

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

*The Pacific Community (SPC) invites applications for the position of **Data Governance Advisor** within its Operations and Management Directorate. 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 **Operations and Management Directorate (OMD)** provides corporate services to all SPC Divisions and Programmes. It consists of three key departments: Finance, Human Resources and Information Services. OMD is focused on improving the effectiveness of systems, policies and management to provide high-quality customer-oriented services.

The role – the **Data Governance Advisor** plays a pivotal role in the Pacific Data Hub programme, leading the implementation of SPC's data governance policy and framework and strengthening organisational data governance practice. The role will also lead regional data governance initiatives which aim to establish harmonised approaches to data governance and foster an enabling environment for data-driven policy and evidence-based decision making.

The key responsibilities of the role include the following:

Data Governance Policy development and implementation

- Ensure comprehensive data governance policy and framework are aligned with organisational objectives and industry best practices.
- Establish clear roles and responsibilities for data governance, leading to enhanced compliance and accountability.
- Establish mechanisms to manage data as a valuable organisational resource and promote access to data as a regional public good.
- Develop data management standards, quality frameworks and guidelines in collaboration with relevant subject matter experts.
- Develop harmonised and interoperable data governance approaches in collaboration with CROP agencies and development partners in the Pacific.

Change Management and Strategy Support

- Ensure data governance initiatives result in positive organisational change, fostering a data-driven culture and improved decision-making.
- Establish objectives and key performance indicators (KPIs) to measure the impact of data governance initiatives.
- Ensure data-related strategies and objectives developed by the Pacific Data Hub programme are aligned with the organisation's vision and mission.
- Ensure expert advice on data management and governance contributes to informed strategic decision-making by executives and senior leadership.

Data Governance Capacity Building and Collaboration

- Ensure the development and delivery of effective data governance training and awareness programs result in improved data stewardship and responsible data practices.
- Achieve continuous improvement in capacity building initiatives through feedback evaluation and adjustments.
- Communicate and collaborate effectively with cross-functional teams lead to better integration of data governance practices and fosters a data-driven culture.
- Collaborate with management and subject matter experts ensures seamless data governance across scientific and technical disciplines.
- Establish Data Governance Communities of Practice within SPC and contribute towards the development and implementation of data governance standards, guidelines and continuous practice improvement.

Measuring Impact and Compliance Monitoring

- Ensure data governance compliance is monitored within the organisation, and non-compliance issues are addressed proactively.
- Mitigate identified data governance risks, minimising potential challenges and disruptions.
- Provide regular reports on the progress and impact of data governance initiatives, demonstrating transparency and accountability.
- Ensure performance metrics and data-driven insights showcase the effectiveness and value of data governance efforts.
- Assess continuously data governance practice improvement, using lessons learned from implementation, global best-practice and emerging trends, to uplift data governance maturity.
- Improve continually data governance policy and supporting guidelines, checklists and templates over time based on feedback loops from implementation teams.

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 relevant field such as Data Management, Information Science, Computer Science, Business Administration, Public Administration, or a related discipline.

Technical expertise

- At least 10 years of experience in developing and implementing data governance policy and frameworks, preferably in government or in international development.
- Experience in working across the data management lifecycle, using data governance and data value chain frameworks, and performing data capability and maturity analysis.
- Experience in developing data governance training programmes, delivering training, mentoring, and coaching.
- Experience with data governance frameworks such as those described in DAMA-DMBOK, COBIT, ISO 8000, TDWI and TOGAF.
- Understanding of data sovereignty issues pertaining to indigenous people and marginalised groups.
- Experience working with data protection and privacy regulatory frameworks such as the EU GDPR.

Language skills

- Fluent in English.

Interpersonal skills and cultural awareness

- 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 funding and performance.

Remuneration – the **Data Governance Advisor** 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 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: 14 January 2024 – 11:00 pm (Noumea time)

Job Reference: CR000152

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. Can you describe your experience in leading the development and implementation of data governance policies and frameworks?
2. Drawing from your experience, how did you go about measuring the impact of data governance initiatives?

3. Please share an experience where you had to manage a data governance risk or a data-related crisis. What steps did you take to mitigate the risk or address the crisis effectively?