

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

*The Pacific Community (SPC) invites applications for the position of **Principal Advisor – Business Development** within its Integration and Resource Mobilisation Office. 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 **Integration and Resource Mobilisation Office (IRMO)** is a newly established function at SPC, since 2021.

The role – the Principal Advisor – Business Development will advise and support the Director IRMO to create and establish enterprise-wide business development structures and processes, communities of practice, and to transform the organisation to embody an integrated, business development-oriented, and future's thinking culture and operating environment. The position will develop and grow the SPC funding portfolio for digital infrastructure, data and technology, and earth observations and co-create and lead global strategic partnerships that advance SPC's Strategic Goals and Resource Mobilisation Goals. He/she will ensure that an integrated approach to addressing the data-related needs of our member countries is embedded at SPC.

The key responsibilities of the role include the following:

Resource Mobilisation advancing SPC's Resource Mobilisation Strategic Plan with an emphasis on Earth observations, data for development, and technology

- Clear strategies are in place for sourcing the right type of funding that supports the realisation of the long-term Key Focus Area's set out in the SPC Strategic Plan 2022-31.
- "Cornerstone" funding partnerships are secured that build earth observations capabilities across SPC divisions.
- Quality standards and tools for resource mobilisation and programme development are in place.
- SPC's prospecting pipeline remains strong with business needs matched against the most suitable funding opportunities identified before engagement.
- The development of new opportunities with existing and potential funders is proactively led and well-co-ordinated across SPC.

Reputation and brand value

- SPC's network of funding partners, its brand, and key relationships are maintained and broadened through positive interactions and targeted prospecting campaigns.
- An organisational knowledge of brand value is instilled including its importance to supporting and driving funding negotiations.
- SPC's rich history of delivering value to the Pacific is well understood and promoted to leverage increased levels of funding.

Integration and stakeholder management

- Advocates for the value of Earth observations and Digital Earth Pacific to a wide range of external stakeholders.
- Develops and maintains strategic relationships with stakeholders and partner organizations cultivating and pursuing opportunities for funding and co-designing earth observation projects, involving downstream users and private sector.
- Maintains a solid understanding of priorities, interests and capacities of SPC's user community and engages with Digital Earth Pacific and the Pacific Data Hub Stakeholder Community to stimulate their involvement and ensure impact and effectiveness.

Strategy, planning and project integration

- Leads and develops, and supports the IRMO team to execute a multi-year and annual resourcing plan.
- Ensures earth observations and data for development initiatives such as Digital Earth Pacific are responsive to the needs of SPC's members, are aligned to similar initiatives and policies within the region and globally and supports the development of strategic partnerships to ensure the financial sustainability of SPC's programs of work in this space.

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

Key selection criteria

Qualifications

- University post-graduate degree in any of business management, finance, economics, law, international relations, communication, or a related field.

Technical expertise

- At least 15 years of progressively responsible and relevant professional experience and partnership responsibilities.
- Sound knowledge of the international earth observations and remote sensing landscape and programme development and delivery at international, regional and/or country level.
- A proven (multi-year) track record of significant success in business development and resource mobilisation.
- Experience in developing, managing and/or resource mobilising for long-term or multidisciplinary programmes of work in an international development, government, or academic context, particularly in the science and technology sector.
- Superior analytical, quantitative, and proposal/grant writing skills with a demonstrated ability to communicate resource mobilisation needs and themes, business analysis, and market assessment and matching donors' interests to organisational values and stakeholder impact.
- Strong project management skills, particularly the ability to work and deliver projects on-time while operating independently and under pressure.

Language skills

- Fluency in either English or French (both oral and written) is required with an excellent command of the other working language highly desirable.

Interpersonal skills and cultural awareness

- Demonstrated cultural sensitivity and awareness, and the ability to effectively work with stakeholders and team members from different cultural backgrounds.
- Knowledge of Pacific Island countries and territories is an advantage.

Salary, terms and conditions

Contract Duration – This vacant position is budgeted for 364 days.

Remuneration – the **Principal Advisor – Business Development** is a band 13 position in SPC's 2023 salary scale, with a starting salary range of 5,438–6,701 SDR (special drawing rights) per month, which currently converts to approximately XPF 823,681–1,015,022 (USD 7,286–8,979; EUR 6,902–8,506). 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 and will reimburse excess accompanied luggage of up to two additional bags. Airfares, medical and life insurance are available for eligible employees. Employees are entitled to 25 days of annual leave per year of contract 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: 9 May 2023 – 11:00 pm (Noumea time)

Job Reference: SH000317

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. In your professional experience, what steps did you take to successfully fund an earth-observations or digital/data-centric initiative?
2. What are the success factors in building a business development team in a development context?
3. Please describe the attributes you will bring to SPC to successfully deliver on the KRAs in this job description within the fixed timeframe, while managing the competing priorities of building a new team.