

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

*The Pacific Community (SPC) invites applications for the position of **Team Leader – Data Analysis and Capacity Development** 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 and 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 Team Leader – Data Analysis and Capacity Development** will lead data and business analyses requested of the DM Section by their clients. The role will be responsible for coordinating the responses to data analysis requests from DM Section clients and for coordinating and managing Capacity Development. This position will also manage the DACP Unit team.

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

### **Delivery of requested data and business analyses**

- Responds to a variety of requests for data summaries from members and other internal and external clients
- Assists as required member countries' preparation of data summaries to be included in their WCPFC Part 1 reports and of tuna fishery data summaries for other reports according to regional obligations and national requirements

### **Coordination of responses to data analysis requests from clients related to market traceability and compliance-related studies, fisheries market certification, and other related requests**

- Responds to data analysis requests related to market traceability from DM Section clients, compliance-related studies from DM Section clients, market certification and related areas from DM Section clients and other DM-relevant areas as required by DM Section clients

### **Coordination and management of Capacity Development delivered to external (SPC and wider WCPFC membership) and internal clients**

- Leads/Coordinates training for external and internal clients in areas of tuna fishery data management and data auditing
- Leads/Coordinates OFP staff on the delivery of regional and national training workshops for member countries
- Conduct audits of both internal and external tuna fisheries databases
- Develop and leads/coordinates the strategy for training delivery within the Data Management Section
- Rationalise and manage the ongoing development/maintenance of training resource material for the Data Management Section

### **Support to regional and national meetings and OFP lead at the WCPFC Technical and Compliance (TCC) meetings**

- Liaise with the PFS Data Management to ensure priority issues relevant to national and regional meetings are understood
- Prepares analyses and relevant working papers for regional and national meetings, presenting as required
- Provides authoritative advice and technical support as the SPC lead to WCPFC TCC meetings
- Coordinates assistance to SPC member countries on matters relevant to the WCPFC TCC
- Contributes to OFP and other technical reports as required

### **Management and development of the DACP team**

- Assists the PFS Data Management in strategic planning
- Develops, in consultation with the PFS Data Management as needed, annual work plans and work plan reports for the team
- Manages the activities of the team consistent with annual work plans and available funding
- Implements team member staff performance planning and management system
- Funding gaps identified and proposals developed consistent with team workplans

### **Coordination of business analyses required for the design/development of database tools by the DM systems development unit**

- Lead role in analysis and compilation of user business requirements for web and mobile device applications to be developed by the OFP
- Contribute to the design and development of national fisheries database management systems

- Lead role for OFP in the provision of advice on business requirements for external fisheries-related database systems developed by/for OFP clients

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

### Technical expertise

- Demonstrated, high-level experience (at least ten years) using the SQL query language with relational database management systems such as SQL Server or similar database platforms in the workplace.
- Demonstrated Business Analysis skills in the fisheries environment (at least five years).
- Demonstrated experience (at least five years) in generating data summaries/reports through analyses of fisheries data.
- Demonstrated, high-level experience designing and conducting training courses for database systems, including production of training resource material.
- Demonstrated, high-level experience providing technical support to clients for database systems.
- Demonstrated experience in managing staff.
- Experience with Geographic Information Systems (GIS).

### Language skills

- Excellent communication skills in English.

### Interpersonal skills and cultural awareness

- Ability to work and travel in a multicultural and multilingual environment.

## Salary, terms and conditions

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**Contract Duration** – This vacant position is budgeted for 3 years and is subject to renewal depending on performance and funding.

**Remuneration** – the **Team Leader – Data Analysis and Capacity Development** is a band 12 position in SPC's 2023 salary scale, with a starting salary range of SDR (special drawing rights) 4,792-5,894 per month, which converts to approximately XPF 725,912-892,813 (USD 6,421-7,898; EUR 6,083-7,482). 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 faire, transparent and non-discriminatory. SPC is an **equal-opportunity employer**, and is committed to cultural and gender diversity, including bilingualism, 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:** 30 July – 11:00 pm, Noumea time

**Job Reference:** CR000033

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 and experience relative to the key selection criteria, 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**

1. What do you see as the challenges in data collection from tuna fisheries in the western and central Pacific Ocean?
2. Briefly describe the key ways in which data from tuna fisheries might be used.
3. Please detail an example of a capacity building activity you have undertaken that enhanced the use of fisheries data systems.