

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

*The Pacific Community (SPC) invites applications for the position of **Statistics Adviser (Demography)** 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 **Statistics Adviser (Demography)** will support Pacific Island Country and Territory members to estimate and project populations and related demographic statistics. This includes analysis of census, vital statistics and immigration, advice, training and other forms of support.

The key responsibilities of the role include the following:

Ways of working

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

Strategic demographic analysis for the region

- The 30-year projections of population distribution by age and sex for all SPC member countries and territories are kept up to date including all dissemination products.
- Production of at least one knowledge product every six months on a demography-related topic and evidence they are being used.
- SPC is recognised as a successful leader promoting good practice in the Pacific with regards to demography.
- Demographic indicators are regularly updated in PDH.Stat.

Country-level demographic analysis

- Demographic analysis for population and housing censuses supported by SPC is completed to a high quality and in a timely fashion.
- Analysis of vital statistics, and cause of death data is undertaken and SPC meets a reasonable portion of the demand for direct support in this space.
- The rest of statistics collections team is supported to a high standard on data processing and analysis of surveys and censuses as it relates to demographic issues.

Technical assistance, training and support

- Staff from national statistics offices and relevant staff in line ministries trained in how to produce standard demographic measures.
- Opportunities for collaboration and south-south capacity building are identified.
- Countries supported in census questionnaire design to ensure the data collected meets the needs of users, and delivers the indicators required for demographic analysis and reporting.
- Relationships with key stakeholders are positive.
- Opportunities for progress on issues relating to population registries, and use of administrative data for census purposes, are identified and worked on with others in the division.
- A tangible contribution is made to progress in the countries SPC is working with towards regular estimates of population change based on administrative data.

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

Key selection criteria

Qualifications

- Master's degree in demography, statistics, or other academic discipline related to the role; or equivalent combination of degree and work experience.

Technical expertise

- 10 years of relevant experience in demography, statistics or related area.
- Applying data analysis and statistical methods with specialist software for reports and presentations for a range of audiences.
- Experience in designing and delivering training for professionals.
- A good understanding of the challenges developing countries (particularly small island states) face, in the management of census collections, civil registries and the collection, production and use of official statistics.

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 **Statistics Adviser (Demography)** is a Band 11 position in SPC's 2023 salary scale, with a starting salary range of SDR (special drawing rights) 4,206-5,161 per month, which converts to approximately XPF 637,132-781,844 (USD 5,636-6,916; EUR 5,339-6,552). 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 be given to the **Pacific Islander**. Applicants will be assured of complete confidentiality in line with SPC's private policy.

Application procedure

Closing date: 4 June 2023 – 11:00 pm (Noumea time)

Job Reference: SH000323

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 analysing census data to calculate indicators and monitor population trends.
2. What would be the best advice for a Pacific Island government on long term investments to improve quality of its population estimates and projections?
3. What are some of the recent trends in demography, statistics or data science that could be useful for demographic analysis in the Pacific and how does your experience show you could apply these?