

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

*The Pacific Community (SPC) invites applications for the position of **Nature-based Solutions Mainstreaming Advisor** within its Climate Change and Environmental Sustainability Programme. 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 **Climate Change and Environmental Sustainability Programme (CCES)** was established to enable SPC to strengthen and streamline its actions on climate change by bringing together work already undertaken by the organisation under a coherent strategic and technical leadership. In addition, it leads the actions of SPC on climate change and environmental sustainability, works with the Organisation's regional and international partners and promotes the integration of these issues into all development activities conducted by the Organisation's divisions.

The role – the Nature-based Solutions Mainstreaming Advisor will be responsible for the mainstreaming of NbS throughout SPC activities and partnerships to tackle the climate change crisis in the high-priority nature-based solutions and/or the adaptation and climate resilient sector. This position is an integral part of climate change flagship programme (CCFP), coordinated by CCES.

The key responsibilities of the role include the following:

NbS coordination for a SPC programmatic approach

- Contribute to the development of an NbS organisational strategy, supported by key internal stakeholders and describing specific operational pillars.
- Develop, execute, and manage an operational plan and yearly workplans for SPC to expand its work on NbS.
- Provide technical oversight and quality assurance to all related initiatives on NbS.
- Provide technical leadership to ideas, concepts, projects, and portfolio development across the organisation.
- Working with SPC's technical divisions, Strategic Planning and Learning, communication and senior leadership teams to develop and implement a communication strategy to enhance SPC's visibility and profiling on NbS.
- Develop and implement monitoring, evaluation and learning framework to track progress and impact across all SPC's activities.

Facilitate SPC-Donors collaborations on NbS ; Growth of SPC's NbS portfolio development and service provision through pursuing resource mobilisation opportunities

- Design and lead engagements to mainstreaming and upscaling of NbS in donors work, globally.
- Identify and leverage opportunities for joint advocacy on NbS.
- Showcase SPC and donors' contribution to the topic of NbS through group trainings and professional courses.
- Identify and approach new donors to establish SPC's partnership to secure resources for setting up SPC's NbS services in close coordination with the Integration and Resource Mobilisation team.
- Pursue and unlock new funding opportunities for NbS coordination, technical service provision and portfolio expansion with public and private donors and investors.

Technical Oversight and management of Kiwa initiative and PPIN

- Lead and support the HR and recruitment processes for dedicated NbS projects, including Kiwa Initiative and PPIN.
- Oversee the budget planning of dedicated projects.
- Provide leadership, engagement and operational guidance to contribute to the effective delivery of CCES NbS projects.
- Coordinate and finalize reporting requirements of PPIN and Kiwa initiative ensuring both projects reporting and overall CCES results reporting in close collaboration with SPL

Mainstreaming of NbS as priorities to relevant fora

- Provide support for the effective contextualisation of the IUCN global standards on NbS.
- Manage communications and relationships with SPC's members and partners for NbS promotion.
- Contribute to UNFCCC and CBD negotiations by promoting benefits of NbS.

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

Key selection criteria

Qualifications

- Postgraduate's degree in Natural Resource Management, Ecology, Environment, Conservation, Sustainable Development, or related fields. Monitoring and evaluation and educational degrees will also be considered.

Technical expertise

- At least 10 years of relevant experience in managing and coordinating projects, primarily in the conservation or sustainable development field, in more than one country.
- Thorough understanding of project management including project cycles, log-frames, monitoring and evaluation, and risk management.
- An established leadership and management track record extending over a period of 5 years or longer, including evidence of being able to develop influential, high level regional or international policy networks.
- Proven experience in working cross-functionally with a wide range of partners.
- Skilled convenor of actors from different sectors of society. Experience in communicating and collaborating with local, national, and regional stakeholders, donors to achieve collective outcomes.
- Strong training and facilitation skills.
- Experience in designing NbS strategies and materials to meet communities, NGOs and government's needs.

Language skills

- Excellent English with very strong communication and presentations skills.

Interpersonal skills and cultural awareness

- Ability to work in a multi-cultural and gender-sensitive environment with team members from diverse cultural backgrounds.
- Knowledge of Pacific Island countries and territories is an advantage.

Salary, terms and conditions

Contract Duration – This vacant position is budgeted until 31 March 2026 and is subject to renewal depending on funding and performance.

Remuneration – the **Nature-based Solutions Mainstreaming Advisor** is a band 10 position in SPC's 2023 salary scale, with a starting salary range of 3,568–4,364 SDR (special drawing rights) per month, which currently converts to approximately XPF 540,472–660,991 (USD 4,781–5,847; EUR 4,529–5,539). 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

Closing date: 14 May 2023 – 11:00 pm (Noumea time)

Job Reference: SH000310

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. Climate change is considered a significant threat to economic development and the achievement of sustainable development goals in the Pacific region. What do you see as the main linkages between climate change and development?
2. What tools and approaches do you think are to coordinate the inclusion of Nature-based Solutions in the others SPC's divisions?
3. In your opinion, what are the key elements to watch for when developing SPC's NbS portfolio and service provision through pursuing resource mobilisation opportunities?