

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

The Pacific Community (SPC) invites applications for the position of **Principal Fisheries Scientist (Data Management)** within its Oceanic 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 (OFP) and Coastal Fisheries Programme (CFP). The goal of the OFP is to ensure fisheries that exploit the region's resources of tuna, billfish and related species are managed for economic and ecological sustainability using the best available scientific information. In pursuing this goal, the OFP provides scientific support for the management of fisheries for tuna and associated species, with a strong focus on stock assessment and modelling, fisheries and ecosystem monitoring and analysis and data management. The OFP works closely with member countries and territories, the Western and Central Pacific Fisheries Commission, the Forum Fisheries Agency, the Parties to the Nauru Agreement and other regional and sub-regional entities.

**The role – the Principal Fisheries Scientist (Data Management)** will lead the Data Management team of currently twenty-four staff members (nine Professional staff and fifteen support staff), the position is directly responsible for regional fisheries databases and is the authority on all aspects of large-scale national and regional fisheries database systems and regional data collection and reporting requirements in the Western and Central Pacific Ocean (WCPO).

**The key responsibilities of the role include the following:**

### Management, administration and communication

- Assist the Deputy Director FAME (OFP) in strategic planning.
- Develop annual work plans and work plan reports for the Section consistent with the strategic plan.
- Manage the activities of the Section consistent with annual work plans and available funding.
- Implement the SPC staff performance planning and management system for the Section.
- Maintain and update the FAME data policy and liaise with members to ensure it reflects their needs.

### Data management services provided to the WCPFC

- Oversee the registration, acknowledgement and evaluation of scientific data provided by WCPFC members, incorporate these data into WCPFC databases and facilitate access of Commission secretariat staff to those data.
- Provide authoritative advice and technical support to WCPFC international meetings.
- Prepare working papers for and present at the WCPFC Scientific Committee (SC) meetings and contribute to OFP and other technical reports.
- Summarise the status of the provision of scientific data to the Commission, identify known data / information gaps and publish on the WCPFC website.
- Provide technical advice and participate in the WCPFC-administered West Pacific East Asia Data Collection Project.
- Develop, implement, and oversee WCPFC projects to improve data available to the region, as appropriate

### Management of regional tuna fisheries databases

- Ensure the efficiency, resources and relevance for the planning, design, development, maintenance and integrity of the regional tuna fisheries databases.
- Conduct analyses of tuna fishery data, respond to ad hoc requests for summarised statistics from OFP clients and provide advice on important fishery-related areas not covered by other OFP positions.
- Assist OFP scientists with access to data for stock assessments and other analyses.

### Develop/maintain systems to acquire, manage and report fishery data for member countries

- Ensure the efficiency, resources and relevance for the work of the section in the design, development and enhancement of national tuna fishery data management systems.
- Advisory role in provision of advice related to E-Reporting and E-Monitoring standards.
- Provide advice on the development of procedures and manuals for auditing national tuna fishery data collection and management systems undertaken by relevant staff in the DM Section.

### Capacity building and data management services for member countries

- Ensure the efficiency, resources and relevance for the capacity building work of the section.

### Data management services provided to the FFA and the PNAO and other relevant sub-regional groups

- Oversee the collaboration and provision of technical advice and support for various FFA and PNAO initiatives.
- Prepare technical papers for FFA and PNAO meetings/consultations.
- Respond to ad hoc requests for analysis and data summaries.

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

## Key selection criteria

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### Qualifications

- Postgraduate degree in fisheries science, information technology or a related field.

### Technical expertise

- At least ten years of relevant postgraduate experience with at least 5 years of relevant experience at a senior level in fisheries-related data management.
- At least 5 years of experience in staff management, team leadership, project development and project management.
- Demonstrated high-level skills and experience in RDBMS (relational database management software, preferably SQL SERVER), with very strong programming experience in SQL. Experience with R is ideally required and knowledge of Geographic Information Systems (GIS) concepts, with an aptitude to stay in touch with the concepts of the latest development platforms.
- Demonstrated strong technical report writing skills necessary to prepare technical reports and papers which include a range of fisheries data summaries, basic statistical analyses of fisheries data, standards on data fields and fisheries database documentation.
- Strong understanding of fisheries data collection systems and protocols, and their limitations.
- Strong data analytical skills and understanding of database theory.
- Knowledge of statistical methods used in fisheries science.
- Understanding the concepts and methods used in fisheries stock assessment and the use of scientific information in fisheries management.
- Demonstrated ability to manage a medium-sized technical programme and supervise professional and technical staff.

### Language skills

- Communication skills of a high order required to interact with colleagues from member countries and non-member countries involved in tuna fisheries of the Western and Central Pacific Ocean and to present fishery- and database-related material at national and international forums.

### Interpersonal skills and cultural awareness

- Proven ability to supervise the tasks of an inter-disciplinary and/or multi-cultural team.
- Knowledge of Pacific Island countries and territories is an advantage.

## 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 **Principal Fisheries Scientist (Data Management)** is a band 13 position in SPC's 2023 salary scale, with a starting salary range of 5,438–6,701 SDR (special drawing rights) per month, which currently converts to approximately XPF 823,681–1,015,022 (USD 7,286–8,979; EUR 6,902–8,506). 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

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**Closing date:** 26 March 2023 – 11:00 pm (Noumea time)

**Job Reference:** SH000273

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):**

1. Please describe what you see as the key challenges for data collection and management in regional tuna fisheries.
2. Please provide an example of a fishery data analysis that you have performed that informed fisheries management.
3. Please detail an example of a capacity building activity you have undertaken that enhanced the use of fisheries data systems.