Pacific Community
Communauté du Pacifique

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

*The Pacific Community (SPC) invites applications for the position of **Financial Planning & Analysis (FP&A) Manager** within its Operations & Integration (O&I) collective. The 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 **Operations & Integration (O&I)** collective delivers essential enabling services that support the organisation's scientific and technical portfolio. Our key functions include corporate services, programme support, partnerships, resource mobilisation, and strategic engagement. These services are coordinated through our regional and satellite offices across the Pacific and Europe. Additionally, the O&I collective leads a dedicated workstream focused on organisational change and transformation to drive continuous improvement and adaptability.

The **Financial Planning & Analysis (FP&A) Manager** will oversee the overall responsibility for organisational budgeting, financial analysis, developing sustainable financial models and cost recovery and business partnering with management and support divisions.

The key responsibilities of the role include the following:

Leadership and coordination

- Provide proactive leadership in all areas of budget & forecast management. This includes the following: Leading improvements in organisational budgeting practices across the organisation to improve accuracy, relevance and timeliness of financial budgeting and reporting; Developing tools and practices which are relevant and practical at organisational, divisional and program / project levels.
- Leading financial analysis and development of sustainable financial models:
  - Analysis of income, pipeline and expenditure trends across the organisation.
  - Develop sustainable financial models through management fee, cost recovery or other financial models which meet organisational and donor requirements.

Support to the finance director

- Annual business planning. This includes thinking strategically of staffing and system requirements required to deliver on plans.
- Lead responsibility in senior team for audit and Risk Committee responsibilities including writing and presenting papers and coordination
- Provide advice to the director and perform services in such areas as:
  - Strategic, financial, and organisational reform.
  - Appropriate models for financial sustainability, including economic data analysis.
  - Internal Audit & Risk audit board management.
  - Internal stakeholder relationships
  - Matrix and cross-cutting work programmes.

Support to other areas

- Leadership on business partnering across management and support functions and shared services approach across science divisions.
  - Ensure the FP&A team meet regularly with all management functions to support their team financial analysis and planning needs.
  - Indirect line management of assigned Divisional Finance Team Leaders as part of shared services approach.
  - Flagships and other new ways of working.
- Close coordination with the General Accounting Team to:
  - Provide oversight of organisational and divisional reporting.
  - Ensure that accounting and budgeting practices are aligned across the organisation.
  - Delivery of their periodic accounting and reporting requirements, including making strategic recommendations on how services and controls can be improved.
- Support the Business Improvements & Internal Controls team in:
  - Development and implementation of systems and processes
  - Development of shared services and pooling strategies and activities.
  - Strengthening of internal controls.

Shared Services

- Actively participate and lead in shared service programs and activities. This includes supporting the finance pooling initiatives to bring about workforce planning.
- Work collaboratively with divisional finance team leaders and other finance staff towards embedding shared services within divisions.

- Provide thought leadership in different areas of work.

People Management
- Creating a team environment that fosters and develops effective working relationships and high performance.
- Managing service levels to stakeholders and customers in a complex operating environment.
- Manage staff performance and support training and development.
- Conduct fair, consistent, timely performance planning and review meetings and encourage open communication to discuss performance.
- Monitor the performance and workloads of staff members to ensure objectives are met.
- Supports the health and safety and well-being of employees in the way they manage and monitor the team.

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

Key selection criteria

Qualifications
- Post-graduate degree in accounting, finance or business administration or equivalent body of knowledge and experience.

Technical expertise
- At least 12 years of experience and demonstrated competence in the same field.
- Demonstrated experience in managing donor or project funded organisations and familiarity with a broad range of donor reporting requirements.
- Strong analytical ability and demonstrated ability to navigate complex technical issues and to manage financial risk.
- Experience in developing organisational budgeting systems in large, complex organisations.
- Sound collaboration and team working skills.
- Advanced Excel skills.

Language skills
- Fluency in English.

Interpersonal skills and cultural awareness
- Knowledge of Pacific Island countries and territories is an advantage

Salary, terms and conditions

Contract Duration – This vacant position is budgeted for 3 years and is subject to renewal depending on funding and performance.

Remuneration – The **Financial Planning & Analysis (FP&A) Manager** is a band 12 position in SPC's 2026 salary scale with a starting salary range of SDR (special drawing rights) 5,012-6,169 per month, which converts to approximately XPF 723,251-890,185 (USD 6,717-8,267; EUR 6,061-7,460).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 be given to the **Pacific Islander**. Applicants will be assured of complete confidentiality in line with SPC's private policy.

Application procedure

Closing date: 6 September 2026 – 11:00 pm (Noumea time)
Job Reference: KK000122

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. What are the key challenges for an organisation such as SPC to ensure its long-term financial sustainability?
2. What needs to be in place for an organisation like SPC to support good budgeting and financial management practice across the organisation?
3. What is your experience working in international organisations and multicultural environments and how do you adapt your approach to these environments?