

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

*The Pacific Community (SPC) invites applications for the position of **Systems Analyst Developer (GIS)** within its Operations and Management Directorate. 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 role** – the **Systems Analyst Developer (GIS)** will work within a cross functional team from the PDH and PCCOS programmes and will collaborate with of subject matter experts from SPC's technical divisions. The role will be responsible for designing, developing, upgrading, and maintaining science-based open-source decision support tools and platforms, as well as supporting SPC's geospatial and time series data management and scientific computing facility. This role's primary focus will be developing and supporting decision support tools as part of the Marine Spatial Planning (MSP) process led by the Government of Palau.

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

### Decision support system

- Design, develop, document, maintain and enhance science-based decision support tools
- Ensure that GIS datasets, reference maps, thematic maps and other cartographic quality products created and provided to support the marine spatial planning process
- Monitor performance and use of the system and continuously improve tools
- Work with stakeholders to gather requirements and develop GIS solutions to support business needs
- Troubleshoot and resolve issues with GIS applications and systems, ensuring high availability and performance
- Collaborate with other developers, GIS analysts, and data scientists to integrate GIS applications and systems with other SPC applications
- Keep up-to-date with GIS community trends, new technologies, and emerging best practices

### Data Management

- Support the management of geospatial and time series data management systems and GIS Geodatabases
- Enable holistic data dissemination and facilitate open access to information and data

### Capacity Building

- Train national staff in the use of ocean data
- Share knowledge and provide assistance for bespoke applications
- Fulfil requests by partners and member countries
- Provide technical support and training to users of GIS applications and systems.

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

## Key selection criteria

### Qualifications

- Tertiary degree in information technology or related field.

### Technical expertise

- 5 years' experience in systems and tool development.
- Proven programming skills in multiple languages including Python.
- Strong understanding of Git/GitHub.
- Experience in working with the client to get their information system requirements.
- Good knowledge of networking, computing hardware and Linux operating systems.
- Ability to communicate technical climate/oceans/geodetic information to non-technical audiences, including as a comprehensive training programme.

### Language skills

- Good communication skills in English.

#### Interpersonal skills and cultural awareness

- Ability to work and travel in a multicultural and multilingual environment.
- 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 until 30 September 2025 and is subject to renewal depending on funding and performance.

**Remuneration** – the **Systems Analyst Developer (GIS)** 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 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:** 21 May 2023 – 11:00 pm (Noumea time)

**Job Reference:** SH000315

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 has been the most challenging and/or rewarding GIS-related project you have been involved in your career? Briefly explain how this was challenging and/or why it was rewarding for you.
2. Describe and provide examples of how geospatial data products derived from marine spatial planning activities, can help Pacific Island Countries and Territories make informed evidence-based decisions to improve livelihoods and support action towards achieving their development goals?
3. When developing geospatial data applications, what are some practical measures that you have undertaken to ensure that the data you are sharing is findable, accessible, interoperable, and reusable?