

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

*The Pacific Community (SPC) invites applications for the position of **Statistics Officer / Adviser (Surveys and Census)** within its Statistics for Development Division. 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 **Statistics for Development Division (SDD)** is based in SPC's headquarters in Noumea, New Caledonia. The division employs approximately 30-45 staff, all of whom are all based in Noumea. SDD's goal is to help the Pacific Island Countries and Territories achieve "highly competent and sustainable national statistics systems that meet national and international statistics needs for evidence-based policy, planning and monitoring." SDD has a regional statistical system leadership and coordination role; and also supports the region directly in data infrastructure, collection, statistical methodology, analysis and dissemination.

The role – the **Statistics Officer / Adviser (Surveys and Census)** will support Pacific Island Countries and Territories in good practices in statistics collection, including survey methodology, data processing, estimation techniques. This appointment will be made at either the **Statistics Officer or Statistics Adviser** level, depending on the skills and experience of the successful candidate.

The key responsibilities of the role include the following:

Ways of working

- Contribute as an individual and team-member to the organisational or 'ways of working' objectives in the division business plan.
- Coordinate support for surveys and censuses with the rest of the team and division's activities and ways of working as well as regional frameworks and priorities.
- Ensure other divisional staff are actively engaged in this role's activities through peer review, shared projects and code, coordinated missions and tasks, and joint authorship.

Playing a lead role in the development and improvement of statistical processes, methods and systems pertaining to surveys and census

- Improve demonstrably statistical processes, methods and systems for surveys and / or census.
- Contribute to improvements in at least two of the areas of survey/census management, sampling, questionnaire design, Computer Assisted Personal Interviewing (CAPI), data processing, statistical disclosure control, or analysis.
- Ensure SPC is recognised as a successful leader promoting good practice in the Pacific with regards to survey and census methods.
- document and disseminate improved methods through commissioned works, guidance notes and other publications that are well researched and founded in evidence and duly consulted on, quality assured and approved e.g. by the Pacific Statistics Methods Board.

Survey and census design, data processing and analysis

- Ensure surveys and censuses supported by SPC are delivered on time to a high standard.
- Make a substantial contribution to being to survey or census operations.

Technical assistance, training and support

- Ensure staff from SPC, national statistics offices and relevant staff in line ministries trained in the areas of survey and census production most in line with this person's expertise.
- Ensure relationships with key stakeholders – in member countries, donors, implementation partners and universities – are positive.
- Actively contribute to progress in the countries and territories SPC is working with towards strengthened capacity to deliver surveys and censuses.

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

Key selection criteria

Qualifications

- Master's degree in statistics, data science or other academic discipline related to the role.

Technical expertise

- Relevant experience in official statistics or related areas. 10 years' experience is desirable for the *Statistics Adviser level* and 5 years' experience is desirable for the *Statistics Officer level*.
- Extensive knowledge and experience of at least two of: census and complex survey management; sampling; questionnaires; data processing; and/or analysis.
 - additionally, *for appointment at the Statistics Adviser level*, experience in designing and delivering training for professionals and a good understanding of the challenges developing countries (particularly small island states) face, in the collection, production and use of official statistics will be highly valued.

Language skills

- Excellent oral and written English language communication.

Interpersonal skills and cultural awareness

- Demonstrated ability to work with people from different national and cultural 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 – Appointment will be made at either the **Statistics Adviser (Surveys and Census)** level band 11 position in SPC's 2024 salary scale, with 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 5,594-6,865; EUR 5,214-6,398); or the **Statistics Officer (Surveys and Census)** level band 9 position in SPC's 2024 salary scale, with a starting salary range of SDR (special drawing rights) 3,209 - 3,915 per month, which converts to approximately XPF 474,675 - 579,141 (USD 4,268-5,207; EUR 3,978-4,853) . 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 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: 18 February 2024 – 11:00 pm (Noumea time)

Job Reference: CR000193

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. Briefly describe your experience working in the Build or Process phase of the Generic Statistical Business Process Model.
2. What are the key areas of analysis with surveys and census that are likely to be of use for Pacific Island governments?
3. Within the "total survey error" paradigm, what are likely to be the highest risks to validity and reliability of statistics from surveys in the Pacific?