

The Pacific Community (SPC) invites applications for the position of **Adviser - Human Rights and Social Development** located at its regional office in Suva, Fiji.

Description

The **Pacific Community (SPC)** is the principal scientific and technical organisation in the Pacific region, 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 organisation works across more than 20 sectors. We are known for our knowledge and innovation in such areas as fisheries science, public health, geoscience, and conservation of plant genetic resources for food and agriculture.

The **Human Rights and Social Development (HRSD) Division** has a vision for just, equitable and resilient Pacific societies. It aims to achieve this by advancing human rights, equality and social inclusion for all Pacific people, grounded in cultural values and principles. The work of this Division includes work previously undertaken by the Regional Rights Resource Team in the area of human rights and good governance, and the Social Development Programme in the areas of gender equality and social inclusion, culture and youth development.

In line with its vision, the work of the Division encompasses the following focal areas:

- **Objective 1: Governance for human rights and social development:** Strengthen inclusive, transparent and active governance for human rights and social development.
- **Objective 2: Gender equality and social inclusion:** Mobilise, empower and build conditions for gender equality, equity and social inclusion in society and development.
- **Objective 3: Culture:** Promote, preserve and protect positive expressions of culture.
- **Objective 4: Social innovation and learning:** Enhance knowledge, learning and innovative solutions to accelerate impact on human development priorities.

The role – **Adviser - Human Rights and Social Development** will provide technical advice, assistance and capacity building under the HRSD work programme. Thematic areas of focus for this position will include several of the following, depending on candidate experience and capabilities:

- Enhancing community understanding and leadership of human rights, gender equality and social inclusion, including through human rights education and the development of educational resources and capacity building packages in these areas
- Enhancing engagement and understanding of government stakeholder, including Members of Parliament, on human rights, gender equality and social inclusion
- Ending Violence Against Women and Girls (EVAWG) response, especially around access to justice and strengthening justice service provider capacity
- EVAWG response, including provision of secretarial support to Regional Coordination Mechanisms on the Implementation of Domestic Violence Legislation and Domestic Violence laws implementation planning
- Mainstreaming a People-Centred Approach to Development within SPC divisions and programmes in line with SPC's Social and Environmental Responsibility policy.

The key responsibilities of the role include:

- Providing technical assistance and support on human rights and gender equality and social inclusion (GESI)
- Human rights and GESI capacities and skills development
- Supporting stakeholder engagement, networking and coordination
- Project management and people management.

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

Key selection criteria

Qualifications

- A postgraduate qualification in development, human rights, law, gender, international relations or other relevant social science from a recognised university or equivalent work experience

Knowledge and experience

- At least 7 years of development experience working in the field of human rights, gender equality and social inclusion, and/or youth development, with at least 5 years of working in Pacific region
- Experience delivering human rights, gender and social inclusion programmes and technical assistance
- Applied knowledge of national, regional and international human rights, gender and social inclusion frameworks and development challenges in the Pacific region

Essential skills

- Complex multisector coordination, planning and design
- Ability to develop capacity building resources and deliver sessions for diverse government and non-government audiences
- Ability to manage cultural, political and religious sensitivities
- Innovative and critical thinking skills
- Excellent presentation, communication, reporting writing and facilitation skills
- Networking and stakeholder engagement

Language skills

- Excellent English communication skills (oral and written)

Interpersonal skills and cultural awareness

- Ability to work in a multidisciplinary, cross-cultural team

Salary, terms and conditions

Contract Duration – until 31 December 2022 – possibility of extension based on funding and performance

Due to the current travel restrictions caused by the global COVID-19 pandemic, and the priority SPC places on its staff safety, health and well-being, please note that there may be delays in taking up the appointment. 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 **Adviser - Human Rights and Social Development** is a Band 11 position in SPC's 2021 salary scale, with a starting salary range of 3,015–3,769 SDR (special drawing rights) per month, which currently converts to approximately FJD 9,107–11,383 (USD 4,191–5,239; EUR 3,699–4,624). An offer of appointment for an initial contract will normally be made in the lower half of this range, with due consideration given to experience and qualifications. Progression within the salary scale will be based on annual performance reviews. Remuneration of expatriate SPC staff members is not subject to income tax in Fiji; Fiji nationals employed by SPC in Fiji will be subject to income tax.

Benefits for international employees based in Fiji – SPC provides a housing allowance of FJD 1,350–3,000 per month. Establishment and repatriation grant, removal expenses, airfares, home leave travel, health and life and disability insurances and education allowances are available for eligible employees and their eligible dependents. Employees are entitled to 25 working days of annual leave per annum and other types of leave, and access to SPC's Provident Fund (contributing 8% of salary, to which SPC adds a matching contribution).

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 bilingualism, 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. If two interviewed candidates are ranked equal by the selection panel, preference will be given to the **Pacific Islander**.

Applicants will be assured of complete confidentiality in line with SPC's Privacy Policy.

Application procedure

Closing Date – 11 May 2021 at 11:45pm Fiji time

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
- contact details for three professional referees
- a cover letter detailing your skills, experience and interest in this position
- responses to all screening questions

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

Applicants should not attach copies of qualifications or letters of reference. These documents may be requested at a later stage.

For international staff in Fiji, only one foreign national per family can be employed with an entity operating in Fiji at any one given time. SPC may assist on a case-by-case basis with submissions to Fiji Ministry of Foreign Affairs for their consideration and final approval. SPC cannot and does not make any guarantee whatsoever of approval for such applications to the Fijian Ministry of Foreign Affairs and where an application is approved, the spouse or partner will be subject to such terms and conditions as may be set from time to time by the Ministry.

Please ensure that you respond to all the screening questions. If you do not respond to the screening questions, your application will be considered incomplete and will not be reviewed at shortlisting stage.

Screening Questions:

1. What do you consider to be the priority human rights issues for the Pacific as a region, particularly taking into account COVID-19? Please provide justifications for your answer.
2. With the position based in Suva and given COVID-19 related travel restrictions, what are the 3 key issues you anticipate facing in delivering work across Pacific Island countries and managing staff remotely, and how would you address these issues to ensure effective programme delivery?
3. Prepare a session plan for a 60-minute session on a human rights-based approach to law making for Members of Parliament of a Pacific Island state.