

27 February 2013

Pacific Islander Junior Professional (Reef Fisheries Science)

SPC invites applications for the position of Pacific Islander Junior Professional (Reef Fisheries Science) within its Coastal Fisheries Programme located at its headquarters in Noumea, New Caledonia.

SPC is the Pacific Island region's principal technical and scientific organisation. It delivers technical, scientific, research, policy and training support to Pacific Island countries and territories in fisheries, agriculture, forestry, water resources, geoscience, transport, energy, disaster risk management, public health, statistics, education, human rights, gender, youth and culture. For more information, visit www.spc.int.

In applying, candidates should be guided by SPC's vision, mission and corporate values, the role and profile of the position and the key result areas and selection criteria.

SPC's vision for the region is a secure and prosperous Pacific Community, whose people are educated and healthy and manage their resources in an economically, environmentally and socially sustainable way.

Our mission is to help Pacific Island people position themselves to respond effectively to the challenges they face and make informed decisions about their future and the future they leave for the generations that follow.

Our corporate values are underpinned by the principle of 'making a positive difference in the lives of Pacific Island people - putting people first'. They include accountability, integrity, respect, transparency, sustainability, people-centredness, gender equality and cultural sensitivity.

The Fisheries Aquaculture and Marine Ecosystems Division has two core units, the Coastal Fisheries Programme and the Oceanic Fisheries Programme. The Coastal Fisheries Programme helps to develop the capacities of member Pacific Island countries and territories to assess, harvest, develop, manage and conserve their marine resources through advice and training by skilled fishers, post-harvest specialists, scientists, managers, aquaculture specialists and planners. It supports the sustainable development of the region's fisheries at the artisanal and small-and-medium-scale commercial levels through the provision of assessment, development and management advice, technical assistance, and vocational and scientific training at national and regional levels, as well as the dissemination of relevant information. The Oceanic Fisheries Programme goal is to ensure that fisheries exploiting the region's resources of tuna, billfish and related species are managed for economic and ecological sustainability, using the best available scientific information.

The role – The position of Pacific Islander Junior Professional (Reef Fisheries Science) provides an exciting professional development opportunity. The successful applicant will provide technical input in the establishment of pilot sites and the resource monitoring protocols needed for these as part of the 'Monitoring the vulnerability and adaptation of coastal fisheries to climate change' project (part two). The project will design and field-test monitoring systems and tools and collect baseline data to determine whether changes are occurring in the productivity of coastal fisheries. It

will identify the extent to which any such changes are due to climate, as opposed to other pressures on these resources, particularly overfishing and habitat degradation from poor management of catchments. The appointee will be responsible to the Coastal Fisheries Science and Management Adviser through the Fisheries Scientist (Climate Change) and work closely with the Coastal Fisheries Programme Manager and other programme staff. The appointment is available for one year, with a preferred start date in May 2013, and not renewable.

The profile – SPC seeks to appoint a Pacific Islander who is working in the field of coastal fisheries science, management or monitoring for a government department or a non-governmental organisation in a Pacific Island country or territory. Attributes will include the ability to work collaboratively with a diverse range of people in Pacific Island societies, from community members to government technical staff. He/she will be a team player, with considerable initiative and the ability to work independently and as a member of a team.

Key result areas – The successful applicant must be able to demonstrate strong ability, and potential to progress, in the following three key result areas of the position:

- 1. Assessing coastal living marine resources to inform management** – Assist member countries to conduct finfish and/or invertebrate surveys for monitoring climate change effects on these resources in selected sites and enter the data collected into national and regional databases. Assist with the analysis of data collected and the production of progress reports to each country where climate change monitoring sites are located, and the donor.
- 2. Capacity development** – After initial training, participate in and oversee training of local staff in-country in survey methodologies for finfish and/or invertebrate resources and the entry of these data into the national/regional database.
- 3. Provide input to information materials** – Assist with developing training materials such as manuals and guidelines.

Key selection criteria – candidates will be assessed against the following selection criteria:

- 1. Pacific Islander** – Only applicants from Pacific Island countries or territories are eligible to apply.
- 2. Employer** – Employed by a Pacific fisheries or conservation/environment government department, or a recognised non-governmental organisation working in the field of coastal fisheries science, management or monitoring in a Pacific Island country or territory.
- 3. Letter of endorsement** – A signed letter from the employer, stating they agree to release the applicant for the attachment and that the position will be held for the applicant to return to at the end of the attachment with SPC, must be provided.
- 4. Results-oriented problem solving** – Able to develop solutions to deliver tangible results for SPC, its members and other stakeholders.
- 5. Relationship building skills** – Contribute to building productive relationships and partnerships across the organisation and with stakeholders.
- 6. Qualifications** – Must have a degree in a discipline relevant to reef fisheries assessment (finfish and/or invertebrates) **OR** three years' relevant work experience. Must also have a current open water SCUBA diving certificate and be fit to dive in a range of environments.

7. **Technical expertise** – Experience in Pacific Islands coastal fisheries, including ideally in applied field research (e.g. underwater visual census surveys) for finfish and/or invertebrates. An understanding of current Pacific regional coastal fisheries management and science issues, and awareness of gender issues relating to fisheries. Computer skills using Excel and software for data entry and analysis. Experience or involvement with socioeconomic survey work would be an advantage.
8. **Language skills** – Proficiency in English, with a working knowledge of French being an advantage.
9. **Cultural awareness** – Cultural sensitivity and demonstrated understanding of developing country environments, with knowledge of Pacific Island countries and territories being an advantage.

Remuneration – The Pacific Islander Junior Professional (Reef Fisheries Science) is a Band 8 position within SPC's 2013 salary scale, with a salary of 2,565 SDR (special drawing rights) per month, which currently converts to approximately XPF 365,670 (USD 4,000; EUR 3,000). SPC salaries are not subject to income tax in New Caledonia at the present time.

Benefits – SPC provides subsidised housing in Noumea. An establishment and relocation grant, a return airfare, and up to 36 kilograms of cargo or unaccompanied baggage is provided. Employees are entitled to: 25 days annual leave and 30 days sick leave per annum; medical and life insurance; and access to SPC's Provident Fund (contributing 8% of salary to which SPC adds a matching contribution). Please note that SPC will treat the appointee as a single person for the duration of the contract. Appointees may bring their families with them, but all extra costs for travel, insurance, education, housing and other additional expense will be their own responsibility.

Work environment – SPC has a standardised computing environment based on Microsoft Office. Smoking is not permitted in the work place.

Application procedure – The closing date for applications is **31 March 2013**. Candidates **MUST** provide: a detailed **curriculum vitae**; a written response stating their claims against the **key selection criteria**; and contact details, including email addresses and telephone numbers, for **three referees**.

Apply online – Please use SPC's online recruitment system at <http://www.spc.int/job.html>. Important note: prepare and save your curriculum vitae, response to key selection criteria and referee information as Microsoft Word documents BEFORE attempting to submit your application online. It is not possible to partially complete your application via the online system, save it and return to complete later. Can't access the online recruitment system? Apply via email: recruit@spc.int; fax: + 687 26 38 18; or post to Sally Clark Herrmann, HR Adviser (Recruitment and Training), Secretariat of the Pacific Community, P.O. Box D5, 98848 NOUMEA CEDEX, New Caledonia. Need assistance? Contact SPC at recruit@spc.int or telephone + 687 26 20 00.

Background – SPC was established in 1947 and employs over 570 staff. Its headquarters are in Noumea, New Caledonia, with other offices in Fiji, Federated States of Micronesia and Solomon Islands. SPC has 26 member countries and territories including its founding members, Australia, France, New Zealand and the United States of America, which contribute a large proportion of its funding. Other major development partners are the European Union, Global Fund to fight AIDS,

Tuberculosis and Malaria, United Nations agencies, Asian Development Bank, World Bank and Global Environment Facility, to name a few.

Languages: SPC's working languages are English and French.

Organisational structure: SPC is led by the Director-General supported by the senior management team, which includes three Deputy Directors-General and the Director of the Strategic Engagement, Policy and Planning Facility. Also contributing to SPC's executive management are the directors of the seven technical divisions (Applied Geoscience and Technology; Economic Development; Education, Training and Human Development; Fisheries, Aquaculture and Marine Ecosystems; Land Resources; Public Health; and Statistics for Development), the directors of Finance, Human Resources and North Pacific Regional Office and the coordinator of the Honiara country office.