

The Pacific Community (SPC) invites applications for the position of **Integrated Ocean Management Adviser** within its GEM division. 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 **Geoscience Energy and Maritime Division** provides advice, technical assistance, research and training support to Pacific Island countries and territories (**PICTs**). There are three (3) areas of scientific programming and two areas of focus within this division:

1. **Oceans and Maritime Programme (OMP)** – assists member countries with services that provide applied ocean science and knowledge for evidence-based policy-making and technical solutions for improved ocean and maritime governance, management and capacity development.
2. **Georesources and Energy Programme (GEP)** – assists member countries by applying technical knowledge in the areas of geoscience and sustainable energy use.
3. **Disaster and Community Resilience Programme (DCRP)** – assists member countries to demonstrate strengthened resilience through integrated action on disaster risk management, climate change adaptation, natural resource management and increased access to water and sanitation.

The **Integrated Ocean Management Adviser** will implement the Pacific Solutions Integrated Ocean Management (PSIOM) Programme across the Pacific, supporting Pacific Islands Countries and Territories implementing or developing their National Ocean Policy. The key responsibilities of the role include:

Policy analysis and advice

- Provide advice on and assist member countries to formulate policies for ocean governance and management, including appropriate legislative, regulatory and contractual frameworks, and including traditional knowledge and ocean governance
- Advise on regional and national ocean, coastal issues and knowledge gaps to inform integrated ocean management, blue growth opportunities, and ocean and coastal development

Programme management

In collaboration with the Pacific Community Centre for Ocean Science (PCCOS) team:

- Drive implementation of PCCOS' Pacific Solutions for a Healthy Blue Pacific: Integrated Ocean Management (PSIOM) Programme, ensuring alignment with multiple donors and SPC requirements.
- Facilitate co-design and planning processes involving key SPC divisions, regional and country stakeholders

Capacity building and country support

- Initiate, develop and deliver capacity-building activities (training workshops, webinars, seminars, etc.) for SPC's member countries to understand and apply ocean governance and management, and implement their National Ocean Policy, and progress toward their Sustainable Development Goals.
- Develop appropriate tools to fill information gap identified by members countries and accompany their implementation

Knowledge management and knowledge products development

- Implement best practices in knowledge management by documenting and sharing lessons, outcomes and impacts to internal and external audiences
- Collaborate on and quality assure knowledge products on ocean management

Resource mobilization

- Coordinate the preparation of grant proposals and negotiation of contracts for new science and research concepts on Ocean Governance and Ocean Management
- Lead resource mobilization effort in relation to Ocean Governance and Ocean Management with potential donors and partners and submit concepts and proposals

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

Key selection criteria

Qualifications

- Post-graduate Degree in relevant field such as law with a specialization in natural resources, maritime, or public international law

Knowledge and experience

- At least 7 years of experience in the practice of law and in the implementation of projects related to the governance of the ocean or ocean resources
- Experience in legislative drafting, policy development and/or in negotiations relating to ocean resources
- Experience in international context, gained in an international organization, government ministry or the private sector

Essential skills

- Strategic thinker with well-developed and analytical skills and attention to detail and experienced in strategic planning and consultation processes
- Excellent communications and writing skills in English

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 – 31st December 2023 – subject to renewal depending on funding and performance

Due to the current travel restrictions caused by the global COVID-19 pandemic, and the priority SPC places on its staff safety, health and well-being, please note that there may be delays in taking up the appointment. These matters will be discussed thoroughly with successful candidates. In most cases, any appointment and on-boarding would only commence when relocation to the duty station is permitted.

Remuneration – The **Integrated Ocean Management Adviser** is a Band 10 position in SPC’s 2022 salary scale, with a starting salary range of 2,512–3,140 SDR (special drawing rights) per month, which currently converts to approximately FJD 7,410–9,263 (USD 3,592–4,490; EUR 3,014–3,768). 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: 3 October 2022 at 11:59pm (Fiji time)

Job Reference: KK000033

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.

Screening Questions (maximum of 2,000 characters per question):

1. What is integrated ocean management and describe with examples from your experiences, what the critical elements involved in the development of an Integrated Ocean Management focused programmes.
2. Please identify opportunities in strengthening ocean governance and management capabilities in the Pacific Islands region and suggest potential approaches that could be utilised by SPC to enhance and strengthen ocean governance.

3. SPC is an international organization with coverage of many technical capabilities to serve the Pacific countries and territories. How would you support and facilitate elements of Integrated Ocean management across these capabilities and the sciences involved?