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

*The Pacific Community (SPC) invites applications for the position of **Manager Statistics Infrastructure and Dissemination** 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 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 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 headquarters in Noumea, New Caledonia. The division employs approximately 20 staff, all of whom are all based in Noumea. SDD's goal is to help the Pacific Island Countries and Territories achieve "highly competent and sustainable national statistics systems that meet national and international statistics needs for evidence-based policy, planning and monitoring." SDD has a regional statistical system leadership and coordination role; and also supports the region directly in data infrastructure, collection, statistical methodology, analysis and dissemination.

The role – the **Manager Statistics Infrastructure and Dissemination** will lead a team of statistical and communication advisors, developers and data scientists with the collective responsibility to support the regional infrastructure for official statistics. This includes management of dissemination platforms such as the Pacific Data Hub (PDH) microdata library, PDH.Stat, PopGIS and numerous reports and dashboards; as well as activities such as the maintenance and update of classification systems, communications, and graphic design for statistical outputs.

The key responsibilities of the role include the following:

Management and leadership
- Recruit and manage resources (staff, consultants, interns etc.) well, and contribute to results.
- Foster a vibrant team culture contributing to productivity and innovation.
- Lead and manage direct reports in a way that is fair and promotes effectiveness, efficiency and growth.

Ways of working
- Demonstrable contribution of team to organisational or 'ways of working' objectives in the division business plan, such as "mainstream good modern data practice" and "strengthened engagement".

Statistical infrastructure
- Maintain, update PDH.Stat data content, continually expand and meet user needs.
- Maintain, update PopGIS and any related or successor technologies for sub-national statistical dissemination.
- Expand the PDH Microdata library.
- Ensure statistical classifications used in the Pacific (industry, occupation, etc) are up to date and built into systems.
- Promote innovative statistical production experiments, new data sources and processing methods, etc.

Dissemination
- Ensure online statistical dissemination tools (e.g. Power BI dashboards and other web tools) are developed, maintained and enhanced and meet user needs.
- Ensure website stays up to date.
- Support core collections through publication and dissemination services such as layout, graphic design, communications, etc.

Capacity Development
- Make sure the Team contributes to improving regional capacity in areas such as website administration and development, GIS, Power BI, data visualization, data communication and statistical modernisation.
- Ensure objectives in the business plan are met relating to training and other capacity building activities for SPC and members.

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

Key selection criteria

Qualifications
- Postgraduate degree in information technology, data science, statistics, data engineering (or other academic discipline related to substantive work of the Statistics for Development Division) or equivalent combination of degree and work experience.

Technical expertise
- 10-12 years of relevant experience including at least 5 years in a managerial role, with strong relationship management and engagement skills and success in leading a team of professionals.
- Experience in the management of a wide range of data such as surveys, imagery and administrative sources with time and space dimensions and complex classification problems.
- A good understanding of the challenges developing countries (particularly small island states) face, in the collection, production and use of official statistics and the management of data.

Language skills
- Excellent oral and written English language communication.

Interpersonal skills and cultural awareness
- A team player, with the ability to work in a multi-diverse and multi-cultural environment.
- 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 performance and funding.

Remuneration – The **Manager Statistics Infrastructure and Dissemination** is a Band 12 position in SPC's 2022 salary scale, with a starting salary range of 4,685–5,760 SDR (special drawing rights) per month, which currently converts to approximately XPF 670,858–824,789 (USD 6,699–8,236; EUR 5,622–6,912). An offer of appointment for an initial contract will be made in the lower half of this range, with due consideration being given to experience and qualifications. Progression within the salary scale will be 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 begiven to the **Pacific Islander**. Applicants will be assured of complete confidentiality in line with SPC's private policy.

Application procedure

Closing date: 30th of October 2022 – 11:00 pm (Noumea time)
Job Reference: AL000499

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. What do you consider to be "modern data science and data engineering" and how could it help national and regional management of data and statistics?
2. What in your experience is the best way to lead a technical team to promote both growth and effectiveness?
3. What in your experience are the biggest challenges (and means to overcome them) for dissemination of statistics in a way that leads to them being used effectively?