



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 **Team Leader – Ocean Management and Literacy** within its Geoscience, Energy and Maritime 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 **Geoscience Energy and Maritime (GEM) Division** provides advice, technical assistance, research and training support to Pacific Island countries and territories (PICTs). There are three (3) areas of scientific programming and two areas of focus within this division:

1. **Oceans and Maritime Programme (OMP)** – assists member countries with services that provide applied ocean science and knowledge for evidence-based policy-making and technical solutions for improved ocean and maritime governance, management, and capacity development.
2. **Georesources and Energy Programme (GEP)** – assists member countries by applying technical knowledge in the areas of geoscience and sustainable energy use.
3. **Disaster and Community Resilience Programme (DCRP)** – assists member countries to demonstrate strengthened resilience through integrated action on disaster risk management, climate change adaptation, natural resource management and increased access to water and sanitation.

The role – **Team Leader – Ocean Management and Literacy** will provide overall leadership and management for ocean management and be the focal point for maritime boundaries-related matters in the Oceans and Maritime Programme of the Geoscience, Energy and Maritime Division. To assist SPC member countries in a strengthened integrated approach toward good ocean governance and management by applying ocean and coastal geoscience services and capacity development.

The key responsibilities of the role include:

Ocean management advice and support

- Plan, develop and implement strategies for ocean governance and ocean governance development of SPC members.
- Lead and manage the regional maritime boundaries and Pacific Geospatial Surveying Council (PGSC) activities for the benefit of Pacific Island Countries.
- Identify needs for and contribute to capacity development in the maritime, ocean and coastal sectors.
- Keep abreast of, and maintain close liaison with, institutions, partners, and SPC sister Programmes of relevance to the implementation of SPC's Ocean and Maritime Programme priorities.

Resource Mobilization

- Identify potential funding sources for sustainable ocean management and governance in the Pacific, drawing from relevant national, regional, and international documents.
- Engage with line ministries, sector specialists, and government focal points to identify national priorities for accessing funding and opportunities for collaboration.
- Develop and implement strategies to mobilise resources, including developing and submitting funding proposals.
- Provide technical input and advice to ensure successful implementation of funded projects.

Project Management and Supervision

- Initiate and maintain projects and provide necessary technical guidance.
- Plan and direct technical support missions and resolve operational or technical problems.
- Manage project budgets and deliverable outputs and maximise their impacts and effectiveness.
- Prepare, collate and submit financial and narrative reports to donors and clients.

Team Leadership and Development

- Manage the performance and supervise a group of Technical Assistants and Specialists in the area of ocean governance, surveying, maritime boundaries, ocean management, and the geospatial Council matters.

- Identify opportunities and organise capacity development activities and for staff and stakeholders.
- Build strong and effective team capable of providing the highest quality service to member countries and clients.

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

Key selection criteria

Qualifications

- Postgraduate qualification (and/or equivalent work experience) in one or more of the following: Marine Studies, International Affairs, Law and policy, Development studies, or related subjects.
- Project Management qualification.

Technical expertise

- At least 10 years of combined national and international progressive experience in ocean management and ocean literacy in the Pacific Islands region.
- Extensive experience in a senior position within a Pacific government or regional organization.
- Knowledge of survey techniques and the application of geodesy in small island settings.
- In-depth knowledge of the UN Convention of the Law of the Sea.
- Familiarity with policies and plans associated with development partners, specifically in the application of ocean literacy and ocean management in the Pacific region.
- Proven project management experience and demonstrated ability to design and delivery of technical projects and initiatives.
- Demonstrated ability to successfully organise and conduct training courses, workshops, seminars and meetings.
- Good managerial, supervisory and communication skills.

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

Contract Duration – 30 November 2026 – subject to renewal depending on funding and performance.

Remuneration – The **Team Leader – Ocean Management and Literacy** is a band 12 position in SPC's 2024 salary scale, with a starting salary range of 3,565–4,456 SDR (special drawing rights) per month, which currently converts to approximately FJD 10,623–13,279 (USD 4,741–5,927; EUR 4,419–5,524). 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

Closing Date: 25 February 2024 at 11:59pm (Fiji time)

Job Reference: JM000559

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. Based on your understanding of SPC, please describe how SPC is placed to serve members with application ready ocean information.
2. Please describe what you think ocean literacy is, and the disciplines involved.
3. Please identify challenges and opportunities in strengthening ocean management in the Pacific region.