



Pacific  
Community  
Communauté  
du Pacifique

- **Suva-based position (Fiji)**
- **Attractive expatriate package**
- **Join the principal development organisation in the Pacific region**

*The Pacific Community (SPC) invites applications for the position of **Implementation Adviser - Pacific Regional Education Framework** within its Educational Quality Assessment Programme Division. This position will be located 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 vision of the **Educational Quality and Assessment Programme (EQAP)** is to be 'The agency for educational quality in the Pacific region'. Its mission is to enhance the quality of education and training for Pacific learners, so they realize the benefits of lifelong learning. EQAP seeks to promote the following core values within the context of SPC's corporate values:

- a culture of quality;
- a culture of continuous improvement;
- cultural and political sensitivity;
- respect for the autonomy and priorities of the education system in each Pacific Island country and territory (PICTs); and
- assimilation of the expressed needs of countries in its delivery of technical services.

The role – **Implementation Adviser – Pacific Regional Education Framework** will liaise with senior education officials and their ministers to manage program implementation activities and deliver outputs on the project tasks allocated to SPC and EQAP. This includes PMEL work of the PacREF including regional and global reporting towards PacREF and SDG4 Indicators. The role will be working closely with EQAP management to provide guidance to PacREF partnerships and the EQAP team to enhance program performance and development effectiveness as well as working with Implementing Agencies to deliver activities under PacREF that involves facilitating collaboration, providing guidance, and ensuring effective execution of initiatives aligned with the framework's objectives.

The key responsibilities of the role include:

### Implementation of project

- Provide advocacy and support to elected officials and senior education leaders in driving the demand for and use of high-quality education information at the national and regional levels.
- Conduct qualitative data collection analysis and reporting regarding the processes and impact of PacREF activities.

### Development of relationships

- Develop informed collaborative learning among PacREF partner countries and implementing stakeholders.
- Collaborate with UIS and other institutions to use both quantitative and qualitative data and analysis in support of PacREF.

### Development of PMEL capability and support PMEL work within EQAP and SPC wide

- Develop and refine PMEL tools, guidance and facilitating action learning, intra-organizational networks and learning events.
- Deliver learning events among PIC education leaders to promote sharing of information, experiences, challenges and solutions.
- Provide evidence-based advice and strategic guidance to EQAP business plan, result frameworks, evaluations and reports related to PacREF.

### Lead the development of a 'communications for development' and communication of PacREF Framework

- Lead the approach to packaging, communicating and utilizing PMEL products and learning for development effectiveness.
- Advocate and support elected officials and senior education leaders to build confidence in national education data sets and to share those data sets on national websites with access via the Pacific Data Hub or other dissemination tools.
- Communicate the PacREF Framework system to PacREF partners and EQAP in particular.

### Continuous improvement and working collaboratively

- Work with program implementers to use MEL findings or adaptive management and program improvement.
- Provide support in refining strategies based on evaluation outcomes to maximize impact.

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

## Key selection criteria

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### Qualifications

- Master's degree in a relevant field such as international development, evaluation, public sector policy and administration or a combination of education and relevant experience.

### Technical expertise

- At least 10 years of relevant experience in education system planning and monitoring.
- Experience as a senior leader in national education system as head of system or equivalent.
- Significant experience in education in the Pacific and understanding of Pacific culture.
- Strategic thinker with well-developed analytical skills and attention to detail.
- High level of emotional intelligence.

### Language skills

- Excellent English communication skills (oral and written).

### Interpersonal skills and cultural awareness

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

## Salary, terms and conditions

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**Contract Duration – Until 30 June 2025** – subject to renewal depending on funding and performance.

**Remuneration – The Implementation Adviser – Pacific Regional Education Framework** is a band 11 position in SPC's 2024 salary scale, with a starting salary range of 3,091–3,864 SDR (special drawing rights) per month, which currently converts to approximately FJD 9,211–11,513 (USD 4,111–5,138; EUR 3,831–4,789). 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 not subject to income tax in Fiji; Fiji nationals employed by SPC in Fiji will be subject to income tax.

**Benefits for international employees based in Fiji** – SPC provides a housing allowance of FJD 1,350–3,000 per month. 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 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

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**Closing Date: 11 February 2024 at 11:59pm (Fiji time)**

**Job Reference: JM000552**

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 be 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. Briefly describe the concerns that senior decision makers might have about public reporting of national data and the associated political implications. How valid are these concerns, in your opinion?
2. How do you see collaboration and learning as components of implementing regional initiatives across large and diverse stakeholder groups?
3. What is the importance of the Pacific Regional Education Framework (PacREF) to the Pacific region?