



Pacific  
Community  
Communauté  
du Pacifique

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

*The Pacific Community (SPC) invites applications for the position of **Governance and Human Rights Officer** within its Human Rights and Social Development Division. This position will be located 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 organisation works across more than 25 sectors. We are known for our knowledge and innovation in such areas as fisheries science, public health, geoscience, and conservation of plant genetic resources for food and agriculture.

The **Human Rights and Social Development (HRSD) Division** has a vision for just, equitable and resilient Pacific societies. It aims to achieve this by advancing human rights, GESI for all Pacific people, grounded in cultural values and principles.

In line with its vision, the work of the Division encompasses the following objectives:

**Objective 1: Governance for human rights and social development:** Strengthen inclusive, transparent and active governance for human rights and social development.

**Objective 2: Gender equality and social inclusion:** Mobilise, empower and build conditions for gender equality, equity and social inclusion in society and development.

**Objective 3: Culture:** Promote, preserve and protect positive expressions of culture.

**Objective 4: Enhance knowledge, learning and innovative solutions** to accelerate impact on human development priorities.

The **Governance and Human Rights Officer** will provide technical advice, assistance, and capacity building under PROJECT Governance and the HRSD Programme of work with a focus on human rights and good governance. As the role requires working across the objective of the HRSD work programme, the Officer will have a matrix reporting relationship with other Team Leaders in this regard.

The key responsibilities of the role include:

### **Provide technical assistance and support on human rights and good governance**

- Support Pacific Islands Countries and Territories (PICTs) governments and civil societies to implement and deliver on human rights and good governance commitments.
- Support and lead on the delivery of human rights and good governance activities defined in the PROJECT Governance Annual Implementation Plan
- Support research and analysis, and the production of reports, on key and emerging regional human rights and good governance issues in line with PICTs priorities.

### **Human rights and good governance capacities and skills development**

- Support the identification of needs for development of human rights and good governance research and analysis capacities and skills for PICTs and other stakeholders.
- Support the development and delivery of capacity building tools and programmes on human rights and good governance, especially in research and analysis, through multiple modalities.
- Continuous review and adaptation of capacity building and skills development materials informed by learning.

### **Stakeholder engagement, networking, and coordination**

- Support stakeholder engagement, networking, and coordination to advance project and divisional objectives at national, regional, and institutional levels.
- Engage in working groups, task forces and other technical committees.
- Provide technical assistance to other SPC Divisions and other regional organizations on human rights and good governance, particularly in relation to the implementation of the PGEP project.

### **Monitoring and Evaluation**

- Contribute to PROJECT Governance donor reports and HRSD overall reports.
- Support monitoring, evaluation and learning for human rights and good governance specific projects and programs.
- Contributes to the monitoring and evaluation of capacity building is conducted to meet desired outcomes.

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 development, human rights, law, governance, gender or related discipline from a recognised university or equivalent relevant experience in the field.

### Technical expertise

- At least five (5) years of work experience related to human rights and/or good governance.
- Good working knowledge of human rights and good governance in the Pacific.
- Ability to develop and implement appropriate capacity development sessions on human rights, gender equality and social inclusion for diverse government and non-government audiences.

### Language skills

- Excellent English communication skills (oral and written).

### Interpersonal skills and cultural awareness

- Good interpersonal skills, team player and ability to network and effectively work in a multi-disciplinary and cross-cultural team.

## Salary, terms and conditions

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**Contract Duration** – Until **31 December 2025** - subject to renewal depending on funding and performance.

**Remuneration** – The **Governance and Human Rights Officer** is a Band 9 position in SPC's 2023 salary scale, with a starting salary range of 2,284–2,856 SDR (special drawing rights) per month, which currently converts to approximately FJD 6,739–8,424 (USD 3,061–3,826; EUR 2,900–3,625). An offer of appointment for an initial contract will normally be made in the lower half of this range, with due consideration given to experience and qualifications. Progression within the salary scale will be based on annual performance reviews. 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.

**Benefits for international employees based in Fiji** – SPC provides a housing allowance of FJD 1,350–3,000 per month. 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 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 Privacy Policy.

## Application procedure

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**Closing Date: 21 August 2023 at 11:59pm (Fiji time)**

**Job Reference: JM000455**

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.

For international staff in Fiji, only one foreign national per family can be employed with an entity operating in Fiji at any one given time. SPC may assist on a case-by-case basis with submissions to Fiji Ministry of Foreign Affairs for their consideration and final approval. SPC cannot and does not make any guarantee whatsoever of approval for such applications to Fiji Ministry of Foreign Affairs and where an application is approved, the spouse or partner will subject to such terms and conditions as may be set from time to time by the Ministry.

**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):**

Human rights and Pacific cultures and faiths are generally incompatible. Discuss:

1. What are three priority human rights or governance challenges being faced in the Pacific? Choose one of these and describe how you would address it.
2. What are the most important elements of effective project management? Tell us an example of when you have successfully managed a project/activity and how you did this.