

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

*The Pacific Community (SPC) invites applications for the position of **Community Based Fisheries Adviser** within its Coastal Fisheries and Aquaculture 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 26 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 (OFP) and Coastal Fisheries and Aquaculture Programme (CFAP). CFAP'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 procedures (national and community-based). It provides support for sustainable aquaculture, including planning, research and development, aquatic biosecurity 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 for food security, sustainable livelihoods, economic growth and assist climate change adaptation.

The role – the **Community Based Fisheries Adviser** will lead the CFAP Community-Based Fisheries Unit to support and facilitate Community-Based Fisheries (CBF) and Community-Based Fisheries Management (CBFM) at the regional, national, sub-national and community levels, through the provision of strategic advice, guidance, awareness materials, training and technical support to PICT government agencies, non-government organisation, civil society organisations, other non-state actors, and community groups.

The key responsibilities of the role include the following:

Monitor, track and support the facilitation and coordination of Community-Based Fisheries initiatives across the Pacific Islands region

- Identify, monitor and track Community-Based Fisheries initiatives across the Pacific Islands Region
- Oversee the development and maintenance of a database, or similar, to track the progress of these CBF initiatives, and to produce summary reports of CBF activities across the Pacific Islands region
- Oversee the finalisation and maintenance of the SPC CBFM web portal for capturing and sharing CBF-related information and materials.

Oversee the regional implementation of A New Song for Coastal Fisheries – Pathways to Change: The Noumea Strategy, including supporting, facilitating and preparing regular assessments of progress, and reviews of the framework and performance indicators

- Oversee the promotion and implementation of the long-term and medium-term outcomes of A New Song for Coastal Fisheries – Pathways to Change: The Noumea Strategy ('New Song')
- Monitor progress and identify and address critical issues in a timely manner
- Support, facilitate and prepare regular assessments of progress of the 'New Song' initiative

Lead the regional coordination, support, and promotion of the scaling of community-based fisheries management in Pacific Island Countries and Territories

- Oversee the application of the Pacific Framework for Action on Scaling up Community-Based Fisheries Management: 2021-2025
- Provide assistance to PICTs in producing national CBFM scaling up strategic approaches
- Oversee the monitoring and evaluation of the 'Framework for Action' implementation progress, and complete a review in 2023/24
- Lead the documentation and dissemination of progress, lessons, and case studies of the scaling-up and scaling-out of CBFM

Manage and facilitate the organisation, secretariat support, promotion and running of the annual Community-Based Fisheries Dialogue

- Manage and facilitate the organisation of the annual Community-Based Fisheries Dialogue (CBFD)
- In collaboration with the CBFD Advisory Group (CBFD-AG), oversee the processes for selecting the CBFD Convenor and Vice-Convenor, support the national processes for identifying and selecting the CBF CSO and other NSA representatives to the CBFD
- Assist the Convenor and CBFD-AG with preparing the CBFD agenda
- Assist the CBFD Convenor and CBFD-AG to review and adjust the CBFD process to be an efficient and effective regional mechanism
- Prepare annual budgets for the CBFD and assist the FAME Deputy Director (CF&A) to secure funding for organising and running the CBFD

Unit leadership, administration, communication and staff supervision

- Leads the CBF unit of the section, including managing CBF staff, the development of work plans and conducting performance appraisals
- Assists the Principal Fisheries Adviser (Management & Livelihoods) in developing and reporting on the Section's annual work plan
- Produces reports for all activities undertaken in the appropriate format for the activity
- Contributes to Programme and Divisional publications, such as the Fisheries Newsletter and the Coastal Fisheries Report Card

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

Key selection criteria

Qualifications

- Postgraduate qualification in coastal fisheries management, or a related discipline

Technical expertise

- At least 10 years of direct relevant experience working and advising on community-based fisheries or community-based fisheries management, preferably in the Pacific region
- At least 5 years of experience in staff management, team leadership and project management
- Ability to interact well with the local communities in the Pacific.
- Experience working with local non-governmental organisations, civil society organisations or other non-state actors
- Proven ability to facilitate stakeholder consultations to reach a workable solution
- Experience with training and mentoring counterparts and supervising attachments and staff
- Experience working with PC systems and MS Office/365 and Teams software
- Willingness and demonstrated capacity to travel and undertake overseas assignments in SPC member countries, sometimes under difficult physical conditions

Language skills

- Excellent communication skills (oral and written) in English, with the capacity to engage effectively with government, public and community audiences
- Excellent cross-culture communication and teamwork skills

Interpersonal skills and cultural awareness

- Demonstrated capability for collaborating and working in an integrated programme involving colleagues from several different countries, cultures and academic backgrounds
- Understanding of current Pacific islands regional coastal fisheries administrations, and experience of working with gender, culture and human rights issues relating to coastal fisheries and communities

Salary, terms and conditions

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

Remuneration – the **Community Based Fisheries Adviser** is a Band 12 position in SPC's 2022 salary scale, with a starting salary range of 4,685–5,760 SDR (special drawing rights) per month, which currently converts to approximately XPF 670,858–824,789 (USD 6,699–8,236; EUR 5,622–6,912). An offer of appointment for an initial contract will be made in the lower half of this range, with due consideration being given to experience and qualifications. Progression within the salary scale will be 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 faire, 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: 5 February 2023 – 11:00 pm, Noumea time

Job Reference: SH000233

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 and experience relative to the key selection criteria, 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

1. Briefly describe your understanding of the status and main issues with regards to community-based fisheries and community-based fisheries management across the Pacific Islands region?
2. Working at the regional level, how will you effectively engage and navigate the national and local level dynamics of Pacific Islands' community-based fisheries management stakeholders (e.g. government agencies, non-government organisation, civil society organisations, other non-state actors, and community groups)?
3. What is your understanding and perspective of the Community-Based Fisheries Dialogue?