

- 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 (Data Analysis & Capacity Development)** 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 data analysis and statistical capacity development in the region.

**The role – the Statistics Adviser (Data Analysis & Capacity Development)** will provide data analysis capacity building to assist NSOs, Sector & National Planning, and Policy Staff to: a) make better use of statistics and data for evidence-based policy analysis and development, and monitoring; b) to develop courses and other training materials and case studies to illustrate analytical and policy development best practice; c) support analysis, dissemination and training of NSO, planning and policy staff in the compilation and analysis of development indicators and the reporting on development progress; and d) support SDD to build a the PDH.Stat statistical database to provide a comprehensive set of development indicators and assist in defining, localising, compiling, tracking and reporting on regional and global Development Indicators including SDGs as required..

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

**1. Plan, develop, organise and conduct an on-going regional, sub-regional and/or country level capacity development programme in: a) statistical and data analysis for evidence-based policy-making; b) preparation of evidence-based policy-focused briefs, analytical papers and case studies, using data from core statistical collections and administrative data-sources; c) supporting the development of statistical literacy in the region**

- Contextually-relevant training and capacity development resources including manuals, handbooks, guidelines and e-learning resources are produced for use in statistical and analytical training and capacity development programmes
- Such materials are made available on the SDD web-site, through SDD's media channels and the Pacific Data Hub (PDH);
- Member countries and other partners are assisted, in close collaboration with other SDD team members, in all aspects of the definition, localisation (where relevant), compilation, auditing, analysis, interpretation, and reporting on SDG and other relevant indicators and their linkages to national, regional and global development policy frameworks and international reporting commitments.

**2. Supporting the development and strengthening of the SPC's MELNET network and MEL capacity throughout the region**

- Planning and decision making in the Pacific draws on evidence from MEL and other quality analysis, leveraging community, national, regional, and global evidence.
- Increased application of this capacity to policy development, implementation, monitoring and evaluation in key sectors and cross-cutting development areas, and strengthening their own institutions.
- Pacific capacity and leadership in analysis, monitoring, evaluation and learning in support of the achievement and monitoring of the 2030 Agenda, the 2050 Blue Pacific strategy, and the Pacific COVID 19 response and recovery is increased for a resilient Pacific region.

**3. Liaise closely and cooperate with other training institutions and organisations in the region including USP<sup>1</sup>, UNSIAP, UNESCAP, UNITAR, PFTAC, ABS, Statistics NZ and UN agencies including UNSD and GIST to build synergies in the statistics and analytical training provided and minimise duplication of activities**

- In collaboration with other regional and global agencies:
  - a. support is provided in building capacity in the analysis of census, survey and administrative data and analysis/dissemination products are prepared.
  - b. Training is delivered in data mining, data analysis and policy analysis, and the production of quality statistical narratives in collaboration with other SDD colleagues.
  - c. Countries are assisted in the production of regular statistical outputs specific to national policy development and monitoring.
  - d. develop capacity in quality statistical and analytical delivery, meeting both national and international standards.

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

- A multi-year work programme is developed and implemented in collaboration with SDD team members, in line with SDD Business Plan priorities and to the satisfaction of NSO clients, SDD Director, and SDD Statistics Subject-Matter Specialists.
- Close technical collaboration is maintained with other SDD programme colleagues in both the collections team and the data analysis and dissemination team, and with other partners/stakeholders and SPC divisions as necessary.

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

- Regular liaison and technical collaboration are fostered and maintained with key technical partners (e.g., PFTAC, ABS, ADB, UNESCAP, UN Stats, GIST, Stats NZ, PIFS, MSG, SIAP, USP) in support of statistical capacity development for PICT officials.
- SDD and the region are professionally represented as necessary in international meetings, workshops and technical working groups relevant to capacity development and the better use of statistical and indicators for policy development and other areas as directed.

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

## Key selection criteria

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### 1. Qualifications

- Master's Degree in statistics, economics, demography, population studies or geography.

### 2. Technical expertise

- At least 10 years of professional/technical experience in a relevant field.
- Demonstrated experience with statistical data analysis (population censuses, demographic and health surveys, civil registration systems, and related socio-economic data systems), processing, analysis, packaging, and dissemination.
- Demonstrated ability in statistical analysis and the calculation and interpretation of development indicators.
- Demonstrated practical experience in organising and conducting data analysis, dissemination and data utilisation workshops and/or webinars for different audiences, using principles of adult learning, including on-line modalities.
- Demonstrated professional/technical training and skills in statistical operations and procedures from information needs assessment, design of data collection tools and processes through to data product development and dissemination.
- Familiarity with the general linkages between statistics and development, including the relevance of poverty, gender and reproductive health related statistics/indicators, and Monitoring, Evaluation and Learning.
- Proven experience in establishing effective communication strategies with policy-makers and planners to ensure the utilisation of population and socioeconomic data and information in support of evidence-based policy development and planning.

### 3. Language skills

- Proven English language proficiency, and competence in writing and delivering technical reports and presentations.
- Excellent oral and written communication and facilitation skills and ability to produce training materials.

### 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

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**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 (Data Analysis and Capacity Development)** 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

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**Closing date:** 3 October 2021 – 11:00 pm (Noumea time)

**Job Reference:** AL000416

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. The position will be responsible for undertaking and delivering training in broad ranging statistical analyses. Please describe your experience and capability in statistical analyses of large and complex data sets, particularly census and household surveys, and in the production of training materials, manuals and case studies using this data.
2. Describe your understanding of the Pacific Data Hub (PDH), including the Microdata Library, and how you might use the PDH and underlying microdata to support your work in data analysis and capacity development?
3. Why is the Agenda 2030 principle of "Leaving No One Behind" particularly relevant to gender and human rights statistics?