

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

*The Pacific Community (SPC) invites applications for the position of **Mariculture Specialist** within its Coastal Fisheries and Aquaculture 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 26 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). CFAP's goal is to ensure that inshore fisheries, nearshore fisheries and aquaculture in Pacific Island countries and territories are managed and developed sustainably. The programme assists governments and administrations to develop scientifically informed and socially achievable coastal fisheries management policies and procedures (national and community-based). It provides support for sustainable aquaculture, including planning, research and development, aquatic biosecurity and trade, for Pacific Island governments, the private sector and other stakeholders. It assists in developing sustainable nearshore fisheries in Pacific Island countries and territories to provide for food security, sustainable livelihoods, economic growth and assist climate change adaptation.

The role – the **Mariculture Specialist** will provide technical assistance, support and advice to governments, stakeholders, and private sector in planning and implementing mariculture activities (also known as “marine aquaculture” or “offshore aquaculture”) in the Pacific islands region.

The key responsibilities of the role include the following:

Increase the skills and knowledge base in the SPC region so as to maximise the return on investment in aquaculture through innovative, profitable, sustainable, inclusive and biosecure approaches

- Assists PICTs to assess the economic benefit of investments in mariculture.
- Provides technical assistance to support industry development.
- Undertakes specific technical assistance projects in mariculture and aquatic biosecurity as requested.
- Supports research and development projects to identify new commodities for farming and address industry bottlenecks.
- Assists in the uptake of new technology in the region and technology transfer between PICTs.
- Undertakes training with government and private sector operators in identified mariculture activities.

Improve capacity for strategic policy, planning and administration to establish clear priorities and enable the aquaculture sector to meet current and future needs

- Provides accurate and timely information on mariculture activities and issues.
- Provides input to developing the regional strategy for the mariculture aquaculture sector.
- Provides mariculture advice to strategic initiatives.
- Provides regional and technical advice upon which to develop policy and regulatory frameworks with a focus on mariculture.
- Utilises the Pacific Regional Aquaculture Strategy and relevant SPC and FAME plans and strategies to guide members.

Promote inter-agency networking and cross-sectoral collaboration in aquaculture and aquatic biosecurity

- Maintain links, and provide advice or supervisory support, in mariculture to other CROP organisations and PICT educational or research organisations.
- Collaborate with other relevant agencies, external donors and international organisations.
- Participate in One SPC integrated programmes across other sections and divisions within SPC on issues.

Section management, administration and communication

- Assists the Adviser to develop the annual work plans and work plan reports for the Aquaculture Section.
- Maintains up to date corporate and administrative procedures for all activities undertaken.
- Contributes where applicable to Programme, Divisional and Corporate publications.
- Produces reports for all activities undertaken.

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

Key selection criteria

Qualifications

- Master's degree in a field relevant to mariculture.

Technical expertise

- At least 8 years' practical hands-on experience in the field of mariculture.
- Experience in working with Pacific Island private sector and government systems.
- Experience in writing reports, reporting against project work plans and managing project expenditure.
- Demonstrated experience in working as part of a team or alone with minimal supervision.
- Willingness to travel and undertake overseas assignments in SPC member countries.
- Experience working with PC computer systems and MS Word, Excel and PowerPoint software.

Language skills

- Excellent communication skills (oral and written) in English.

Interpersonal skills and cultural awareness

- Excellent skills in cross-cultural communication and teamwork with people from different ethnic and educational backgrounds.

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 **Mariculture Specialist** 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 faire, 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: 17 December 2023 – 11:00 pm, Noumea time

Job Reference: SH000342

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. Describe some of your experiences of innovation and the development of technical skills, and their uptake-adoption by mariculture enterprises. What aquaculture species are you technically most proficient in breeding and rearing?
2. Explain what approaches you take toward cultural understanding and sensitivity when doing mariculture work in developing countries/territories/provinces, in particular Pacific islands countries and territories?
3. Briefly describe your experience in inter-agency networking and cross-sectoral collaboration in mariculture?