



Pacific
Community
Communauté
du Pacifique

- **Noumea, New Caledonia or Suva, Fiji based position**
- **Attractive expatriate package**
- **Join the principal development organisation in the Pacific region**

*The Pacific Community (SPC) invites applications for the position of **Lead Strategy and Innovation** within its Strategy, Performance & Learning unit. This position will be located at headquarters in Noumea, New Caledonia or 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 **Strategy, Performance & Learning (SPL)** unit is a specialized unit within the Office of the Director-General, with responsibilities for co-developing SPC Strategic Plan and the necessary methodology, capability and practice for monitoring and reporting against the Strategic Plan. SPL has staff based at our headquarters in Noumea, as well as our regional office in Suva. We provide whole of organization service (Secretariat and member) through i) Strategy and Planning; ii) Monitoring, Evaluation & Learning; iii) Programming and Design. Our work is focused on creating the conditions for change, grounded in contextually relevant and culturally responsive practice.

The role – **Lead Strategy and Innovation** will lead the foresight and futures thinking and strategic planning processes with members and the Secretariat to support One SPC culture and performance. The role will catalyze and lead creative and innovative practice, integrated design, collaborations, and communities of practices to ensure the Pacific Community Strategic Plan remains dynamic, inspires, and informs engagement and responds to member needs. The Lead Strategy and Innovation will provide pillar leadership, management, and strategic advice and executive support.

The key responsibilities of the role include:

Lead strategic planning, innovation, foresight, strategic research and political economic analysis across the organization

- Provide technical leadership, advice and oversight to SPCs approach to strategy, innovation, foresight, strategic research, political economic analysis.
- Lead the co-design and review of an evidence informed Pacific Community Strategic Plan.
- Lead mapping and analysis of international and regional frameworks and commitment, national development plans and SPC internal plans, priorities and commitments.
- Lead strategic engagement with members, especially the CRGA Subcommittee and national (development) planners.

Provide high level, strategic thought leadership, insight and lead knowledge integration from learning spaces and knowledge production

- Develop an inclusive approach to co-creating knowledge products to share evidence and insights from foresight, innovation and strategic activities.
- Co-create strategic learning agenda, learning spaces and sharing of learning within the Secretariat, with members and stakeholders.

Create, sustain and grow communities of practice and peer to peer exchanges for capability strengthening, change management and transformation

- Serve as the technical reference to developing SPC' (member and Secretariat) capacity for foresight and strategic thinking and planning.
- Provide strategic oversight to the Communities of Practice in futures / foresight and in innovation.
- Raise the platform for, and profile of, foresight, futures and innovation practice in the region.

Staff leadership, management, mentoring and contributions to OneSPC and One CROP transformation

- Provide technical leadership, coordination, and managerial support to the Director and ultimately the Office of the Director General.
- As Officer in Charge of the relevant SPL office, manage day to day responsibilities of personnel and operations.
- Create and maintain an environment that fosters effective working relationships, staff development and wellbeing and a high performing team.
- Contribute to OneSPC ways of working and transforming institutional effectiveness and CROP harmonization.

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

Key selection criteria

Qualifications

- Master's degree in strategic or corporate planning; leadership, public policy; economics; management or project management; international development; business or public administration.

Technical expertise

- Experience in leading change.
- At least 15 years of relevant experience in leadership, strategic planning project management, policy development and advice, particularly in an international development context.
- Increasingly mature expertise in foresight and futures thinking at the organizational, national and regional levels.
- At least 6 years of experience working in or providing high-level advice to developing countries.
- Experience in applying research analysis and learning evidence to strategic thinking and decision making.
- Experience in the design, co design or management of innovation, and thorough knowledge of the project management cycle.
- Demonstrated systems thinking.
- High emotional intelligence.
- Ability to work in a multi-cultural and gender-sensitive environment.
- Deep understanding of the Pacific, the issues associated with its history and development.

Language skills

- Excellent English communication skills (oral and written) with a working knowledge of French being an advantage.

Interpersonal skills and cultural awareness

- Ability to work in a multicultural, inclusive and equitable environment.

Salary, terms and conditions

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

Remuneration – The **Lead Strategy and Innovation** is a band 13 position in SPC's 2023 salary scale, with a starting salary range of 4,087–5,109 SDR (special drawing rights) per month, which currently converts to approximately FJD 12,057–15,071 (USD 5,477–6,846; EUR 5,188–6,485). 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 is

Benefits for international employees – SPC provides a housing allowance. Establishment and relocation grant, removal expenses, airfares, home leave, medical and life insurance and education allowances are available for eligible employees and their recognized dependents. Employees are entitled to 25 days of annual leave and 30 days of sick leave per annum, 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: 28 January 2024 at 11:59pm (Fiji time)

Job Reference: JM000533

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 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. What do you see as the 3 most critical strategic capabilities for SPC to be fit for purpose now and to serve the region through the next decade? Why?
2. How do you approach the balance between short-term goals and the need to demonstrate results and long-term innovation? Can you share an experience where you successfully aligned both for strategic impact?
3. Describe a situation where you had to lead your team through a significant change. How did you approach it, and what steps did you take to ensure a smooth transition?