

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

The Pacific Community (SPC) invites applications for the position of **Statistics Adviser (Gender and Human Rights)** within its Statistics for Development Division. 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 **Statistics for Development Division (SDD)** is based in SPC's headquarter in Noumea, New Caledonia. The division employs approximately 20 staff all of whom are all based in Noumea. SDD's goal is to strengthen the capacity of Pacific Island Countries and Territories (PICTs) national statistical systems by providing technical support through coordination with technical partners and donors. As part of SDD's role and functions, it has adopted a regional statistical system leadership and coordination role as well as strengthening its technical assistance and support to data collection, analysis and dissemination. This direction has been implemented as part of the Ten-Year Pacific Statistics Strategy (TYPSS) 2011-2020 and this role is a key position in driving these developments forward in respect to gender and human rights statistics in the region.

The role – the **Statistics Adviser (Gender and Human Rights)** will oversee and implement SDD's statistics development work focused on gender and human rights statistics.

The key responsibilities of the role include the following:

1. Developing and implementing a professional and technical programme for the compilation and analysis of gender, human rights and other related social statistics and indicators for PICTs

- Member countries are assisted in the compilation, analysis and classification of gender, human rights and related social statistics using census, surveys, and administrative data as the primary data sources
- Gender and human rights statistics and indicators are estimated and/or compiled and analysed using appropriate statistical methods
- Appropriate tools and systems for collecting and analysing of gender, human rights and related social statistics and indicators are developed and disseminated in consultation with NSOs and other statistics providers
- Formal training is provided, including on-the-job-training and supervising professional attachments in Noumea of national counterparts in the collection, analysis and reporting of gender, human rights and related social statistics
- Liaise closely with HRSD to ensure that the gender and rights data needs of the PROJECT Governance are met

2. Analysis, dissemination and communication of policy-oriented briefs and policy guidance on gender, human rights and related social statistics and indicators

- Gender, human rights and related social statistics and indicators are compiled into national, sub-regional and regional statistics tables and indicators are regularly updated, reported on, analysed, regularly updated and disseminated
- Pocket Summaries, Posters and other SDD publications incorporating gender, human rights and related social statistics and indicators are regularly updated in collaboration with Information and Publications Officer and other SDD team
- Technical papers and analyses on gender, human rights and related social statistics and indicators and related topics within the region are produced regularly

3. Development and implementation of technical support and capacity building for improving the collection, compilation and analysis of gender, human rights and related social statistics and indicators

- Support is provided to member countries in designing and implementing of data collection tools in support of the Pacific Leaders Gender Equity Declaration, CEDAW, CRC, Pacific Roadmap for Gender statistics;
- Support is provided to the PROJECT Governance team in HRSD in identifying and meeting gender and human rights data needs
- Support is provided in advocating for, supporting and securing the preservation of VAW FHSS and other similar data with the PDH - Microdata Library
- Support is provided to improving and innovating data collection methodologies

4. Contributing to effective SDD team environment and SPC corporate activities

- Multi-year work program contributing to SDD/DADT priorities is established and delivered within budget in close collaboration with Manager, Data Analysis and Dissemination and other SDD specialists and staff
- Active participation in team meetings and positive contributions made to regional meetings and corporate events

5. Contributing to SDD System Leader function/external stakeholder engagement, partnership and collaboration

- Close technical collaboration is maintained with other SDD programme colleagues, notably on household and other surveys, Population and Housing Censuses, SDGs, CRVS, poverty statistics, DHS and MICS
- Effective cross-programme collaboration and willingness to work with colleagues in other SPC programme divisions

- SDD and region are professionally represented in international technical working groups

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

Key selection criteria

1. Qualifications

- Master's Degree in statistics, economics, gender or development studies or a related discipline

2. Technical expertise

- 10 years of relevant practical experience obtained in a National Statistical Office or a related agency at the national, regional or international level
- Good understanding of regional gender and human rights statistics and issues
- Demonstrated experience with the analysis and understanding of census, survey and administrative data related to gender and rights
- Good analytical skills and the understanding of the importance of statistics for policy development and planning
- Good understanding of the challenges to building sustainable national capacity and systems in the Pacific.
- Previous work experience in a developing country environment, preferably in the Pacific Island region, with developing systems of statistical indicators

3. Language skills

- Proven English language proficiency, and competence in writing and delivering technical reports and presentations

4. Interpersonal skills and cultural awareness

- Good interpersonal skills, team player with ability to network and effectively work in a multicultural setting, and with other agencies in the region involved in statistical work
- Knowledge of Pacific Island countries and territories is an advantage

Salary, terms and conditions

Contract Duration – This vacant position is budgeted for 3 years 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 **Statistics Advisor (Gender and Human Rights)** 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 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 private policy.

Application procedure

Closing date: 15 August 2021 – 11:00 pm (Noumea time)

Job Reference: AL000406

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. Describe your experience in using census, survey and/or administrative data to produce gender statistics'?
2. What is your opinion of the Pacific Data Hub as the principal source of Pacific information and data? How does it perform in respect of the Pacific Roadmap on Gender Statistics?
3. What do you understand by a "Human Rights Based Approach" to development and what would you look for as key indicators of such an approach?