



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 **Training and Capacity Building Officer for Nature-based Solutions** within its Climate Change and Environmental Sustainability Programme. 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 Programme – **Climate Change and Environmental Sustainability Programme (CCES)** was established to support SPC in strengthening and streamlining its climate change initiatives by consolidating the existing climate change work of SPC under strategic and technical management. In addition, CCES provides leadership in SPC's climate change and environmental sustainability actions, coordinates and liaises with regional and international partners coherently for the organisation and enhances mainstreaming of the issue within its divisional development work.

The **Promoting Pacific Island Nature-based Solutions (PPIN)** project seeks to support the development of policy and legislation for Nature-based Solutions (NbS), build awareness and capacity, and strengthen regional cooperation amongst PICTS on Nature-based Solutions. This project will be a key component of New Zealand's Ministry of Foreign Affairs and Trade (MFAT) "Resilient Ecosystems for Climate Change Adaptation" (RECCA) Activity.

The role – **Training and Capacity Building Officer for Nature-based Solutions** will be responsible for the development and implementation of regional trainings and capacity building activities around Nature-based Solutions within the frame of the PPIN project. This includes engagement with support and guidance to National Designated Authorities, NGOs and community representatives and other relevant country partners as well as support to the CCES and other SPC divisions as required.

The key responsibilities of the role include:

Development of Nature-based Solutions capacity building materials and courses

- Provide support to regional and national capacity building needs assessment.
- Lead development of regional Nature-based Solutions capacity building materials, courses, and online trainings.
- Review and input of key partners materials and courses.
- Develop and maintain cooperation with relevant national, regional and international training institutions.

Support to the development of guidelines for implementing Nature-based Solutions Standard in the Pacific context in partnership with IUCN Oceania Regional Office

- Contextualize IUCN Nature-based Solutions Standards through case studies, examples, and best practices.
- Develop contextualized guidelines for practitioners and policy makers to assist in implementing the global Nature-based Solutions Standard in a Pacific context for targeted sector.
- Identify and develop key resources for the capacity building and training activities.

Support to the creation and animation of Nature-based Solutions Pacific communities of practice

- Actively participate in the Pacific Island Roundtable (PIRT) Nature-based Solutions Working Group.
- Support the establishment and animation of at least 4 sector specific nature-based solutions communities of practice.

Administrative management and coordination with the Kiwa Initiative

- Effectively monitor budgets.
- Actively coordinate with the Kiwa Initiative through participation to key meetings and events, inputs to communication activities, and participation to joint activities.

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

Key selection criteria

Qualifications

- Bachelor's degree in natural resource management, ecology, environment, conservation, sustainable development, or related fields. Monitoring and evaluation and educational degrees will also be considered.

Technical expertise

- At least 5 years of relevant experience in capacity building design and implementation in the field of biodiversity conservation, protected areas management, environmental management or similar, ideally involving terrestrials, freshwater and marine ecosystems, at community, national and/or regional levels in the PICs and French OCTs regionally.
- Demonstrated experience in capacity building and working as a facilitator or trainer in a multi-cultural setting.
- Strong training and facilitation skills.
- Experience in designing and implementing capacity building strategies and materials to meet communities, NGOs and government's needs.
- Experience in communicating and collaborating with local, national, and regional stakeholders, donors and academic institutions to achieve collective outcomes.

Language skills

- Excellent English communication skills (oral and written) with a working knowledge of French being an advantage.

Interpersonal skills and cultural awareness

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

Salary, terms and conditions

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

Remuneration – The **Training and Capacity Building Officer for Nature-based Solution** is a band 8 position in SPC's 2024 salary scale, with a starting salary range of 2,044–2,555 SDR (special drawing rights) per month, which currently converts to approximately FJD 6,091–7,614 (USD 2,719–3,398; EUR 2,534–3,167). 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: 21 April 2024 at 11:59pm (Fiji time)

Job Reference: JM000612

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. In the Pacific region, how do nature-based solutions address the dual challenges of climate change adaptation and sustainable development? Mention key issues to watch for when developing a Nature-based Solutions project.
2. When considering the implementation of nature-based solutions in the Pacific region, what key capacity building needs do you believe are essential for local communities, governmental bodies, and other stakeholders? How would you approach designing and implementing effective capacity building strategies to address these needs?
3. In the context of nature-based solutions projects in the Pacific, why is active involvement of local authorities considered a critical factor? Please elaborate on the potential benefits that can arise from strong collaboration between nature-based solution initiatives and local government entities in the region.