

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

*The Pacific Community (SPC) invites applications for the position of **Pacific Island Fisheries Professional (Climate Science)** within its Oceanic Fisheries Programme located at its headquarters in Noumea, New Caledonia.*

Description

The **Pacific Community** is the principal scientific and technical organisation in the Pacific region, proudly supporting development since 1947. We are an international development organisation owned and governed by our 27 country and territory members. In pursuit of sustainable development to benefit Pacific people, our unique organisation works across more than 25 sectors. We are renowned 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 **Fisheries, Aquaculture and Marine Ecosystems (FAME) Division** includes the Oceanic Fisheries Programme (OFP) and Coastal Fisheries Programme (CFP). The goal of the OFP is to ensure fisheries that exploit the region's resources of tuna, billfish and related species are managed for economic and ecological sustainability using the best available scientific information. In pursuing this goal, the OFP provides scientific support for the management of fisheries for tuna and associated species, with a strong focus on stock assessment and modelling, fisheries and ecosystem monitoring and analysis and data management. The OFP works closely with member countries and territories, the Western and Central Pacific Fisheries Commission, the Forum Fisheries Agency, the Parties to the Nauru Agreement and other regional and sub-regional entities.

The role – The **Pacific Island Fisheries Professional (Climate Science)** will provide national-level analyses and consultative advice to SPC member countries on climate science. The program of work will involve extensive data summaries and build upon previous efforts to produce timely analyses on the effects of climate change on oceanic fisheries. The goal is to make a material contribution to the work of the OFP while developing skills and knowledge regarding the subject area in which the work is being undertaken.

The key responsibilities of the role include the following:

Support, and contribute to, analyses at the national and regional level to better inform members on the management of their oceanic fisheries

- Assist with the development of relevant analyses on issues of interest regarding aspects of oceanic fisheries within member EEZs.
- Work with regional agencies to determine regional analytical and scientific capability needs.
- Conduct analyses of the results of evaluations and prepare summary output material.

Stakeholder consultation and communication

- Assist with, and/or conduct, meetings with member countries and territories.
- Participate in meetings and consultations with regional organizations such as FFA and PNA.

Undertake professional development including the acquisition of new skills and knowledge relevant to the project or work area being pursued

- Develop better understanding of issues of importance in oceanic fisheries at the national and subregional level.
- Improve on basic R skills and understanding.
- Improve on confidence in presenting and facilitating.
- Improve capacity in report writing.

Training in use of scientific research and data for fisheries management, including; access and use of scientific databases and interpretation of statistical data.

- Assist with training of member country counterparts on use of scientific data for fisheries management.
- Organise and be responsible for various aspects of training programs..

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

Key selection criteria

Pacific Islands

- Only applicants from Pacific Island countries are eligible to apply.
- Applicants must be employed in a Pacific Island fisheries or conservation / environment department or a recognised NGO working in the field of oceanic fisheries science, management or monitoring in a Pacific Island country.

Qualifications

- A recognised degree in science, with an emphasis on fisheries, marine science, information technology or a related field

Technical expertise

- At least 2 years' experience in working in oceanic (offshore) fisheries in a Pacific Island Fisheries administration or equivalent agency.

Language skills

- Excellent written and verbal communication skills in English.

Interpersonal skills and cultural awareness

- A team player, with the ability to network and work effectively in a multicultural setting,
- Knowledge of Pacific Island countries and territories is an advantage.

Salary, terms and conditions

Requirements: Only applicants who are nationals and residents of Pacific Island countries are eligible to apply. Applicants must be employed in or contracted by a Pacific Island fisheries or conservation / environment agency, or a recognized NGO working in the field of oceanic fisheries science, management or monitoring in a Pacific Island country.

Letter of endorsement – A signed letter from the employer, stating they agree to release the applicant for the attachment and that the position will be held for the applicant to return to at the end of the attachment with SPC must be provided before an appointment can be finalized.

Required start date – The position is to be filled from January 2023 and appointment is not renewable beyond 364 days. **** Regional and national regulations related to the COVID-19 pandemic will ultimately determine when and if the appointee can start employment in Noumea, New Caledonia, as per the job requirements. 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 **Pacific Island Fisheries Professional (Climate Science)** is a Band 8 position in SPC's 2022 salary scale, with a salary of SDR (special drawing rights) 2,850 per month, which currently converts to approximately XPF 408,167 (USD 4,076; EUR 3,420). SPC salaries are not presently subject to income tax in New Caledonia.

Benefits – SPC provides subsidized housing in Noumea, an establishment grant, return airfare, and will reimburse excess accompanied luggage of up to two additional bags. Employees are entitled to: 25 days annual leave and 30 days sick leave per annum; medical and life insurance; and access to SPC's Provident Fund (contributing 8% of salary to which SPC adds a matching contribution).

We encourage all eligible candidates to apply but please note that as this is a special short-term contract, the full list of benefits included in other international contract types are not available. Appointees may bring their families, but all extra costs for travel, insurance, education, housing and other additional expenses will be their own responsibility.

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. Applicants will be assured of complete confidentiality in line with SPC's private policy.

Application procedure

Closing date: 30 October 2022 – 11:00 pm Noumea Time

Job Reference: SH000178

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

Your application will be considered incomplete and will not be reviewed at shortlisting stage if all the above documents are not provided.

Applicants should not attach copies of qualifications or letters of reference.

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

SPC does not charge a fee to consider your application and will never ask for your banking or financial information during the recruitment process.

Screening questions (maximum of 2.000 characters per question):

1. Briefly describe your experience working in oceanic fisheries in your country.
2. What do you see as the key challenges for the optimal use, sustainability and management of oceanic fisheries resources in the Pacific?
3. In which area of the Oceanic Fisheries Programme do you wish to acquire skills? How would you apply the knowledge and skills gained during the appointment in your home country upon return?