

- **Noumea-based position**
- **Attractive expatriate package**
- **Join the principal development organisation in the region**

*The Pacific Community (SPC) invites applications for the position of **Pacific Island Fisheries Professional (Harvest Strategy)** within its Oceanic Fisheries Programme located at its headquarters in Noumea, New Caledonia.*

## Description

The **Pacific Community** is the principal scientific and technical organisation in the Pacific region, proudly supporting development since 1947. We are an international development organisation owned and governed by our 26 country and territory members. In pursuit of sustainable development to benefit Pacific people, our unique organisation works across more than 25 sectors. We are renowned for our knowledge and innovation in such areas as fisheries science, public health surveillance, geoscience, and conservation of plant genetic resources for food and agriculture.

The **Fisheries, Aquaculture and Marine Ecosystems (FAME) Division** includes the Oceanic Fisheries Programme (OFP) and Coastal Fisheries Programme (CFP). The goal of the OFP is to ensure fisheries that exploit the region's resources of tuna, billfish and related species are managed for economic and ecological sustainability using the best available scientific information. In pursuing this goal, the OFP provides scientific support for the management of fisheries for tuna and associated species, with a strong focus on stock assessment and modelling, fisheries and ecosystem monitoring and analysis and data management. The OFP works closely with member countries and territories, the Western and Central Pacific Fisheries Commission, the Forum Fisheries Agency, the Parties to the Nauru Agreement and other regional and sub-regional entities.

**The role** – The **Pacific Island Fisheries Professional (Harvest Strategy)** will undertake a programme of work that contributes to the evaluation and development of harvest strategies for key tuna stocks in the western and central Pacific through a 'learning by doing' approach. The goal is to make a material contribution to the work of the OFP while developing skills and knowledge regarding the subject area in which the work is being undertaken.

**The key responsibilities of the role include the following:**

- 1. Support, and contribute to, analyses to test candidate harvest control rules (HCRs) for the management of tuna stocks in the WCPO**
  - Assist with the development of key elements of the evaluation framework for testing candidate HCRs.
  - Conduct analyses of the results of evaluations and prepare summary output material.
- 2. Stakeholder consultation and communication**
  - Assist with the presentation of results and summary output to stakeholders.
  - Keep a record of formal stakeholder communication to ensure that key issues are adequately addressed in subsequent analyses.
- 3. Undertake professional development including the acquisition of new skills and knowledge relevant to the project or work area being pursued**
  - Develop better understanding of the harvest strategy process and the analyses undertaken to test candidate HCRs.
  - Improve on basic R skills and understanding.
  - Improve on confidence in presenting and facilitating.
  - Improve capacity in report writing.
- 4. Training and capacity building of member countries in the harvest strategy approach to fisheries management**
  - Assist with training of member country counterparts on the harvest strategy approach.
  - Organise and be responsible for various aspects of training programs including liaison with local counterparts and production of training materials.
  - Assist with the planning and operation of the Stock Assessment Workshop (SAW) and other relevant technical meetings.

For a more detailed account of the key responsibilities, please **refer to the online job description**.

## Key selection criteria

### 1. Pacific Islands

- Only applicants from Pacific Island countries are eligible to apply.
- Applicants must be employed in a Pacific Island fisheries or conservation / environment department or a recognised NGO working in the field of oceanic fisheries science, management or monitoring in a Pacific Island country.

### 2. Qualifications

- Degree from a recognized institutes in science, with an emphasis on fisheries, marine science, information technology or a related field.

### 3. Technical expertise

- At least 2 years experience in working in oceanic (offshore) fisheries in a Pacific Island Fisheries administration or equivalent agency.

### 4. Language skills

- Excellent written and verbal communication skills in English, with a working knowledge of French being an advantage.

### 5. Interpersonal skills and cultural awareness

- Excellent interpersonal skills,
- A team player, with the ability to network and work effectively in a multicultural setting,
- Cultural sensitivity, and a demonstrated understanding of developing country environments,
- Knowledge of Pacific Island countries and territories is an advantage.

## Salary, terms and conditions

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**Requirements:** Only applicants who are nationals and residents of Pacific Island countries are eligible to apply. Applicants must be employed in or contracted by a Pacific Island fisheries or conservation / environment agency, or a recognized NGO working in the field of oceanic fisheries science, management or monitoring in a Pacific Island country.

**Letter of endorsement** – A signed letter from the employer, stating they agree to release the applicant for the attachment and that the position will be held for the applicant to return to at the end of the attachment with SPC must be provided before an appointment can be finalized.

**Required start date** – The position is to be filled as soon as possible and appointment is not renewable beyond 364 days. **\*\* Regional and national regulations related to the COVID-19 pandemic will ultimately determine when and if the appointee can start employment in Noumea, New Caledonia, as per the job requirements. These matters will be discussed thoroughly with successful candidates. In most cases, any appointment and on-boarding would only commence when relocation to the duty station is permitted.**

**Remuneration** – The **Pacific Island Fisheries Professional (Harvest Strategy)** is a Band 8 position in SPC's 2021 salary scale, with a salary of SDR (special drawing rights) 2,850 per month, which currently converts to approximately XPF 417,231 (USD 3,962; EUR 3,496). SPC salaries are not presently subject to income tax in New Caledonia.

**Benefits** – SPC provides subsidized housing in Noumea, an establishment grant, return airfare, and will reimburse excess accompanied luggage of up to two additional bags. Employees are entitled to: 25 days annual leave and 30 days sick leave per annum; medical and life insurance; and access to SPC's Provident Fund (contributing 8% of salary to which SPC adds a matching contribution).

We encourage all eligible candidates to apply but please note that as this is a special short-term contract, the full list of benefits included in other international contract types are not available. Appointees may bring their families, but all extra costs for travel, insurance, education, housing and other additional expenses will be their own responsibility.

**Languages** – SPC's working languages are English and French.

**Recruitment principles** – SPC's recruitment is based on merit and fairness, and candidates are competing in a selection process that is fair, transparent and non-discriminatory. SPC is an **equal-opportunity employer**, and is committed to cultural and gender diversity, including bilinguism, and will seek to attract and appoint candidates who respect these values. Due attention is given to gender equity and the maintenance of strong representation from Pacific Island professionals. Applicants will be assured of complete confidentiality in line with SPC's private policy.

## Application procedure

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**Closing date:** 28 February 2021 – 11:00 pm Noumea Time.

**Job Reference:** AL000364

Applicants must apply online at <http://careers.spc.int/>

Hard copies of applications will not be accepted.

For your application to be considered, you must provide us with:

- an updated resume with contact details for three professional referees
- a cover letter detailing your skills, experience and interest in this position
- responses to all screening questions (below).

Please ensure your documents are in Microsoft Word or Adobe PDF format.

All positions at SPC have specific screening questions. All candidates **MUST** respond to the screening questions, otherwise the application will be considered incomplete and will not be reviewed at the shortlisting stage.

### Screening questions

1. Briefly describe your experience working in oceanic fisheries in your country.
2. What do you see as the key challenges for the optimal use, sustainability and management of oceanic fisheries resources in the Pacific?
3. In which area of the Oceanic Fisheries Programme do you wish to acquire skills? How would you apply the knowledge and skills gained during the appointment in your home country upon return?
4. Provide an example of when you were part of a team that was working exceptionally well. What do you think were the reasons for its success?