

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

*The Pacific Community (SPC) invites applications for the position of **Statistics Adviser (Process Modernisation)** within its Statistics for Development Division. This position will be 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 **Statistics for Development Division (SDD)** is based in SPC's headquarters in Noumea, New Caledonia. The division employs approximately 20 staff, all of whom are all based in Noumea. SDD's goal is to help the Pacific Island Countries and Territories achieve "highly competent and sustainable national statistics systems that meet national and international statistics needs for evidence-based policy, planning and monitoring." SDD has a regional statistical system leadership and coordination role; and also supports the region directly in data infrastructure, collection, statistical methodology, analysis and dissemination.

The role – the **Statistics Adviser (Process Modernisation)** will drive improvement of statistical production processes in the Pacific region through modernisation strategies, global standards alignment, and innovative technologies, leading to enhanced data availability and quality in the Pacific Data Hub .STAT platform in support of evidence-based decision-making for sustainable development.

The key responsibilities of the role include the following:

Ways of working

- Demonstrable contribution to the team or 'ways of working' objectives in the division business plan.

Modernisation strategy and framework development

- Conduct comprehensive assessments of the modernisation maturity of statistical processes and systems feeding the Pacific Data Hub .STAT dissemination platform.
- Collaborate with internal and external stakeholders to develop a robust modernisation framework that aligns with global standards and best practices.
- Support formulation of modernisation strategies and transformation programs that integrate modernisation objectives into the organisational goals of SDD and SPC.
- Provide guidance and expertise in developing roadmaps and action plans to implement the modernisation framework.
- Make contributions towards the establishment of key performance indicators (KPIs) and metrics.

Process and system improvement

- Ensure in-depth business process analyses and reengineering is performed to identify bottlenecks, inefficiencies, and opportunities for process optimisation within statistical production processes feeding the Pacific Data Hub .STAT dissemination platform.
- Collaborate with stakeholders to identify software functions, tools, and services that can enhance statistical processes, improve data quality, and increase efficiency.
- Ensure interfaces and data exchange protocols are standardised based on industry standards such as SDMX and DDI.
- Manage the adoption of shared services to streamline and automate statistical production processes.

External collaboration and partnership

- Establish strong partnerships and collaborations with external stakeholders, especially National Statistical Organisations (NSOs).
- Provide expert guidance and support to member NSOs in adopting modernisation strategies and implementing process improvements.
- Act as a key liaison between SDD and external partners, ensuring effective communication and harmonious working relationships around statistical process modernisation.
- Coordinate workshops, training sessions, and knowledge-sharing events to promote best practices and facilitate mutual learning among NSOs and the Pacific Data Hub programme.

Standardisation and innovation

- Participate in global standardisation initiatives, representing SDD, SPC and the Pacific region in relevant standardisation bodies, working groups, and forums.
- Collaborate with stakeholders to pilot and deploy innovative production processes, leveraging state-of-the-art technologies, methodologies, and tools to improve efficiency, data quality, and timeliness.
- Ensure contributions are made to the development of standards and guidelines for statistical modernisation.

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

Key selection criteria

Qualifications

- Master's degree or higher in statistics, data science, computer science, applied economics or a related field, or equivalent combination of degree and work experience.

Technical expertise

- At least 10 years working experience related to national and/or international modernisation programmes.
- Strong foundation in statistical methods, data management, and information systems.
- In-depth knowledge and practical experience in official statistics production processes, including data collection, analysis, and dissemination.
- Knowledge and working experience with key standards of official statistics industry such as GSBPM, GSIM, SDMX, DDI.
- Experience in project/programme management and change management.
- Continuous learning mindset and willingness to acquire new skills and knowledge in statistical modernisation.

Language skills

- Excellent communication and collaboration skills.
- Proven English language proficiency, and competence in writing and delivering technical reports and presentations.

Interpersonal skills and cultural awareness

- A team player, with the ability to work in a multi-diverse and multi-cultural environment.
- Knowledge of Pacific Island countries and territories is an advantage.

Salary, terms and conditions

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

Remuneration – The **Statistics Adviser (Process Modernisation)** is a Band 11 position in SPC's 2023 salary scale, with 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). 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 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: 27 August 2023 – 11:00 pm (Noumea time)

Job Reference: CR000060

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. Describe your experience in providing expertise and guidance for statistical process modernisation initiatives.

2. What are the main challenges you expect to encounter when setting up a regional statistical modernisation programme and how would you address them ?
3. What are the main standards and frameworks you would rely on when setting up a statistical modernisation programme and why ?