

The Pacific Community (SPC) invites applications for the position of **Team Leader – Safe Agricultural Trade Facilitation through Economic Integration in the Pacific (SAFE Pacific) Project** 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 **Land Resources Division (LRD)** provides advice, technical assistance, research and training support to Pacific Island countries and territories on all aspects of agriculture and forestry. This includes plant protection, conservation, plant genetic resources, animal health and production, agroforestry, biosecurity and trade facilitation, and sustainable systems for agriculture, forestry and land management. This work has two objectives: improved food and nutritional security, and resilient communities. The division's services are provided through seven technical/thematic teams: Animal Health and Production; Plant Health; Biosecurity and Trade Facilitation; Forest and Agriculture Diversification; Crop Production and Extension; Genetic Resources; and Forests and Trees.

The **Pacific Regional Integration Support (PRISE)** Programme is a EUR 37m programme aimed to support greater economic integration among the small and scattered countries of the region, and between the Pacific Region and the global economy. The overall objective is to contribute to improving the economic and social benefits for 15 Pacific countries from the African, Caribbean, Pacific Group of States arising from stronger regional economic integration. SPC is taking the lead in implementing 2 key outputs with an allocation of EUR 12m: Output 1.2 Sanitary and Phytosanitary services are improved; and Output 2.3: Strengthened competitiveness of sustainable agricultural value-chains in the Pacific. PRISE Outputs 1.2 and 2.3 with the title '**Safe Agricultural trade Facilitation through Economic integration in the Pacific**' (**SAFE Pacific**) project will be managed and implemented by SPC in all 15 Pacific Africa Caribbean and Pacific countries.

The role – **Team Leader – SAFE Pacific Project** is responsible for providing technical assistance, value chain development advice and implementation support to small and medium enterprises, clusters, and producers organisations in the development of market linkages in the agriculture sector so that these become profitable, bankable, and self-sustaining in the long run.

The key responsibilities of the role include:

- Team Performance and Leadership
- Project Management and Coordination
- Partner Relationship Management
- Sourcing Additional Funding Resources

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

## Key selection criteria

### Qualifications

- A postgraduate degree from a recognised university in a field relevant to management and planning in the agriculture sector

### Knowledge and experience

- At least 12 years of programme management experience with donors, government or non-governmental organizations
- Knowledge, appreciation and assessment of pro-poor and sustainable development strategies

### Essential skills

- Project/Programme Management skills, including proposal and report writing, monitoring, evaluation and impact assessment skills
- Excellent negotiation and relationship building skills, including maintaining professional, client-focused relationship and mutually beneficial partnerships
- Strong leadership skills with ability to manage multicultural teams

### Language skills

- Excellent English communication skills (oral and written) with a working knowledge of French being an advantage

## Interpersonal skills and cultural awareness

- Strong communication and interpersonal skills, creative thinker and ability to work independently
- Ability to work in a multicultural, inclusive and equitable environment

## Salary, terms and conditions

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### Contract Duration – 3 years

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 **Team Leader – SAFE Pacific Project** is a Band 12 position in SPC's 2021 salary scale, with a starting salary range of 3,478–4,348 SDR (special drawing rights) per month, which currently converts to approximately FJD 10,504–13,130 (USD 4,835–6,043; EUR 4,266–5,333). 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

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### Closing Date – 18 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 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. Please provide examples of donor-funded programmes you have managed. Highlight what challenges you faced in programme and financial management, and what you did to overcome these challenges.
2. What do you consider are the keys to the successful management of a programme involving communities, private and public sector stakeholders across multiple countries?
3. Thinking about the specific outputs of the PRISE/SAFE Pacific Project, what do you foresee as the main challenges to implementation of this project and how will you manage these challenges?