members by delivering more integrated, responsive, and cost-effective services to Members and partners and by better coordinating regional efforts.

Organisation Goal 1: SPREP has information, knowledge, and communications systems that get the right information to the right people at the right time and influence positive organisational, behavioural and environmental change.

Organisation Goal 2: SPREP has multi-disciplinary processes in programme delivery and in supporting Members to develop national and regional policies and strategies.

Organisation Goal 3: SPREP has a reliable and sustainable funding base to achieve environmental outcomes for the benefit of the Pacific islands region and manages its programmes and operations to stay within its agreed budget.

Organisation Goal 4: SPREP is leading and engaged in productive partnerships and collaboration.

Organisation Goal 5: SPREP has access to a pool of people with the attitudes, knowledge, and skills to enable it to deliver on its shared regional vision.

PROJECT COORDINATION UNIT (PCU)

The overall mission of the PCU is to support SPREP to provide high quality project development and management support for the benefits of its Members, and deliver on SPREP's role as a Regional Implementing Entity (RIE) for the Green Climate Fund (GCF) and Adaptation Fund (AF).

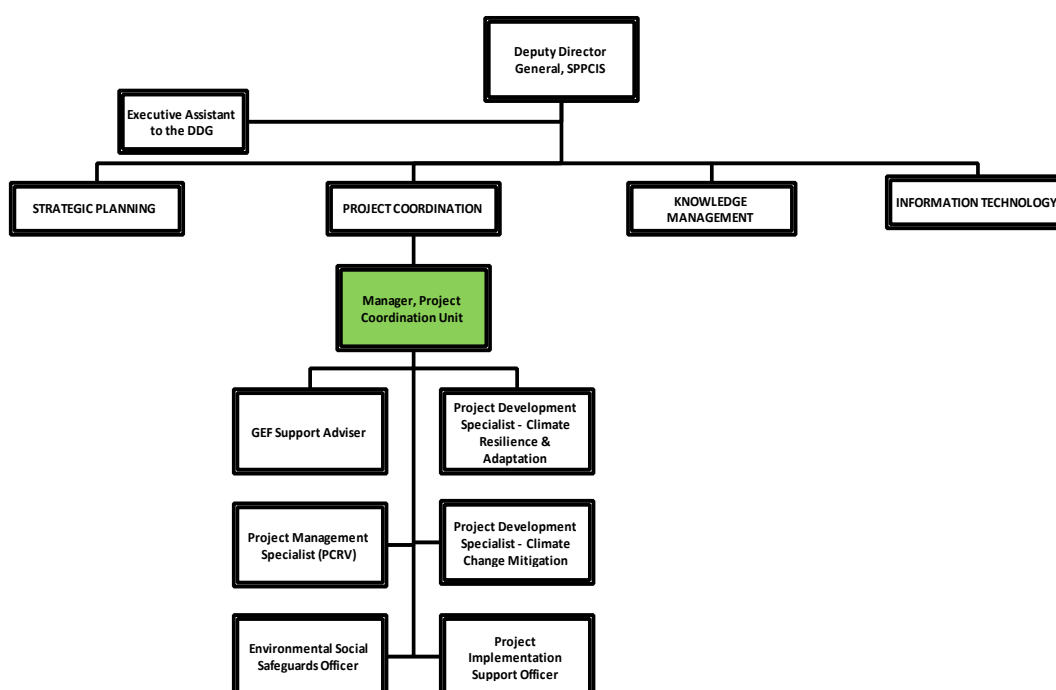
As such, the PCU manages two main streams of work: the first being ongoing strengthening and operation of SPREP's internal policies and procedures and overall capacity relating to project cycle management and portfolio management; the second being in relation to effective delivery as an accredited entity for the GCF and AF involving support for the development and implementation of new GCF and AF projects. The PCU also provides strategic support to Members' engagement with the Global Environment Facility (GEF).

To achieve these, the PCU is required to work in a collaborative, cross cutting manner with other SPREP technical programmes and departments, as well as engage and work closely with a range of stakeholders including SPREP Member countries.

B. JOB DESCRIPTION

Job Title:	Manager, Project Coordination Unit (MPCU)
Department:	Strategic Planning, Project Coordination and Information Services (SPPCIS)
Team:	Project Coordination Unit (PCU)
Responsible To:	Deputy Director General, SPPCIS
Responsible For: (Total number of staff)	6
Job Purpose:	<p>This job exists to:</p> <p>Provide strategic leadership and management of the PCU and serve as the operational focal point for the Green Climate Fund and Adaptation Fund</p>
Date:	May 2018

Organisation Context



Key Result Areas

The position of **Manager, Project Coordination Unit** addresses the following Key Result Areas:

1. Strategic Leadership & Planning
2. Team Leadership and Management
3. Project Development and Coordination
4. Relationship Management and Fundraising
5. Communications, Monitoring and Reporting
6. Capacity building

The requirements in the above Key Result Areas are broadly identified below.

Jobholder is accountable for	Jobholder is successful when
<p>1. Strategic Leadership and Planning;</p> <ol style="list-style-type: none"> a) Provide strategic vision and direction to guide the work of the PCU in supporting SPREP's work in the region. b) Provide strategic advice and deliver on practical initiatives as part of SPREP's ongoing commitment to strengthening its internal Project Cycle processes c) Provide timely and strategic reports to the Senior Management Team (SMT) on the status of the SPREP project pipeline and portfolio as well as updates on the Project Review Monitoring Group (PRMG) work d) Lead on the provision of strategic advice and co-ordination of SPREP's role as an accredited entity to the GCF and AF, both internally and externally with Members. 	<ul style="list-style-type: none"> • The PCU has an established workplan aligned with the SPREP strategic plan and overall objectives • The PCU is providing a range of strategic advice and support for the continued strengthening of SPREP's project cycle and project management capacity. • SPREP SMT is provided with monthly reports on the SPREP Project Portfolio, and the PRMG is operating effectively. • The PCU provides accurate and timely advice on AF, GCF and GEF matters and leads a strategic approach to SPREP's role as an accredited entity to the AF and GCF.
<p>2. Team Leadership and Management;</p> <ol style="list-style-type: none"> a) Lead the PCU to further institutionalise the project cycle policy across all programmes and departments of SPREP b) Lead and provide direction to the PCU team, including by helping establish, deliver and monitor individual workplans c) Lead, support and manage the performance and continuous professional development of the PCU staff d) Develop and oversee implementation of the PCU's Annual Work Plan and Budget (AWP&B) and implementation strategy including staffing resources and requirements for the PCU. e) Provide oversight and coordinate the day to day management of the PCU, including management of resources, quality control 	<ul style="list-style-type: none"> • PCU is a high performing team operating with a positive, cohesive and effective collaborative approach to work within the team and across SPREP, based on a clear and strategic vision that is shared by the team. • The MPCU provides effective representation to SMT and other stakeholders to progress its mission and objectives. • An Annual Work Programme & Budget is developed and implemented with continuous performance monitoring • Fully accountable to corporate responsibilities including budget management, financial reporting, staff recruitment, staff Performance Development Plans, and other general management requirements • The PCU human and operation resources are

<p>and the provision of technical guidance and assistance to staff.</p> <p>f) Manage the growth in capacity of the PCU overtime, including securing additional resources, in line with overall project portfolio growth.</p>	<p>sustained and grown.</p>
<p>3. Project Development and Coordination</p> <p>a) Manage PCU team and resources, in collaboration with SPREP Programmes and Members to ensure a strategic and sustainable pipeline of new project ideas and opportunities.</p> <p>b) Coordinate the development of new full project proposals for various donors, particularly the GCF, AF drawing on both internal and additional external expertise and resources.</p> <p>c) Ensure comprehensive application of the SPREP project cycle and related policies and procedures for all new and ongoing projects, including use of the SPREP Project Management Information System (PMIS) and PRMG.</p> <p>d) Monitor and assist with project progress and ensure quality control on all projects.</p>	<ul style="list-style-type: none"> • The PCU is providing planned, predictable and high quality project development support across SPREP and for the benefit of SPREP Members • SPREP has a well-defined and strategic pipeline and portfolio of projects aligned with organisation and regional strategic objectives • There is evidence that the SPREP project cycle is being applied to enhance the quality of the SPREP Project Portfolio (such as completeness of PMIS) • The PCU adds strategic value to the SPREP Project pipeline and portfolio by identifying and taking action (providing advice) to ensure complementarity across projects and programmes. • PCU is considered the go-to resource within the organisation and across the region for advice on development of new projects
<p>4. Relationship Management and Fundraising;</p> <p>a) Lead and manage the performance of a highly performing professional team by providing a collaborative and productive team environment where feedback is encouraged, members have clearly defined roles and tasking, and understand how their work supports the wider organisational goals</p> <p>b) Ensure effective engagement and relationships between the PCU and other SPREP Programmes in support of the PCU's and SPREP' overall goals.</p> <p>c) Establish and manage relationships on behalf of SPREP with SPREP country Member focal points, particularly focal points for AF, GCF and GEF to support the PCUs objective of sustainable pipeline and project proposal development.</p> <p>d) Lead on SPREP's relationship management with the GCF and AF Secretariats in</p>	<ul style="list-style-type: none"> • The PCU has functional and productive relationship with other technical programmes and departments supporting delivery of SPREP's mission. • The PCU has strong relationships with Members, and particularly key focal points associated with the AF, GEF and GCF, reflected for example through a country pipeline/programme of projects. • The PCU has built robust and effective relationships with relevant Fund Secretariat's as well as other partners, such as other Accredited Entities. • SPREP's profile and reputation as an RIE, and project development agency are raised across the region, including via targeted communication strategies and other initiatives • In addition to new project funding, the PCU has secured additional resources to support

<p>SPREP's role as an accredited entity.</p> <p>e) Lead SPREP's engagement with other Accredited Entities in the region, as well as work with other partners to ensure collaborative approaches for GCF, AG and GEF projects.</p> <p>f) Raise funds from the AF, GCF, GEF and other donors for a range of projects aligned with SPREPs Strategic Plan including funding which supports the capacity of the PCU and SPREP more broadly.</p> <p>g) Represent and strategically advocate for SPREP's interests at high level regional and international meetings as required</p>	<p>its mission</p> <ul style="list-style-type: none"> • The PCU provides professional representation to all stakeholders, including at regional and other events.
<p>5. Communications, Monitoring and Reporting</p> <p>a) Provide effective communication and strategic high level reporting of all PCU work to SPREP Executive, SMT, staff, Members and other stakeholders</p> <p>b) Lead on coordination and delivery of SPREP's implementation (oversight, monitoring, evaluation, compliance and reporting) role as accredited Entity to the GCF and AF, for approved projects.</p> <p>c) Monitor and provide reporting to the SMT on the SPREP Project Portfolio</p> <p>d) Lead on PCU's reporting to the SPREP Meeting on PCU related matters, including via the SPRE Programme Monitoring and Evaluation Report process.</p>	<ul style="list-style-type: none"> • The PCU keeps staff and Members up-to-date on PCU support services and other aspects associated with PCU functions, including for example issues associate with AF, GCF and GEF. • The PCU delivers on SPREP's role as an Accredited Implementing entity effectively, meeting key milestones in timely manner and maintaining SPREP's accreditation status, including by ensuring compliance with relevant obligations, as well as providing high quality monitoring, reporting and evaluation services to relevant projects. • SPREP SMT is provided with monthly reports on the SPREP Project Portfolio, and the PRMG is operational.
<p>6. Capacity Building</p> <p>a) Lead on the PCU's ongoing project cycle policy capacity support programme for SPREP including via delivery of project management capacity training for staff</p> <p>b) Build the capacity of Members in relation to GCF and AF programming through the use of low / no cost strategies</p> <p>c) Identify new areas and opportunities for capacity development of Members, particularly related to project management</p> <p>d) Manage relevant capacity building within SPREP and its members, where relevant, on PCU functions and support, and the</p>	<ul style="list-style-type: none"> • The PCU is delivering targeted project cycle / management support to SPREP staff, including via trainings. • Relevant SPREP Project Cycle policy and procedures are kept up to date and modified and improved overtime. • The SPREP project cycle (and associated policies) are further institutionalised and become usual business practice at SPREP. • Relevant capacity building initiatives provided to strengthen SPREP and member countries positions and capability. • SPREP has established itself as a reputable, highly functional accredited entity to the GCF

role of SPREP as IA and EA, including leading on coordination of Members access to GCF Readiness Resources	and AF.
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Note

The above performance standards are provided as a guide only. The precise performance measures for this position will need further discussion between the Jobholder and Director/Supervisor as part of the Performance Development System.

This section may be copied directly into the Performance Development Plans.

Work Complexity

Most challenging duties typically undertaken:
<ul style="list-style-type: none"> • Ensuring that SPREP's role as a leader in project delivery in the region is well established and implemented • Providing leadership and ensuring SPREP is on top of its project development and management function • Leading and managing diverse multi-disciplinary and multi-culture staff • Fundraising and relationship management

Functional Relationships & Related Skills

Key internal and/or external contacts	Nature of the contact most typical
<p>External</p> <ul style="list-style-type: none"> • Member countries • Donors / Partners • Professional / Scientific organisations • Regional / International organisations • Consultants / project partners 	<ul style="list-style-type: none"> • Advice and assistance • Consultations • Technical discussions and support • Collaborative discussions and financial and • Technical support • Fundraising and project negotiation
<p>Internal</p> <ul style="list-style-type: none"> • Executive • Senior Management Team • Project Staff • All staff 	<ul style="list-style-type: none"> • Leadership and management • Negotiations • Supervision and delegation • Advice and support

Level of Delegation

The position holder:

- manages an operational budget and has oversight of the PCU budget
- can authorise costs in own budget
- can carry out negotiations on behalf of SPREP
- can seek funding opportunities for work programme activities

Person Specification

This section is designed to capture the expertise required for the role at the 100% fully effective level (this does not necessarily reflect what the current jobholder has). This may be a combination of knowledge / experience, qualifications or equivalent level of learning through experience or key skills, attributes or job specific competencies.

Qualifications**Essential**

1. Minimum qualifications of a Master degree in a relevant field including environment, climate change, policy and governance, project management OR a Bachelor degree in lieu, with applied relevant work experience in excess of the minimum required relevant work experience.

Knowledge / Experience**Essential**

2. At least 10 years extensive and strategic high level experience in Project Development and Management with at least 7 of those at the senior leadership and management level, preferably within the Pacific islands region
3. Extensive strategic leadership and management experience including strong strategic advisory and analytical skills, management and supervision of small to medium teams and consultants as well as coaching and nurturing teams of diverse technical backgrounds and expertise in multicultural and multi-disciplinary environments
4. Excellent project management and leadership experience including the development of funding proposals, design and delivery of integrated work programme activities, monitoring and evaluation of performance, resource management as well as a good understanding of synergies and inter-linkages across multilateral environmental agreements
5. Comprehensive knowledge of the Pacific Islands region as well as accepted and emerging environment issues and constraints and commitment to improving environmental and development outcomes in Pacific Island Countries. with sound understanding and appreciation of environmental ethics, values and priorities
6. Excellent relationship management and fundraising skills and experience that demonstrate a high level of professional and constructive engagement with a diverse range of stakeholders as well as an excellent understanding of key donor partners and funding institutions with proven

fundraising experience

7. Excellent written and verbal communication skills including high level of negotiation work as well as excellent presentation and inter-personal skills with sound experiencing in capacity building and maintaining effective relationships with a diverse group of people

Key Skills / Attributes / Job Specific Competencies

The following levels would typically be expected for the 100% fully effective level:

Expert level	<ul style="list-style-type: none">• Strategic Leadership and Management• Project Development and Management• Managing and designing projects and programmes and in developing grant proposals• Advisory and analytical• Environmental knowledge• Programme monitoring and evaluation• Work programme planning, budgeting and implementation• Proposal development• Major donor policies and procedures
Advanced level	<ul style="list-style-type: none">• Environmental issues in the Pacific islands region• Emerging environmental issues and challenges• Knowledge of other financing mechanisms and donor agency policies and procedures
Working Knowledge	<ul style="list-style-type: none">• General management principles
Awareness	<ul style="list-style-type: none">• SPREP Strategic Plan• SPREP Work Programmes

Key Behaviours

All staff are expected to uphold SPREP's Organisational Values and Code of Conduct which are Key Behaviours forming part of the Performance Development:

- Environmental Leadership
- Service Delivery
- Valuing our People
- Integrity

All managers and supervisors are expected to uphold SPREP's established Leadership and Management Behaviours forming part of the Performance Development Plan.

Change to job description

From time to time it may be necessary to consider changes in the Job Description in response to the changing nature of our work environment– including technological requirements or statutory changes. This Job Description may be reviewed as part of the preparation for performance planning for the annual performance cycle or as required.

C. REMUNERATION PACKAGE – TERMS & CONDITIONS

Duty Station: Apia, Samoa.

Duration: Appointment is for a term of 3 years initially with possible renewal up to a maximum of 6 years subject to performance during the initial term, continuity of related programme activities and availability of funds.

Salary: Salary is denominated in International Monetary Fund Special Drawing Rights (SDRs). Remuneration for this post falls within Band 12 of SPREP's salary scale. Starting salary will be in the range of SDR40,801 to SDR45,901. Currently, the equivalent in Samoan Tala is SAT\$155,710 (USD\$59,659) to SAT\$175,173 (USD\$67,116) per annum. All positions have been evaluated to reflect the level of responsibilities and level of experience and qualifications required. Progress in the salary scale will be based on annual performance reviews.

Cost of living differential allowance (COLDA): A Cost-of-Living Differential Allowance within the range of SDR5,147 to SDR 5,577 will also be paid to the successful candidate. The current equivalent in Samoan Tala is SAT\$19,642 (USD\$7,526) to SAT\$21,283 (USD\$8,154). Cost-of-living differential allowance reflects the comparative cost of living difference between Suva and Apia. This allowance is reviewed periodically based on data determined by an independent reviewer.

Adjustments: Salaries and allowances for internationally recruited staff are paid in Samoan Tala and adjusted every month based on the monthly average in the value of the SDR relative to the Samoan Tala (SAT) at the time the salary payment is processed. SDR movement however is limited to within 5% above or below a reference point set annually. Remuneration is paid monthly in SAT equivalent. The international currency exchange rate at the time of writing is approximately USD1.00 = SAT\$2.61

Term: For staff recruited from outside Samoa, the term begins from the day the appointee leaves his or her home to take up the appointment. Appointment is subject to a satisfactory medical examination, as well as a 6-month probationary period.

An appointment is terminated by (i) completion of term of contract (ii) one month's notice by either party (iii) without notice by either party paying one month salary in lieu of notice or (iv) dismissed with or without notice as a disciplinary measure.

Performance Reviews: Annual performance assessments and performance rewards will be based on the Secretariat's Performance Development System.

FOR STAFF RECRUITED FROM OUTSIDE SAMOA, THE FOLLOWING APPLIES:

Relocation Expenses: SPREP will meet certain appointment and termination expenses for staff recruited from outside Samoa, including transport and accommodation en-route for the appointee and accompanying dependant(s) between point of recruitment and Apia, and return, by the shortest and most economical route. This includes:

- economy class airfares;
- reasonable cost of packing, insuring, shipping and transporting furniture, household and personal effects on a 20ft container; and,
- up to 20 kilos of excess baggage each for the appointee and family.

Establishment Grant: A lump sum of SDR1,100 is payable upon taking up appointment and arrival in Apia. This is currently equivalent to SAT\$4,198 (USD\$1,608).

Temporary Accommodation and Assistance: On arrival in Apia, the appointee and dependent(s) are entitled to temporary accommodation at a suitable hotel or other fully furnished accommodation for up to 6 working days. The appointee will be assisted to settle into Apia. This will include help in finding suitable rental accommodation.

School Holiday Travel: One return economy class flight each year between the place of education (taken to be recognised home) and Apia by (i) each dependent child being educated outside Samoa or (ii) the staff member or spouse to visit the child, providing the journey is not made within the final 6 months of the contract.

Home Leave Travel: Return economy class airfares between Apia and the recognised home for the staff member and dependants after completing 18 months of service for 3-year contracts providing no travel is undertaken within the final 12 months of the contract.

Privileges and Immunities: SPREP remuneration is tax-free for non-citizens or non-residents of Samoa, including duty-free importation of household and personal effects which have been owned and used by them for no less than six months, within 6 months of taking up appointment.

Repatriation allowance: The appointee is entitled to a repatriation allowance equivalent to two week's salary, upon successful completion of contract, provided the contract is not extended or renewed.

FOR ALL INTERNATIONALLY RECRUITED STAFF, THE FOLLOWING APPLIES:

Education Allowance: Education expenses maybe reimbursed against actual receipts for dependent children, to cover up to 75% of the actual costs, as stipulated under SPREP's Education Allowance policy. Currently the allowance is up to a maximum of Samoan Tala \$15,600 (USD\$5,977) per annum per dependent child, with an overall maximum of Samoan Tala \$46,800 (USD\$17,931) per annum per family of 3 or more eligible children.

Housing Assistance: Internationally recruited staff shall receive housing assistance of 75% of the typical rent payable in Samoa for expatriate executive furnished housing. The current rate is SAT\$2,850 (USD\$1,092) per month. This assistance shall be reviewed annually and adjusted on relative movement in the local rental market.

Security Assistance: Security-related expenses maybe reimbursed against actual receipts up to SAT\$2,400 (USD\$920) per annum as stipulated under SPREP's Security Assistance policy.

Annual Leave: 25 working days a year (up to a maximum accumulation of 50 days).

Sick Leave: 30 working days a year (up to a maximum accumulation of 90 days).

Other Leave: Provisions also exist for maternity, compassionate, paternity, examination and special leave (without pay).

Duty Travel: SPREP meets travelling expenses at prescribed rates necessarily incurred by staff

required to travel away from Apia on official business.

Life and Accidental Death and Disability Insurance: All employees are covered by SPREP's 24 hour Life and Accidental Death and Disability Insurance Policy.

Medical Benefits: All employees and their dependants are entitled to have all reasonable medical, dental and optical expenses met, under the terms and conditions of the SPREP in-house Medical Treatment Scheme.

Superannuation: An expatriate internationally recruited staff member will receive a superannuation allowance of 7% of basic salary. For nationals of Samoa, SPREP will pay 7% of basic salary to the Samoa National Provident Fund.

Learning and Development

Learning and development opportunities will be based on the approved SPREP Performance Development System and individual Performance Development Plans.

Definitions:

'Dependant' means the spouse and financially dependent children of an employee.

'Dependent child' means an employee's unmarried, financially dependent, natural or legally adopted child who is:

- under the age of 16 years; or
- under the age of 19 years if undertaking full-time study at a secondary school; or
- under the age of 25 years if enrolled and undertaking full-time study at a university or other tertiary institution; or
- mentally or physically incapacitated.

'Expatriate' means an internationally recruited staff member, who is not a citizen or permanent resident of Samoa, and who resides in Samoa only by virtue of employment with SPREP.

Equal Opportunities: SPREP is an Equal Opportunity Employer. Men and women are equally eligible for all posts in SPREP.

General: Appointment will be under the terms and conditions of SPREP's Staff Regulations, a copy of which will be made available to the successful applicant.

4. ADMINISTRATIVE INFORMATION

ESSENTIAL: Applications should include:

1. Completed Application Form – can be downloaded from the Employment Section of our website (Important to Note: *you are required to complete in full all areas requested in the Form rather than referring us to your CV*);
2. A detailed Curriculum Vitae.

Important to Note: Applications that do not complete the CORRECT SPREP Application Form and submit all the requirements stated above will not be considered.

Submitting applications:

- a) **BY EMAIL (MOST PREFERRED OPTION):** Subject matter to be clearly marked “**Application for Manager, Project Coordination Unit**” and send to recruitment@sprep.org OR
- b) **BY POST OR FAX:** Application to be addressed and sent to: The Director General, SPREP, P.O. Box 240, Apia or fax number (685)20231 and clearly marked “**Application for Manager, Project Coordination Unit**”

More Information on SPREP and its work in the region can be found on the SPREP website
www.sprep.org

For further enquiries, contact Ms Jolynn Fepuleai on telephone (685) 21929 ext 325 or Email:
jolynnf@sprep.org

Closing date: Friday, 8th June 2018: Late applications will not be considered.

SPREP is an Equal Opportunity Employer
