

The Pacific Community (SPC) invites applications for the position of **Human Rights and Gender Equality, Social Inclusion (GESI) Adviser** within its HRSD 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 **Human Rights and Social Development (HRSD) Division** has a vision for just, equitable and resilient Pacific societies. It aims to achieve this by advancing human rights, equality and social inclusion for all Pacific people, grounded in cultural values and principles. The work of this Division includes work previously undertaken by the Regional Rights Resource Team in the area of human rights and good governance, and the Social Development Programme in the areas of gender equality and social inclusion, culture and youth development.

In line with its vision, the work of the Division encompasses the following focal areas:

- **Objective 1: Governance for human rights and social development:** Strengthen inclusive, transparent and active governance for human rights and social development.
- **Objective 2: Gender equality and social inclusion:** Mobilise, empower and build conditions for gender equality, equity and social inclusion in society and development.
- **Objective 3: Culture:** Promote, preserve, and protect positive expressions of culture.
- **Objective 4: Social innovation and learning:** Enhance knowledge, learning and innovative solutions to accelerate impact on human development priorities.

The **Human Rights and GESI Adviser** will provide technical advice, assistance and capacity building under the HRSD work programme. As the role requires working across the objectives of the HRSD work programme, the Human Rights and GESI Adviser will have a matrix reporting relationship with other Team Leaders in this regard.

The key responsibilities of the role include:

### **Provide technical assistance and support to PICTs on human rights, gender equality, social inclusion (GESI), gender mainstreaming and ending violence against women and girls (EVAWG)**

- Support Pacific Island Countries and Territories (PICTs) governments and civil societies to implement and deliver on human rights, GESI, EVAWG commitments and priorities
- Conduct research and policy analysis and provide regular written updates for the division on key and emerging human rights, GESI, EVAWG issues, in line with PICTs' priorities.

### **Human rights and GESI capacities and skills development**

- Identify capacity needs for human rights, GESI and EVAWG integration in PICTs and other stakeholders
- Facilitate develop and/or deliver capacity and skills building on human rights, GESI, EVAWG, and utilizing multiple modalities

### **Stakeholder engagement, networking, and coordination**

- Lead stakeholder engagement, networking, and coordination to advance divisional objectives at national, regional, and institutional levels
- Engage in relevant working groups, task forces and other technical committees including sustainable livelihoods

### **Project management and people management**

- Manage and report on the delivery of human rights, GESI and EVAWG PROJECTS, PROGRAMMES AND ACTIVITIES
- Collaborate with in-country staff to develop implement, monitor and report against social inclusion projects, programmes, activities, work plans and budgets

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

## Key selection criteria

### **Qualifications**

- A postgraduate qualification in economics and development, human rights, law gender, international relations or other relevant social science from a recognized university

### **Technical expertise**

- At least 7 years of development experience working in the field of human rights, gender equality and social inclusion, with at least 5 years of working in the Pacific.
- Experience in mainstreaming human rights-based, gender and social inclusion and EVAWG approaches in development programming

- Proven track record in quality programming, developing, delivering and reporting against work plans
- Experience developing capacity building resources and delivering sessions on applying human rights, GESI and EVAWG principles for diverse government and non-government audiences
- Significant communication skills and experience working in a multi-disciplinary and cross-cultural team
- Strong interpersonal skills and an ability to work with a wide range of individuals
- Ability to translate text-heavy documents or information into user-friendly materials for a wide range of audiences

#### Language skills

- Excellent English communication skills (oral and written) with strong writing ability at a donor project reporting level

#### Interpersonal skills and cultural awareness

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

## Salary, terms and conditions

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**Contract Duration – till 30<sup>th</sup> September 2024** – subject to renewal depending on funding and performance

**Remuneration** – The **Human Rights and GESI Adviser** is a Band 11 position in SPC's 2022 salary scale, with a starting salary range of 3,015–3,769 SDR (special drawing rights) per month, which currently converts to approximately FJD 8,896–11,120 (USD 4,312–5,390; EUR 3,619–4,523). 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

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**Closing Date: 16<sup>th</sup> October 2022 at 11:59pm (Fiji time)**

**Job Reference: KK000038**

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 do you consider to be the priority human rights issues for the Pacific as a region, particularly taking into account COVID-19? Please provide justifications for your answer.
2. Please provide two ways in which a National Mechanism for Implementation, Reporting and Follow-up (NMIRF) can assist a country with its human rights reporting obligation.
3. Prepare a session plan for a 60-minute session on Domestic Violence and the role of police officers to support survivors, this will be part of the training program for police officers in the Solomon Islands.