

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

*The Pacific Community (SPC) invites applications for the position of **Principal Fisheries Technician** 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 Programme (CFP). 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 **Principal Fisheries Technician** will be responsible for providing technical support and coordination of the “Climate Science to Ensure Pacific Tuna Access” project to national fisheries administrations in the central and southern Pacific Ocean.

The key responsibilities of the role include the following:

Supporting the transition of national and regional fisheries observer programmes to include expanded biological sampling and electronic monitoring activities necessary for adopting cutting-edge fisheries monitoring technologies

- Provide strategic oversight of the CSEPTA biological sampling programs to SPC members located in the central and southern Pacific Ocean.
- Work with Industry, National administrations, and regional organisations to increase monitoring of physical ocean variables and lower and mid-trophic level biomass through moorings and vessel placed instrumentation.
- Provide regular progress updates on project activities to key fisheries staff in-countries and SPC Noumea.
- Participate in the reporting and communication processes for the projects.

Assisting with fast tracking the development of the Pacific Marine Specimen Bank to include/support sub-regional facilities that allow for in-situ processing and analyses of biological samples to support science and compliance needs

- Coordinate the implementation of activities associated with FAME's Pacific Marine Specimen Bank in the central and southern Pacific Ocean.
- Scope the feasibility and develop the business case for establishing sub-regional facilities for in-situ processing of biological samples.

Identifying and coordinating capability training needs to ensure the CSEPTA project is effectively implemented

- Provide training for staff, attached staff or trainees in FAME field and data collection activities.
- Identify vocational and academic training needs for the PMSB to be fully functional in the central and southern Pacific Ocean.

Providing higher level support to FAME and other SPC Divisions, and other relevant regional organisations and partners (including other government departments, Industry and NGOs) on CSEPTA and related FAME initiatives

- Provides activity briefings, identifies emerging work areas and issues and participates in programmatic discussions with FAME and other SPC Divisions.
- Assists the FEMA Section Head, to develop the annual work plans and work plan reports for the Section.
- Maintains up to date corporate and administrative procedures for all activities undertaken.
- Contribute to the development of strategic collaborations necessary for enhanced data collection and research.

Provide, and facilitate access to, fisheries information

- Work with and co-ordinate industry involvement in FAME research.
- Liaise and provide technical information to relevant agencies and partners.
- Support industry, stakeholder groups, agencies, and communities to be involved in FAME related initiatives.

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

Key selection criteria

Qualifications

- A postgraduate degree in training and assessment with application to natural resource management, fisheries science or a related field.

Technical expertise

- A minimum of 7 years of proven expertise in the operations of Pacific Islands Fisheries Administrations.
- Thorough understanding of the operations of the Pacific Marine Specimen Bank and regional and national observer programmes.
- An excellent working relationship with Industry.
- Demonstrated technical report writing skills necessary to prepare technical reports and papers which include a range of fisheries and socio-economic data summaries.
- A sound knowledge of national and regional fisheries policy in the Pacific.

Language skills

- Fluency in English.

Interpersonal skills and cultural awareness

- Well-developed technical and executive communication skills of a high order required to interact with Government Ministers and senior officials from member countries and non-member countries involved in tuna fisheries of the Western and Central Pacific Ocean.

Salary, terms and conditions

Contract Duration – This vacant position is budgeted until 31 December 2025 and is subject to renewal depending on funding and performance.

Remuneration – the **Principal Fisheries Technician** is a band 10 position in SPC's 2023 salary scale, with a starting salary range of 3,568–4,364 SDR (special drawing rights) per month, which currently converts to approximately XPF 540,472–660,991 (USD 4,781–5,847; EUR 4,529–5,539). 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 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: 24 September 2023 – 11:00 pm (Noumea time)

Job Reference: CR000085

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. Please describe how Pacific Island Fisheries Administration can best work with SPC to understand the impacts of climate and climate change on Pacific tuna resources.
2. Please describe how SPC can best work with Pacific Island Fisheries Administrations to assist them in developing adaptations and management options that build resilient fisheries.
3. Please describe the working environment that makes you perform at your best.