

- 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 Fisheries Advisor (Data Management)** within its Oceanic 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 & Aquaculture Programme (CFAP). 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 Principal Fisheries Advisor (Data Management) will work closely with and support the Principal Fisheries Scientist (Data Management) in the delivery of the work of the Data Management section, providing advice on data management and data monitoring issues and deliver specific additional work as requested by the Deputy Director FAME (Oceanic Fisheries) and the Principal Fisheries Scientist (Data Management).

The key responsibilities of the role include the following:

Support to the Principal Fisheries Scientist (Data Management)

- Support the Principal Fisheries Scientist (Data Management) in the strategic planning and delivery of the Data Management Section work plan to ensure it meets the needs of SPC members and other Programme clients.
- Provide high quality advice on data management and data monitoring issues as required.
- Support the Principal Fisheries Scientist (Data Management) to ensure the ongoing delivery of existing (legacy) projects.
- Deliver specific additional relevant work as requested by the Deputy Director FAME (Oceanic Fisheries) and the Principal Fisheries Scientist (Data Management).

Support ongoing strengthening of regional data systems and processes

- Provide advice to Data Management section staff in the strengthening of data systems, including the documentation of existing processes and development and implementation of compatible new data systems.
- Future-proof the catalogue of tuna fishery data and associated processes through the provision of enhanced metadata and documentation.
- Mentor Data Management staff to improve their skills in relevant data systems and processes.

Directly support members and sub-regional/regional bodies through strategic advice on data management/monitoring matters

- Support Data Management section and other OFP staff in the delivery of outputs for national, sub-regional and regional meetings
- On request of the PFS (Data management) and Deputy Director FAME (Oceanic Fisheries), conduct in-country visits to support members and regional organisations and provide strategic advice on data management/monitoring systems and facilitate collaborative work.

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

Key selection criteria

Qualifications

- Postgraduate degree in information technology, fisheries science or a related field.

Technical expertise

- Over 15 years of relevant experience in fisheries-related data management and data monitoring.
- At least 10 years of experience in pelagic fisheries issues.
- Extensive experience utilising SQL, experience with the use of the R language and knowledge of Geographic Information Systems (GIS) concepts, with an aptitude to stay in touch with the concepts of the latest development platforms.
- Proven strong technical report writing skills necessary to prepare technical reports and papers.

- Strong understanding of fisheries data collection systems and protocols, and their limitations.
- Strong data analytical skills and understanding of database theory.
- Knowledge of statistical methods used in fisheries science.
- Understanding the concepts and methods used in fisheries stock assessment and the use of scientific information in fisheries management.

Language skills

- Communication skills of a high order.

Interpersonal skills and cultural awareness

- Proven ability to work in a team environment and to manage within-organisation and regional relationships.
- Knowledge of Pacific Island countries and territories is an advantage.

Salary, terms and conditions

Contract Duration – This part-time position (60%) is budgeted for 3 years and is subject to renewal depending on funding and performance.

Remuneration – the **Principal Fisheries Advisor (Data Management)** 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. 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: 2 July 2023 – 11:00 pm (Noumea time)

Job Reference: CR000020

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. Please describe what you see as the key challenges for data collection and management in regional tuna fisheries.
2. Please provide an example of a fishery data analysis that you have performed that informed fisheries management.
3. Please detail an example of a capacity building activity you have undertaken that enhanced the use of fisheries data systems.