

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

*The Pacific Community (SPC) invites applications for the position of **Senior Marine Resource Economist / Marine Resource Economist**, in its Fisheries, Aquaculture and Marine Ecosystems (FAME) Division. The position will be located at its 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 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** is one of SPC's oldest Divisions and it has been providing scientific and technical expertise to support fisheries management and sustainable development in the Pacific for over 60 years. FAME's goal is that fisheries resources of the Pacific region are sustainably managed for economic growth, food security and environmental conservation. FAME includes the Oceanic Fisheries Programme (OFP) and Coastal Fisheries Programme (CFP). OFP is the region's centre for oceanic fisheries science and information, providing essential data collection, data management and modelling and analysis services to the Pacific. CFP provides science and technical support to PICTs to enhance the management of coastal fisheries, and the sustainable development of aquaculture and nearshore livelihoods across the region. The work of OFP and CFP are supported by the FAME Director's Office, which includes the Information Section, communications, and monitoring, evaluation and learning.

The role – the Senior Marine Resource Economist / Marine Resource Economist will provide leadership and sound economic research and advice to assist and support the Marine Spatial Planning process led by the Government of Palau and other SPC members to maximise and measure the economic benefits gained from their marine resources to inform decision-making in SPC members and better achieve research and sustainable development outcomes. This appointment will be made at either the **Senior Marine Resource Economist or the Marine Resource Economist** level, depending on the skills and experience of the successful candidate.

The key responsibilities of the role include the following:

Perform country and territory, sub-regional and regional economic analyses

- Evaluate the economic value of marine biological resources and ecosystems, including tuna stocks and coastal invertebrate and vertebrate species with strong economic potential.
- Use economic tools such as cost-benefit analysis and cost effectiveness to identify, and spatial tools such as InVEST and ARIES to account for trade-offs, winners and losers in marine spatial planning process.
- Identify and value externalities in proposed marine spatial plans and suggest pathways to leverage interventions.
- Explore de-risking strategies to raise private sector confidence in MSP process.
- Build impact evaluation tools that allow for a long-term monitoring, reporting and verification (MRV) of MSP goals.
- Collect and analyse economic and environmental data related to the blue economy to build a baseline and track progress towards MSP implementation, potentially including data on fish stocks, aquaculture production, tourism and coastal development.
- Analyse data related to marine resource exploitation, including the costs and benefits of different harvesting or extraction methods while considering long term trends and climate projections.
- Conduct research and analysis on the economic impact of marine resource management policies, including fishing regulations, aquaculture development, conservation efforts and tourism.
- Conduct cost-benefit analysis of different marine resource management policies.
- Conduct economic analysis and provide advice on national fisheries management, development and investment proposals.
- Development and production of indicators and statics of tuna fisheries and related sectors to the economies of SPC members.

Policy and technical advisory services

- Develop economic models and forecasts to inform policy decisions related to the blue economy and marine resource management.
- Actively provide technical advice and assistance to PICTs at a national level in areas related to statistical analysis of data related to marine resource economics.
- Provide insights based on behavioural economics on how incentives and ways in which people affected by a MSP will or won't comply with MSP regulations.
- Work closely with legal advisers and management specialists to develop policy recommendations for blue economy, environment protection and sustainable use of marine resources.
- Monitor emerging economic and social trends internationally and in member countries and provide sound advice to management on issues which can affect regional policies, new proposals and current project implementation.

Capacity building and stakeholder engagement

- Develop and deliver training and capacity building activities to enhance the capacity of government agencies and stakeholders on training courses in fisheries and related economics.

- Build and maintain relationships with government agencies, non-governmental organizations, and other stakeholders involved in marine resource management.
- Contribute to meetings, workshops, and national and regional events related to marine spatial planning and marine resources economies.
- Ensure that all marine resource economics and blue economy knowledge products created are well disseminated and stored in a relevant depository for future access and use.

Contribute to team leadership and training

- Lead the economic advice on resources, including guiding, supporting SPC members on economic analyses & assessment, providing recommendations for optimised marine and resources analysis.
- Identify and develop areas for continual improvement in practices and process for delivering economic advice on resources.

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

Key selection criteria

Qualifications

- Post-graduate degree in Economics, Marine Resource Management, or other similar field with strengths in statistical analysis
 - additionally, for appointment at the Senior Marine Resource Economist level, a Master's degree in Economics, Marine Resource Management, or other similar field with strengths in statistical analysis

Technical expertise

- Proven experience in marine resource economics and ex-ante and ex-post statistics. Consideration of appointment at the Senior Marine Resource Economist or Marine Resource Economist levels will be based on, but not limited to, the extent of experience in a relevant field. 7 years' experience is desirable for the *Marine Resource Economist level* and 10 years' experience is desirable for the *Senior Marine Resource Economist level*.
- Understanding of national and regional issues related to the blue economy and marine resource economics preferably in the Pacific region.
- Proven experience in negotiating, building and maintaining professional, client-focused relationships and mutually beneficial partnerships.

Language skills

- Excellent verbal and written presentation and communication skills in English.

Interpersonal skills and cultural awareness

- Strong communication and interpersonal skills, creative thinker, and ability to work as part of a multi-cultural team.

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 – Appointment will be made at either the:

Senior Marine Resource Economist level band 12 in SPC's 2024 salary scale.

For a Noumea based position a starting salary range of SDR (special drawing rights) 4,792-5,894 per month, which converts to approximately XPF 708,852-871,830 (USD 6,374-7,839; EUR 5,940-7,306). SPC salaries are not presently subject to income tax in New Caledonia.

For a Suva based position – a starting salary range of SDR (special drawing rights) 3,565-4,456 per month, which converts to approximately FJD 10,623-13,279 (USD 4,741-5,927; EUR 4,419-5,524). Remuneration of expatriate SPC staff members is not subject to income tax in Fiji; Fiji nationals employed by SPC in Fiji will be subject to income tax.

or **Marine Resource Economist** level band 11 in SPC's 2024 salary scale.

For a Noumea based position a starting salary range of SDR (special drawing rights) 4,206-5,161 per month, which converts to approximately XPF 622,159-763,470 (USD 5,594-6,398; EUR 5,214-6,398). SPC salaries are not presently subject to income tax in New Caledonia.

For a Suva based position – a starting salary range of SDR (special drawing rights) 3,091-3,864 per month, which converts to approximately FJD 9,211-11,513 (USD 4,111-5,138; EUR 3,831-4,789). Remuneration of expatriate SPC staff members is not subject to income tax in Fiji; Fiji nationals employed by SPC in Fiji will be subject to income tax.

An offer of appointment to one of these positions will be made, dependent on the qualifications and experience of the successful candidate in relation to the criteria as outlined above. An offer of appointment for an initial contract will normally be made in the lower half of the relevant range, with due consideration being given to qualifications and experience. Progression within the salary scale will be based on annual performance reviews.

Benefits for international staff employees – SPC provides a housing allowance (or 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).

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 private policy.

Application procedure

Closing date: 10 March 2024 – 11:00 pm (Noumea time)

Job Reference: CR000188

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 the purpose of ocean accounting and how it contributes to measuring the economic value of marine ecosystems and the services they provide? Please provide specific examples of ocean accounting projects or assessments you have been involved in.
2. In your opinion, what are the key challenges and opportunities facing sustainable fisheries management in the Pacific and the economic implications associated with it? How would you address these challenges and maximising the economic benefits of marine resources while ensuring their long-term sustainability and considering potential impacts of climate change?
3. What experience do you have in developing economic models and forecasts to inform policy decisions? How have you integrated uncertainties and risks when presenting your conclusions and recommendations? Please provide specific examples.