

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

*The Pacific Community (SPC) invites applications for the position of **Community Based Fisheries Management Officer** within its Coastal Fisheries Programme 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 **Fisheries, Aquaculture and Marine Ecosystems (FAME) Division** includes the Oceanic Fisheries Programme (OFP) and Coastal Fisheries Programme (CFP). The goal of the OFP is to ensure fisheries that exploit the region's resources of tuna, billfish and related species are managed for economic and ecological sustainability using the best available scientific information. In pursuing this goal, the OFP provides scientific support for the management of fisheries for tuna and associated species, with a strong focus on stock assessment and modelling, fisheries and ecosystem monitoring and analysis and data management. The OFP works closely with member countries and territories, the Western and Central Pacific Fisheries Commission, the Forum Fisheries Agency, the Parties to the Nauru Agreement and other regional and sub-regional entities.

The role – the **Community Based Fisheries Management Officer** will provide support and advice to governments, communities, civil society organisations and other non-state actors and the private sector in planning and implementing the scaling-up of community-based fisheries management.

The key responsibilities of the role include the following:

Develop and support scaling-up of community-based fisheries management (CBFM) for rollout at scale in the region

- Provides advice and guidance at the national and sub-national level on the implementation of community-based fisheries management.
- Lead with the designing and implementing of national and sub-national stakeholder workshops.
- Supervises attachment trainees who are developing community-based management programmes, manuals, strategies, and plans.
- Promotes scaling-up of community-based fisheries management approaches and standardize.
- Work with CSOs and other NSAs and others working on community-based fisheries.
- Lead the development and roll-out of CBFM scaling-up training and workshops in the region.
- Lead the promotion of CBFM at regional technical meetings.

Provide input and support to national and sub-national coastal fisheries community-based management planning, policies and strategies

- Provides input and technical advice on community-based fisheries management to develop management plans, policies and strategies.
- Assists the CBF Adviser with designing and implementing of national and sub-national CBFM scaling-up strategies or action plans.
- Assists governments to develop both national and sub-national community-based fisheries management arrangements or programmes.

Provide practical assistance to members in the designing and targeting of appropriate awareness raising and educational information

- In collaboration with the Fisheries Information Unit and other components of the CFAP and PEUMP programmes, develops materials such as training manuals, guidelines and other educational information.
- Explore and use novel and emerging information and awareness approaches.
- Support national processes to develop and implement information and awareness strategies.

Provide input and support to members and programme partners in delivering the intent of CBFM in alignment with the New Song for Coastal Fisheries and the CBFM Framework for Action at national and subnational levels including inter-agency networking and cross-sectoral collaboration

- Be the focal point for collaboration with other components of the PEUMP programme and the Pathways 2 project for community-based fisheries management activities.
- Liaise and work closely with the Locally Managed Marine Area (LMMA) Network and the Pathways 2 project in implementing community-based fisheries management activities in the PEUMP and Pathways 2 project target countries.

Section administration and communication

- Assists in developing the annual work plans and reports for the Unit and Section.
- Contributes where applicable to Programme, Divisional and Corporate publications.
- Produces PEUMP and Pathways 2 reports for all activities undertaken.

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

Key selection criteria

Qualifications

- A graduate degree in fisheries management, natural resource management, or a related field.

Technical expertise

- At least 5-7 years' direct experience in working with government fisheries administrations, local and international NGOs; CSOs; other NSAs and local communities on community-based fisheries management.
- Understanding of current Pacific Islands regional coastal fisheries management, scaling-up of CBFM and related science issues, cultural values and protocols, and experience working with gender issues relating to coastal and community fisheries
- Proven ability to design, plan and facilitate workshops, stakeholder consultations and other trainings.
- Experience working with PC systems and Microsoft Office/365, Teams, GIS, and software for data entry and management.
- Willingness and demonstrated capacity to travel and undertake overseas assignments in SPC member countries and territories, sometimes under difficult physical conditions.

Language skills

- Excellent communication skills in English (oral and written) with the capacity to engage scientific, government, public and community audiences.

Interpersonal skills and cultural awareness

- Demonstrated capability for collaborating and working in an integrated programme involving colleagues from several different countries and cultures.
- Knowledge of Pacific Island countries and territories is an advantage.

Salary, terms and conditions

Contract Duration – This vacant position is until 31 January 2025 and is subject to renewal depending on funding and performance.

Remuneration – the **Community Based Fisheries Management Officer** 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: 11 June 2023 – 11:00 pm (Noumea time)

Job Reference: SH000321

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 are three challenges for scaling-up and scaling-out Community Based Fisheries Management? What advice or support would you provide to governments (national or subnational) to advance scaling CBFM?

2. Provide examples of successful coordination and implementation of national or subnational and/or civil society organizations CBFM scaling-up activities that you have been involved in? What was your role, what were the key milestones achieved, what challenges were faced, and how were these challenges overcome?
3. Please outline past experiences that best illustrate your ability to coordinate, facilitate, develop, or review, and implement community fisheries management frameworks.