

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

The Pacific Community (SPC) invites applications for the position of **Deputy Director-General – Operations and Integration**. This 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 organisation has approximately 700 staff.

The Pacific Community and its Secretariat's shares the vision for our region adopted by Pacific Islands Forum Leaders under the Framework for Pacific Regionalism: Our Pacific vision is for a region of peace, harmony, security, social inclusion and prosperity, so that all Pacific people can lead free, healthy and productive lives.' Its mission is to work for the well-being of Pacific people through the effective and innovative application of science and knowledge, guided by a deep understanding of the Pacific Islands contexts and cultures.

The organisation has gained a reputation for providing real solutions to real problems in the Pacific (SPC Strategic Plan 2022-2031) and strives to maintain professionalism, integrity and pragmatism in delivering its services. The heart of SPC is its integrated work programme, which combines diverse disciplines enabling a multisectoral approach to regional development. The work programme focuses on delivering technical assistance, research, education and training through courses, workshops and seminars to Pacific Island member countries and territories. More information is available from SPC's Strategic Plan 2022–2031 and website: [www.spc.int](http://www.spc.int)

SPC's headquarters are in Noumea, New Caledonia. Other offices include the Fiji Regional Office in Suva, Fiji, the Micronesia Regional Office in Pohnpei, Federated States of Micronesia and the Melanesia Regional Office in Port Vila, Vanuatu.

## The role

The **Deputy Director General - Operations and Integration** provides executive-level leadership and management to the Integration and Resource Mobilisation teams, SPC's Regional Offices, and the Operations and Management Directorate (OMD) across all locations. The role also holds executive responsibility for SPC's multi-year partnerships with Australia, New Zealand and France, and is the executive focal point for SPC's francophone members (France, French Polynesia, New Caledonia and Wallis and Futuna), the United States of America and the European Union's OCT office. The role is responsible for the development of coordinated Country and Integrated Programming across SPC, supporting the development of cross cutting and integrated programs and projects to meet the needs of the region.

The **Deputy Director-General – Operations and Integration** ensures that the Operations and Management Directorate is focused on improving the effectiveness of systems, policies and management to provide high-quality customer-oriented services and enabling operational compliance. The role also leads and manages the governance and legal support to the organisation.

### The key results for the position are:

#### Leadership, coordination and management

- Provide executive leadership and management to the Operations and Management Directorate in all locations, for all regional offices and for the Integration and Resource Mobilisation support team.
- Lead SPC's internal legal functions, and regulatory/governance frameworks.
- Proactively support the Director-General in leading organisational improvement and change management.
- Responsible at executive level for financial management, managing organisational risks and security issues and for workplace health and safety.
- Collaborate to achieve a united organisational culture and compliance with operational policies and legal requirements.

#### Within delegated authority as approved by the Director General

- Represent the Director-General in relations with the Government of New Caledonia and France as hosts of the headquarters.
- Represent the Director-General, as required, at high levels in bilateral relationships with members and partners, and regional and international fora, including the French speaking countries and territories.

### **Integrated and Country Programming**

- Lead and contribute (in close collaboration with SPC's Strategy, Performance and Learning team (SPL)) to cross-divisional and regional integration efforts to ensure that SPC is well placed to respond to member articulated needs through multisectoral approaches.

### **Resource mobilisation**

- Ensure proactive engagement and support for resource mobilisation efforts across SPC, leading to diversified and strengthened donor base.

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

## **Key selection criteria**

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### **Qualifications**

- Post-graduate qualification in a relevant discipline (e.g. Science, economics, law, development studies, business, public administration, organisational development,).

### **Knowledge / Experience**

- Excellent leadership and management skills, including demonstrated general management, people management and financial management skills.
- Extensive experience at an executive or senior management level that includes at least 10 years working at an international level.
- Very strong analytical and conceptual skills.
- Demonstrated ability to implement organisational change in a complex environment.
- Familiarity with donor agencies and their requirements and demonstrated resource mobilisation skills.
- Ability to work well in a multi-cultural and gender-sensitive environment.

### **Key behaviours**

- Change and Innovation
- Interpersonal Skills
- Teamwork
- Promotion of Equity and Equality
- Judgement
- Building Individual Capacity
- Dedicated effort and commitment to the role and organisation

### **Personal attributes**

- Ability to think strategically
- Ability to operate in a political environment
- Ability to analyse situations and make sound decisions even when information is imperfect
- Ability to handle conflicts between staff
- Diplomatic skills and tact
- Respect for SPC corporate values
- Resilience
- High level of professional integrity and ethics
- Demonstrated high level commitment to customer service

### **Language skills**

- For English speakers, a good working knowledge of French, or for French speakers, a good working knowledge of English.

## **Salary, terms and conditions**

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

**Remuneration** – the **Deputy Director-General – Operations and Integration** is a band 17 position in SPC's 2022 salary scale, with a starting salary range of SDR (special drawing rights) 9,365-11,610 per month, which converts to approximately XPF 1,341,050-1,662,529 (USD 13,392-16,602; EUR 11,238-13,932). An offer of appointment for an initial contract will normally be made in the lower half of this range, with due consideration being given to experience and qualifications. Progression within the salary scale is based on annual performance reviews. SPC salaries are not presently subject to income tax in New Caledonia.

**Benefits for international staff employees based in New Caledonia** – SPC provides subsidised housing 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 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 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

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**Closing date:** 11 November 2022

Applicants must apply online at:

<https://www.sri-executive.com/opportunities/deputy-director-general-operations-and-integration/>

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

**SRI Executive is exclusively retained by SPC to undertake this assignment.**