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

*The Pacific Community (SPC) invites applications for the position of **Data Analyst (Visualisation)** 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 **Data Analyst (Visualisation)** will translate complex data into useful information through user-friendly dashboards and visualisations which improve the utilisation of statistical data for decision making. The role will work closely with thematic and dissemination specialists to support the data analysis, visualisation and reporting objectives of the Statistics for Development Division, the Pacific Data Hub and SPC's Pacific Island Country and Territory members. The role will also coordinate webinars and run training sessions related to data analytics and visualisation for internal and external parties.

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

**Ways of working**
- Contributes as a team-member to the organisational or 'ways of working' objectives in the division business plan.
- Provides support towards the data analysis, visualisation and reporting objectives of SPC as well as regional reporting frameworks and priorities.
- Contributes actively towards the continuous improvement of the PDH.stat indicator database.

**Data mining, transformation, scripting & analysis**
- Complex data is accessed, compiled, transformed, and manipulated.
- Analyses datasets to reveal relevant trends in collaboration with thematic and data management specialists.
- Ensures indicator reporting is automated using languages such as Python and R.
- Regularly reviews regularly scripts and analytics techniques to improve and optimise.

**Visualisation design and maintenance**
- Understands and documents data needs of key internal and external stakeholders; recommends visualizations and associated analyses.
- Partakes in concept sessions and rapidly produces prototypes using sketches, mock-ups, and visualization tools.
- Visualises data in innovative ways to communicate complex concepts that tell stories.
- Dashboards and other visualisations are regularly reviewed.
- Vendors are successfully engaged when development of 3rd party tools are required.

**Documentation, communication, training and technical assistance**
- Presents and promotes data visualisations and analytics to stakeholders, partners and members.
- Champions all aspects of data analytics and visualisation within SPC, to partners and members
- All scripts and visualisation projects are uploaded and documented on Github.
- User guides are developed and maintained.
- Internal and external training programmes are successfully developed and delivered.
- Business processes related to analytics and visualisation development are well documented.

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

# Key selection criteria

**Qualifications**

- Master's degree in statistics, finance, economics, computer science or a related field; or equivalent combination of degree and work experience.

**Technical expertise**
- 3-5 years of relevant practical experience in a data-intensive, analytics work environment.
- Experience in data mining, manipulation, transformation.
- Knowledge of one or more data management / statistical software (e.g. Python, R).
- Demonstrated experience in statistical analysis.
- Experience developing visualisation dashboards (e.g. Power BI, Tableau, R Shiny).
- Experience in designing and conducting training courses.
- Capacity to learn continuously and solve problems.

**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 **Data Analyst (Visualisation)** is a Band 9 position in SPC's 2023 salary scale, with a starting salary range of 3,209–3,915 SDR (special drawing rights) per month, which currently converts to approximately XPF 486,099–593,079 (USD 4,300–5,246; EUR 4,074–4,970). 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:** 30 April 2023 – 11:00 pm (Noumea time)
**Job Reference:** SH000295

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. Describe your experience in developing interactive data visualisations, including data acquisition and preparation.
2. What in your experience are the biggest challenges (and means to overcome them) when developing effective data visualisations?
3. Describe your experience in running events to promote the use of, or develop capacity related to, data visualisation; how would you apply this experience to helping build capacity in Pacific Island countries to use statistics well?