

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

*The Pacific Community (SPC) invites applications for the position of **Climate and Environmental Risk Mitigation Officer** 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 **Climate and Environmental Risk Mitigation Officer** will be focusing on the SPC Social and Environmental Responsibility policy implementation, contributing directly to pillar 2 and 3, operations and programmes. This position will conduct its duties and responsibilities at corporate and programmatic levels, liaising with SPC internal services and requirements, ensuring highest standard for SPC's Social and Environmental safeguards for SPC operations and activities.

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

### Coordination of SPC Climate change mitigation process throughout SPC

- Lead and facilitate the collection of data of SPC's yearly GHG emissions for further analysis.
- Ensure adequate undertaking of internal energy savings measures and promote the implementation of cost-effective measures for emissions reduction.
- Coordinate the implementation of SPC's carbon neutrality fund for the smooth adoption of Carbon internal offsetting activities for SPC's residual emissions.

### Management of climate impact mitigation

- Lead the provision of advice and support to divisions on the assessment and management of projects climate change impact.
- Undertake SER risks and impacts assessment within project activities using SER screening processes.
- Lead the mainstreaming of environmental and CC risks assessment and mitigation processes across all SPC project activities and technical divisions programmes, in partnership with the SER support team and SER practice group: conduct calculations and CC impact analysis during project design stage, ensure this impact is monitored throughout project implementation for adjustment and reporting purpose.
- Build division capacity on environmental and climate change risks and impact for project and programme's activities using appropriate dissemination tools.
- Ensure relevant inclusion of mitigation measures throughout project implementation.

### Development of outreach activities as per the CCES strategic plan

- Facilitate engagement and partnerships with national and international organisations in the field of climate and environmental risks mitigation to ensure SPC collaboration with regional partners.
- Support SPC audit and risks team to enhance overall understanding of climate and other SER risks as part of SPC risks mitigation strategy.
- Support the development of appropriate mainstreaming tools and engagement processes.
- Support SER team in the MEL process to ensure adequate monitoring of SER including through more institutionalised processes.

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

## Key selection criteria

### Qualifications

- A Degree in environmental science, project management, or related and equivalent.

### Technical expertise

- A minimum of 5 years' experience in cross-cutting environmental management including research, with a focus on mitigation and climate risks analysis and reporting in the public sector or development organization
- 5 years' experience in the utilization of environmental sustainability and climate risks analysis using software at project level.
- Demonstrated experience in relationship building and working with a variety of donors and development agencies.

- Proven knowledge and experience in carbon insetting and offsetting, including international frameworks.
- Practical relevant experience in a developing country environment.
- Proven experience representing organizations, agencies or administrations at regional and international level.
- Ability to work constructively to resolve issues, concerns or differences of opinion.
- Demonstrated capability to work autonomously, self-organised, multi-task, and effectively meet deadlines on multiple, and sometimes urgent requests for support.

#### Language skills

- Excellent communication skills in English language is required (oral and written).

#### Interpersonal skills and cultural awareness

- Proven ability to work independently and as part of a team in a fast-paced and multicultural environment.

## Salary, terms and conditions

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

**Remuneration** – the **Climate and Environmental Risk Mitigation Officer** is a band 8 position in SPC's 2023 salary scale, with a starting salary range of SDR (special drawing rights) 2,912-3,544 per month, which converts to approximately XPF 441,094-536,787 (USD 3,902-4,748; EUR 3,696-4,498). 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:** 11 June 2023 – 11:00 pm (Noumea time)

**Job Reference:** SH000324

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. Can you please explain what are the key components to consider for climate and environmental risks assessment in development projects?
2. In your opinion, why do institutions choose to green their activities? In your understanding, can you suggest how SPC could progress on that?
3. Can you explain what mainstreaming is for Environmental sustainability and the way it can be done?