

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

*The Pacific Community (SPC) invites applications for the position of **Solution Architect (Data Management)** within its Operations and Management Directorate. This position will be located at its headquarters in Noumea, New Caledonia.*

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 unique organisation works across more than 25 sectors. We are known 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 **Operations and Management Directorate (OMD)** provides corporate services to all SPC Divisions and Programmes. It consists of three key departments: Finance, Human Resources and Information Services. OMD is focused on improving the effectiveness of systems, policies and management to provide high-quality customer-oriented services.

The role – the **Solution Architect (Data Management)** is a multifaceted role combining deep experience in architecture, business analysis, project management, product management and development, with exceptional communication and stakeholder management skills to lead the delivery of technology solutions that help SPC accomplish its mission. He/she will be responsible for the ongoing development of the Pacific Data Hub (PDH) technology platforms, leading the development and maintenance of the PDH technology architecture and managing the implementation of the PDH technology roadmap.

The key responsibilities of the role include the following:

1. Leads the research, evaluation, design, integration, and selection of technology solutions under the PDH programme

- Technology solutions are fit for purpose, cost-effective and meet the current and future needs of the business.
- Relevant stakeholders are consulted to elicit and establish a shared understanding of both functional and non-functional requirements.
- Collaborates with subject matter experts from ICT and SPC divisions to develop technical specifications, evaluate, and select technology solutions.
- Risks and mitigation factors are identified and communicated to stakeholders.
- Identify opportunities for strengthening SPC's data and information management systems and the broader digital ecosystem.

2. Leads the agile and adaptive development and maintenance of the PDH technology architecture and the ongoing management and implementation of the PDH technology roadmap

- PDH product development is collaborative and iterative ensuring value is delivered throughout the product development life cycle.
- PDH technology products continue to improve and evolve, taking advantage of emerging technologies and trends in technology, data science and information management.

3. Manage stakeholder, vendor, and client relationships, including support for data and knowledge management teams within SPC divisions and facilitates collaboration between these teams

- The PDH platform is developed collaboratively, working with cross-functional teams across SPC, with PICT members and development partners.
- Clients' needs are well understood and catered for, and expectations are well managed.
- Key stakeholders within are kept informed on the development of the new systems.
- IKM and data teams within SPC divisions leverage work done by other teams.
- SPC sees an increase in cross-project and inter-divisional collaboration and knowledge sharing on data management initiatives.

4. Assists the PDH Programme Manager in managing the PDH project and portfolio management processes

- Practical and effective portfolio and project management processes are implemented within the PDH programme.
- PDH projects are delivered within budget and to agreed timeframes.
- PDH projects are well-aligned with Information Services business objectives and SPC strategic goals.

5. Works closely with the ICT Manager to collaborate with other programmes, identify and mitigate risks, and maximise opportunities for accelerating digital transformation and the effective delivery of technology solutions for the organisation

- Technology solutions are well-integrated and complement the data and information management systems within corporate ICT and SPC divisions.
- Key stakeholders are informed of changes, risks and opportunities.

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

Key selection criteria

1. Qualifications

- Advanced degree in computer science, engineering, information technology, data science or equivalent work experience.

2. Technical expertise

- At least 10 years' experience designing and implementing technology solutions.
- Proven work experience in the management of technology projects in complex environments.
- Strong analytical skills.
- Excellent communication (written and oral), stakeholder management and negotiation skills.

3. Language skills

- Fluent in English.

4. Interpersonal skills and cultural awareness

- Good interpersonal skills and ability to work in a multi-cultural environment.
- Knowledge of Pacific Island countries and territories is an advantage.

Salary, terms and conditions

Contract Duration – This vacant position is budgeted until June 2024 and is subject to renewal depending 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 **Solution Architect (Data Management)** is a band 11 position in SPC's 2021 salary scale, with a starting salary range of 4,113–5,045 SDR (special drawing rights) per month, which currently converts to approximately XPF 602,042–738,463 (USD 5,717–7,012; EUR 5,045–6,188). An offer of appointment for an initial contract will normally be made in the lower half of this range, with due consideration being given to experience and qualifications. Progression within the salary scale is based on annual performance reviews. SPC salaries are not presently subject to income tax in New Caledonia.

Benefits for international staff employees based in New Caledonia – SPC provides subsidised housing in Noumea. 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 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. 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 private policy.

Application procedure

Closing date: 30 May 2021 – 11:00 pm (Noumea time).

Job Reference: SH000053

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

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

All positions at SPC have specific screening questions. If you do not respond to all of the screening questions, your application will be considered incomplete and will not be reviewed at shortlisting stage.

Screening questions (maximum of 2.000 characters per question):

1. What motivated you to apply for this position, why does it appeal to you? (300 words maximum)

2. Describe your understanding of the role of a solution architect from a technology and business perspective. (2000 words maximum)
 - What are some key attributes, skills, competencies and experiences you think are necessary to succeed in this role?
 - How do you see the role of solution architect adding value to the work of an international development organisation like SPC?
3. Tell us about your experience in managing the delivery of technology solutions in complex environments. (2000 words maximum)
 - What was a successful project you have worked on, and describe some of the critical success factors?
 - Describe to us a project experience that didn't go so well. What were some of the contributing factors?
4. What tools have been effective for you in communicating architecture and articulating technical solutions to your stakeholders? (500 words maximum)
 - How do you know you have been effective in communicating and establishing a shared understanding?