



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 **Programme Leader – Markets for Livelihoods** within its Land Resources Division (LRD). 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 **Land Resources Division (LRD)** provides advice, technical assistance, research and training support to Pacific Island countries and territories on all aspects of agriculture and forestry. This includes plant protection, conservation, plant genetic resources, animal health and production, agroforestry, biosecurity and trade facilitation, and sustainable systems for agriculture, forestry and land management. This work has two objectives: improved food and nutritional security, and resilient communities. The division's services are provided through seven technical/thematic teams: Animal Health and Production; Plant Health; Biosecurity and Trade Facilitation; Forest and Agriculture Diversification; Crop Production and Extension; Genetic Resources; and Forests and Trees.

The **Programme Leader – Markets for Livelihoods** will provide overall strategic leadership and management for effective and efficient operations and service delivery for an integrated programme that is focused on improving livelihood resilience through diversification strategies and improving availability, and quality of food supplies to domestic and international markets. This role encompasses development, management and implementation of the programme's work plans resource mobilisation and staff management.

The key responsibilities of the role include the following:

Leadership and Programme management

- Effective and efficient leadership and management of the Markets for Livelihood Programme (Pillar 4 of LRD) to ensure effective implementation of project work plans and its effective delivery to member countries in line with SPC and development partner requirements.
- Effective leadership oversight of the coordination and management on regional networks within the programmes such as but not limited to PPPO, POETCom.
- Take lead role and ensure the compilation and reporting requirements (internal and external) of projects and programmes to all relevant stakeholders are delivered on time.
- Lead the overall tracking of the Pillar's budget execution to ensure individual project budgets are tracking well and effectively manage by the relevant project managers.

Resource mobilisation

- Develop and coordinate multi-disciplinary grant proposals, in close collaboration with other LRD programmes and technical advisers, as well as regional and international partners.
- In support of the Director and Deputy Director and in line with the LRD Business Plan, assume a lead in the mobilisation of additional resources to further enhance LRD's work in the Markets for Livelihoods Pillar.
- Ensure technical regional networks such as but not limited to PPPO and POETCom are adequately resourced to deliver its services to the region.

Technical services and advisory

- Contribute to policy analysis and timely responses to Director/ Deputy Director LRD, senior management team, member PICTs and other international organisations on Markets for Livelihoods development in the region.
- Ensure there is appropriate information and knowledge products to support development of evidence-based policies.
- Ensure timely provision of strategic technical advice and appropriate technical assistance and support to member PICTs and key international stakeholders on markets for livelihoods, certification schemes, quality management, and agri-tourism, agri-preneurship.
- Investigate / promote approaches for improving value add and reducing transaction costs for improving markets.

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

Key selection criteria

Qualifications

- A master's level degree in agriculture or international development.

Technical expertise

- Minimum of 12 years of experience in a similar role or demonstrated project management and staff supervision experience within a regional/international organisation.
- Expertise in research and implementation of interventions in agricultural supply chains.
- Expertise in extension and understanding of the obstacles facing smallholder farmers and development of agricultural clusters
- Understanding of national and regional issues related to sustainable agricultural production.
- Experience in computational and statistical tools for the management of agricultural information.
- Demonstrated ability to publish in international peer-reviewed scientific journals.
- Experience in fundraising, proposal preparation and project management.

Language skills

- Excellent communication skills and report writing skills in English.

Interpersonal skills and cultural awareness

- Strong people skills (influencing and relationship building) and ability to work in a multi-culture and gender-sensitive environment.

Salary, terms and conditions

Contract Duration – 3 years – subject to renewal depending on funding and performance.

Remuneration – The **Programme Leader – Markets for Livelihood** is a Band 12 position in SPC's 2023 salary scale, with a starting salary range of 3,565–4,456 SDR (special drawing rights) per month, which currently converts to approximately FJD 10,516–13,146 (USD 4,777–5,971; EUR 4,525–5,657). 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 are 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

Closing Date: 22 August 2023 at 11:59pm (Fiji time)

Job Reference: JM000459

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 be 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):

1. The Markets for Livelihoods programme has a matrix system of projects and programs, as team leader you are required to efficiently operate this matrix system of projects and programmes. Can you explain how this system can be effectively managed in order deliver on the goals of the Markets for Livelihoods programme?
2. Please describe two key challenges to developing agriculture value chains and businesses in the Pacific Islands, and suggest some possible solutions or approaches?
3. In your experience, what would be the role of Biosecurity, Sanitary and Phytosanitary Standards services in developing value chains and export markets?