

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

*The Pacific Community (SPC) invites applications for the position of **Climate Change Project Development Specialist** within its Coastal Fisheries and Aquaculture Programme 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 **Fisheries, Aquaculture and Marine Ecosystems (FAME) Division** includes the Oceanic Fisheries Programme (OFP) and Coastal Fisheries and Aquaculture Programme (CFAP). CFAP's goal is to ensure that inshore fisheries, nearshore fisheries and aquaculture in Pacific Island countries and territories are managed and developed sustainably. The programme assists governments and administrations to develop scientifically informed and socially achievable coastal fisheries management policies and systems (national and community-based). It provides a regional framework for sustainable aquaculture, including planning, research and development and trade, for Pacific Island governments, the private sector and other stakeholders. It assists in developing sustainable nearshore fisheries in Pacific Island countries and territories to provide food security, sustain livelihoods, promote economic growth and assist climate change adaptation.

The role – the **Climate Change Project Development Specialist** will support the work of the SPC FAME CFAP in the identification, development and design of climate change project concepts for identified coastal fisheries and aquaculture related priorities. The role will also provide high level advice on options and avenues for financing climate change project ideas and concepts, in close consultation with the SPC FAME and CFAP senior management and the Climate Change Flagship Programme. Support the CFAP team by providing technical guidance, awareness and training to the technical teams and the beneficiary countries and territories in project development tapping into climate finance.

The key responsibilities of the role include the following:

Climate change project development

- Lead in coordinating the development of new climate change project ideas and concepts.
- Lead and manage the project development work in line with modalities of the identified climate finance opportunity.
- Provide technical support for the development of climate change project level reporting and reviews.
- Ensuring that planning monitoring, evaluation, reflection, and learning (PMEL) activities and methods are incorporated into project development and implementation.
- Ensure that new concepts and projects are strongly aligned to the overall SPC Key Focus Areas and integration with other SPC Divisions is explored where possible.
- Ensure that all regional priorities across CROP agencies working on climate change actions and international undertakings are factored.

Provision of climate change technical support and advisory

- Lead in supporting the identification, development and design of climate change mitigation and adaption related project concepts as per the priorities of food systems transformation, coastal fisheries and aquaculture in the member PICTs.
- Upon members' request, support the identification, development, and design of climate finance project concepts.
- Support implementation of climate finance projects in the coastal fisheries and aquaculture sectors through provision of technical advice.
- Provide technical leadership, engagement, and operational guidance to contribute to the effective delivery of all climate change related projects within the technical programme.
- Lead, coordinate and facilitate multi-stakeholder consultative approaches and forums.
- Provide strategic advice to member PICTs on how they can be supported in developing and implementing food systems, coastal fisheries and aquaculture projects that focus on addressing climate change.

Support leveraging of climate finance and resource mobilisation

- Identify coastal fisheries and aquaculture related climate change needs drawing from relevant regional and national strategies, policies, frameworks, directives.
- Contribute to, and support mobilisation initiatives with funding agencies and advocate for long-term funding support.
- Explore new work opportunities that align to new / emerging development priorities of PICTs, through engaging with line ministries, sector specialists and government focal points on climate change and climate finance.
- Map climate change priorities in the coastal fisheries and aquaculture sectors against funding sources to identify opportunities for accessing climate finance.
- Lead in the preparation and organisation of a portfolio of project ideas for potential funding and promote dialogue.
- Seek active synergies and collaboration opportunities with other SPC Divisions.

Enhancing capabilities in climate project development and financing

- Provide technical guidance, awareness and training to the member PICTs and SPC FAME CFAP on project development using climate finance.
- Provide expert advice on current thinking and innovations in coastal food systems, coastal fisheries and aquaculture in relation to climate change.
- Provide expert advice and up-to-date information to PICTs regarding climate finance options, policies, modalities, and the various project development requirements.
- Organise relevant training for the benefit of PICTs on modalities to develop concepts.
- Develop guidance tools such as communities of practice, participatory workshops, learning events, templates, to enhance awareness and understanding of climate change project development capacity of the technical programmes within SPC FAME CFAP.

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

Key selection criteria

Qualifications

- A master's degree from a recognised institution in a discipline relevant to sustainable development and climate change (coastal fisheries, aquaculture, natural resources management, environmental sciences, international development, or economics).

Technical expertise

- At least 8 years of practical experience in international development and climate change areas.
- Over 5 years of experience in medium-large climate change project management and /or development.
- Demonstrated experience in grants/proposal writing and mobilisation of funds.
- Sound knowledge of issues related to climate change adaption and mitigation in the Pacific islands region.
- Demonstrated ability to lead strategically with a solid understanding of project development and management of complex regional or international funded projects.
- Demonstrated experience in relationship building and working with a wide variety of donors and development partners with awareness of their policies and procedures.
- Proven history of successfully building and leading project design and development, including with people of different national and cultural backgrounds.
- Demonstrated experience of leading and coordinating strategic consultation processes for regional positioning across a relevant sectoral agenda such as climate change in coastal fisheries and aquaculture.
- Proven knowledge of international climate governance context, including financial aspects.
- Demonstrated knowledge of climate finance providers and their models and requirements.
- Have a sound knowledge of the Pacific island region's development context and the science of climate change impacts.
- Proven experience in developing highly complex projects on a tight schedule with a several partners in the coastal fisheries and aquaculture sectors.

Language skills

- Excellent communication skills (oral and written) with the capacity to engage scientific, government, public and community audiences.

Interpersonal skills and cultural awareness

- Demonstrated capability for collaborating and working in an integrated programme involving colleagues from several different countries and cultures.
- Proven ability to work collaboratively and openly within a team dynamic.

Salary, terms and conditions

Contract Duration – This vacant position is budgeted until 31 March 2026 and is subject to renewal depending on funding and performance.

Remuneration – the **Climate Change Project Development Specialist** is a 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). An offer of appointment for an initial contract will normally be made in the lower half of this range, with due consideration being given to experience and qualifications. Progression within the salary scale is 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: 17 March 2024 – 11:00 pm (Noumea time)

Job Reference: CR000204

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. Can you describe your experience in identifying, developing, and designing climate change project concepts, specifically related to coastal fisheries and/or aquaculture?
2. How would you go about assessing the climate finance options and avenues (especially multilateral and/or bilateral) available for implementing coastal fisheries and/or aquaculture projects for Pacific Island Countries and Territories?
3. How would you approach providing technical guidance, awareness, and training to the technical teams and beneficiary countries and territories in the development of climate change projects for coastal fisheries and/or aquaculture?