

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

*The Pacific Community (SPC) invites applications for the position of **Coastal Fisheries Scientist** within its Coastal Fisheries Programme 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 Fisheries, Aquaculture and Marine Ecosystems (FAME) Division includes the Oceanic Fisheries Programme (OFF) and Coastal Fisheries Programme (CFP). CFP's goal is to ensure that inshore fisheries, nearshore fisheries and aquaculture in Pacific Island countries and territories are managed and developed sustainably. The programme assists governments and administrations to develop scientifically informed and socially achievable coastal fisheries management policies and systems (national and community-based). It provides a regional framework for sustainable aquaculture, including planning, research and development and trade, for Pacific Island governments, the private sector and other stakeholders. It assists in developing sustainable nearshore fisheries in Pacific Island countries and territories to provide food security, sustain livelihoods, promote economic growth and assist climate change adaptation.

The role – the Coastal Fisheries Scientist will provide scientific and technical support and advice to governments, NGOs, stakeholders and the private sector in planning and implementing coastal fisheries and aquaculture science in support of evidence-based management activities covering finfish, invertebrates and their supporting habitats.

The key responsibilities of the role include the following:

Provide support and training to PICT members to enhance science capacity and capability in coastal living resources data collection, entry, quality control, analysis, interpretation and reporting in support of sustainable management

- Develop coastal fisheries survey training materials for countries through needs-based stakeholder consultations, taking into account gender, culture and human rights in the country or territory.
- Conducts training of local staff in-country and/or online in all areas of data collection, data management, analysis and reporting for coastal fisheries and associated habitats.

Contribute to the design and implementation of assessments of coastal living resources, the development and application of innovative tools and approaches for data collection, data management and reporting to inform coastal fisheries management

- Develops and designs surveys based on standardised methodologies and lessons learned.
- Promotes the standardisation of data collection and assists with the expansion of standardised data collection and/or monitoring systems for coastal fisheries and programmes at the national level, ensuring these are in line with management needs of each country or territory
- Provide input and support to the development and implementation of data systems, tools and approaches that will improve data collection and monitoring of coastal fisheries at the national and regional levels.
- Analyse available scientific data on coastal finfish and invertebrate fisheries and associated habitats to provide updates on the status of coastal fishery resources.
- Identifies gaps in scientific information needs and availability at the PICT level.

Promote inter-agency networking and cross-sectoral collaboration with partners in coastal fisheries and aquaculture science in support of evidence-based management

- Liaises, encourages collaboration and works with national, regional and international organisations, research institutes and NGOs on coastal finfish and invertebrate fishery issues.
- Develops and promotes collaboration with other sections/programmes/Divisions within SPC on issues such as food security, small-scale livelihoods, climate change adaptation, etc.

Contribute to Section administration and communication

- Works with the Senior Scientist to develop annual work plans and contributes to overall work planning for the Science Section.
- Maintains up to date corporate and administrative procedures including training data for all activities undertaken.
- Contributes where applicable to Programme, Divisional and Corporate publications.
- Produces reports for all activities undertaken in the appropriate format for the activity..
- Leads and/or contributes to peer-reviewed scientific publications that highlight results and/or developments of international interest.

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

Key selection criteria

Qualifications

- Postgraduate degree in a discipline relevant to coastal fisheries assessment (finfish and invertebrates).
- Current open water SCUBA diving certificate and medically fit and able to dive in a range of environments.

Technical expertise

- At least 8 years of direct relevant experience in Pacific Islands fisheries, particularly applied field research for the sustainable management of coastal finfish and invertebrate resources.
- Proven experience in designing and implementing standardised monitoring protocols for coastal finfish and invertebrate resources/fisheries and their associated habitat using a range of methodologies.
- Understanding of current Pacific Islands regional coastal fisheries management and science issues, and experience of working with gender issues relating to fisheries.
- Proven ability to design, plan and facilitate workshops and other trainings.
- Experience working with MS 365 software, and software programmes for data entry and management.
- Experience working with different statistical and mapping software for data analysis.
- Experience working in data-poor situations for fisheries assessments.
- Willingness and demonstrated capacity to travel and undertake overseas assignments in SPC member PICTs, sometimes under difficult physical conditions.

Language skills

- Excellent communication skills (oral and written) with the capacity to engage scientific, government, public and community audiences.

Interpersonal skills and cultural awareness

- Demonstrated capability for collaborating and working in an integrated programme involving colleagues from several different countries and cultures.
- Proven ability to work collaboratively and openly within a team dynamic.

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 **Coastal Fisheries Scientist** is a band 11 position in SPC's 2022 salary scale, with a starting salary range of 4,113–5,045 SDR (special drawing rights) per month, which currently converts to approximately XPF 588,963–722,421 (USD 5,881–7,214; EUR 4,936–6,054). 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 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 private policy.

Application procedure

Closing date: 15 January 2023 – 11:00 pm (Noumea time)

Job Reference: SH000211

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):

Please briefly outline your skills and experience as they would apply to the following questions.

1. Undertaking fishery independent and dependent assessments of coastal fisheries resources, and communicating the results to peers, managers, communities, and external stakeholders.
2. Applying advanced scientific and analytical techniques to enable improved understanding of the status of stocks and for the generation of advice for coastal fisheries resource management.
3. Managing and leading a work team in the field, especially in remote locations that require high levels of independence and initiative, including staff and budget supervision and the ability to plan, set priorities and allocate resources to meet objectives.