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

*The Pacific Community (SPC) invites applications for the position of **Fisheries Data Analyst,** in its Fisheries, Aquaculture and Marine Ecosystems (FAME) Division, 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 is composed of three programmes: the Coastal Fisheries and Aquaculture Programme (CFAP); the Oceanic Fisheries Programme (OFP); and the Marine Ecosystems Programme (MEP). The Director's Office provides implementation support and strategic direction across the three programmes and cross-cutting projects. Working with all 22 PICTs, SPC FAME has strong partnerships with regional, sub-regional and national entities working in the marine sector. SPC FAME staff are based in New Caledonia, Fiji, Federated States of Micronesia, Solomon Islands, and Tonga, with most of the staff being based in New Caledonia.

The role – the **Fisheries Data Analyst** will support the enhanced development and processes for data management, analysis, and reporting ; continuously evaluate and improve data systems and assets to support science and management of regional tuna fisheries ; lead work with members to improve data quality and related scientific advice ; support stock assessment staff with data provision requests, advice and quality control ; enhance efficiency, transparency, and reproducibility of data management processes and engage with OFP sections and other divisions within SPC (e.g., PHD, SDD) on data-related matters and data quality.

The key responsibilities of the role include the following:

Data-related scientific services for WCPFC

- Develop and maintain routines for management and reporting of fishery data for Member countries
- Develop efficient and user-friendly approaches for scientists and staff to access and appropriately use data assets
- Collaborate with the Regional Data Manager to improve data management systems
- Collaborate with internal and external stakeholders to ensure smooth data exchange and collaboration
- Prepare data to be loaded into the regional master database
- Implement data integration processes to ensure comprehensive and coherent datasets
- Generate regular reports on data availability and gaps
- Design and implement Data Quality (DQ) routines to identify and address data discrepancies and errors, in collaboration with Data Management Section staff
- Collaborate with the Regional ER and EM Technical Coordinators to adhere to data and data quality standards
- Monitor data quality and initiate corrective actions as needed for logbook, port sampling, unloadings, transhipment, and other data sources

Data quality and innovative analytics

- Develop robust data quality checks for incoming data and historical data to identify and address potential issues in reporting or data collection
- Continuously explore the data to improve data quality and identify potential data or reporting issues
- Assess existing data management processes for inefficiencies and propose and implement improvements
- Stay up to date with the latest advancements in data handling technologies and recommend their implementation as appropriate
- Identify opportunities for innovation in data collection, auditing, storage, and analysis
- Enhance user data experiences by curating appropriate reporting databases, data views, and tools for enhanced efficiency, consistency, and transparency

Data analysis and support for scientific work

- Provide high level support for data analyses, scientific reports, and research papers relevant to OFP scientific work, particularly in relation to stock assessment
- Conduct descriptive and statistical analyses to support stakeholders with data and science-related queries
- Collaborate with Member countries, WCPFC, FFA, and PNA in data-related matters for scientific projects
- Assist in interpreting and presenting scientific findings to stakeholders
- Regularly prepare new data outputs or products including research outcomes to be made available to collaborators (internal and external)
- Collaborate with cross-functional teams to align data management efforts with broader organizational goals
- Support the work of the Principal Fisheries Scientist with section management duties as required

Scientific support and capacity building

- SPC and Commission members are engaged around data issues
- Data audits are conducted, data improvement plans developed, and innovative solutions to improving scientific reporting are explored with members

- Scientific support and capacity building is delivered at a high level to support data collection, analysis, and reporting needs

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

Key selection criteria

Qualifications

- Tertiary qualification preferably at a Masters level or higher in Fisheries Science, Data Science, Information Technology, Engineering, or equivalent body of knowledge and experience

Technical expertise

- At least 7-years' experience with applied data analysis including interacting with relational database management systems using SQL Server or similar database development environments
- Knowledge of fisheries and fisheries data collection
- Experience conducting statistical analyses, particularly with skill in the R programming environment or similar (e.g., Python)
- Experience with Git
- Experience with data integration, data transformations, SQL
- Experience with data visualizations
- Experience as a data analyst supporting clients in their data and reporting needs

Language skills

- Good communication skills

Interpersonal skills and cultural awareness

- Ability to work and travel in a multicultural and multilingual environment

Salary, terms and conditions

Contract Duration – This contract is budgeted until 1 March 2029 and is subject to renewal depending on funding and performance.

Remuneration – the **Fisheries Data Analyst** is a band 11 position in SPC's 2026 salary scale, with a starting salary range of SDR (special drawing rights) 4,397-5,400 per month, which converts to approximately XPF 634,433-779,190 (USD 5,892-7,236; EUR 5,317-6,530). SPC salaries are not presently subject to income tax in New Caledonia. 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.
Benefits for Staff in a position advertised internationally (EPAI) whose duty station is Noumea – SPC provides housing support 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 10% 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 begiven to the **Pacific Islander**. Applicants will be assured of complete confidentiality in line with SPC's private policy.

Application procedure

Closing date: 8 February 2026 – 11:00 pm (Noumea time)
Job Reference: CR000538

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. Part of this job will require annual reporting to the Scientific Committee of the WCPFC. Briefly describe your experience preparing scientific reports, the tools you employ for efficiency and repeatability, statistical approaches you have used, and key considerations for data visualizations.
2. Fisheries management relies on accurate and representative data to inform the scientific work for decision making. Errors in fisheries data can be cryptic and contextual. Briefly describe the approaches you would employ to validate and ensure the quality of fisheries data and provide an example, from a past role, that required a deep dive into data to uncover issues.
3. In situations where data collection is limited, we must make assumptions to best estimate tuna catches. Please describe possible approaches to use limited sampling from port sampling or logbook data to estimate total catch removals from a broader area and highlight the key uncertainties associated.