

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

*The Pacific Community (SPC) invites applications for the position of **Climate Change Loss and Damage Advisor** within its Climate Change and Environmental Sustainability Programme. The position will be located at its headquarters in Noumea, New Caledonia or at its regional office in Suva, Fiji.*

## 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 Change Loss and Damage Advisor** will support the coordination and development of SPC's overall strategy for supporting the region in identifying, addressing and averting climate change loss and damage.

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

### Technical and strategic advice and support in the areas of international climate change negotiations relating to loss and damage

- Provide technical and strategic advice and support in the areas of climate change loss and damage priorities of the region addressed in the UNFCCC and related MEAs for SPC.
- Support the coordination and development of SPC's overall strategy for climate change loss and damage negotiations.
- Support SPC Members' negotiating efforts, including via the One CROP+ process, ensuring that the SPC delegation is regarded by Leaders, Ministers, senior officials, stakeholders and negotiating partners as credible and effective.
- Provide advice and analysis on the alignment between domestic and regional policy and international climate change negotiations related to loss and damage.
- Work closely with the Climate Finance and Resource Mobilisation and Integration capability within SPC to identify SPCs climate change priorities relating to loss and damage are aligned with and inform relevant climate change efforts in relevant Multilateral Agreements, Financing Mechanisms and opportunities.
- Coordinate SPC's contribution to the development of well-tailored negotiating mandates and keep pace with developments in the negotiation.

### Relationship Management and Representation

- Serve as the technical focal point on climate change loss and damage for SPC internally, Members and external partners, ensuring a high level of coherence and coordination.
- Support and sometimes lead consultation with key stakeholders to inform SPC's work in the area of climate change loss and damage (including implementation of obligations), keeping them informed of progress and drawing on their input relevant to particular issues and interests.
- Participate in bilateral and senior official's talks where climate change loss and damage is under discussion.

### Executive and SLT Support

- Provide advice to the SPC Executive and Senior Leadership Team in engaging with local and foreign media ensuring messaging on loss and damage is appropriate and supports SPC and Member efforts.
- Support and sometimes lead engagement with the SPC Executive and Senior Leadership Team ensuring they are well-informed of developments around climate change loss and damage and are well briefed to engage with Members and external stakeholders.
- Assist the Director CCES and Executive in leading, developing and implementing inter-divisional programmes that mainstream climate change loss and damage across the whole organisation, including supporting implementation of the Paris Agreement's objectives by SPC's programmes and operations.

### Support leveraging of climate finance to address climate change priorities in loss and damage

- Identify sector-specific climate change needs drawing from relevant national and regional documents (e.g. Country Programmes; NDCs; National Communications; NAPAs, NAPs, sectoral policies, regional frameworks) in coordination with SPC's Climate Finance Unit (CFU) and the CCFP coordination arrangement.
- Engage with line ministries, sector specialists and government focal points on climate change and climate finance (e.g. NDAs) to identify national priorities for accessing climate finance, in consultation with CFU and the CCFP coordination arrangement.

- Map climate change priorities in the sector against funding sources to identify opportunities for accessing climate finance in collaboration with CFU and the CCFP.
- Contribute to development and progressing of concept notes and funding proposals through provision of sector-specific inputs in coordination with CFU and the CCFP.
- Support implementation of climate finance projects in the relevant sector through provision of technical advice and other inputs, in coordination with individual PMUs, the CFU and and CCFP.

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

## Key selection criteria

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### Qualifications

- Postgraduate qualifications in environmental management of climate change or equivalent field; or, alternatively, in management/administration with an undergraduate qualification in environment or a related field.

### Technical expertise

- At least 10 years of demonstrated experience in international climate change and/or environmental negotiations.
- Highly developed planning skills.
- Experience in representation in regional or international meetings.
- Demonstrated knowledge of and experience in climate change and environmental sustainability at international, regional and national level relevant to the Pacific.
- Demonstrated experience with the development of policy and the provision of policy advice.
- Demonstrated experience supporting country delegations in international climate change and/or environmental negotiations.
- Demonstrated effective communication, networking and coordination skills.
- Demonstrated ability to operate and represent effectively at national, regional and international levels.
- Extensive knowledge of the Pacific region's climate change strategies and positions and that of SPC's Member States and territories.

### Language skills

- Excellent English communication skills (oral and written).

### Interpersonal skills and cultural awareness

- Cross-cultural skills and the ability to work with team members from different cultural backgrounds.

## 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 Change Loss and Damage Advisor** is a Band 11 position in SPC's 2023 salary scale.

*For a Noumea based position* 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). SPC salaries are not presently subject to income tax in New Caledonia.

*For a Suva based position* – a starting salary range of SDR (special drawing rights) 3,091-3,864 per month, which converts to approximately FJD 9,118–11,397 (USD 4,142–5,177; EUR 3,923–4,904). Remuneration of expatriate SPC staff members is not subject to income tax in Fiji; Fiji nationals employed by SPC in Fiji will be subject to income tax.

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** – SPC provides a housing allowance (or 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).

**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:** 16 July 2023 – 11:00 pm (Noumea time)

**Job Reference:** SH000333

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 is your view on the loss and damage challenges faced by Pacific Island Countries?
2. What would you consider as priorities for assisting PICs in addressing loss and damage?
3. What would be your strategy for securing technical and financial assistance for PICs to address loss and damage?