

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

The Pacific Community (SPC) invites applications for the position of Fisheries Data and Capacity Development Specialist within its FAME Division 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** is one of SPC's oldest Divisions and it has been providing scientific and technical expertise to support fisheries management and sustainable development in the Pacific for over 60 years. FAME's goal is that fisheries resources of the Pacific region are sustainably managed for economic growth, food security and environmental conservation. FAME includes the Oceanic Fisheries Programme (OFP) and Coastal Fisheries Programme (CFP). OFP is the region's centre for oceanic fisheries science and information, providing essential data collection, data management and modelling and analysis services to the Pacific. CFP provides science and technical support to PICTs to enhance the management of coastal fisheries, and the sustainable development of aquaculture and nearshore livelihoods across the region. The work of OFP and CFP are supported by the FAME Director's Office, which includes the Information Section, communications, and monitoring, evaluation and learning.

The role – the Fisheries Data and Capacity Development Specialist will oversee and coordinate the strategy and delivery of application and data management training and related technical assistance to OFP clients (Member countries, WCPFC, FFA, PNA).

The key responsibilities of the role include the following:

Delivery of requested data and business analyses

- Oversees the OFP Data HelpDesk used within the OFP.
- Responds to a variety of requests for data summaries from Members and other internal and external clients (e.g., WCPFC, FFA, PNAO).
- Assists as required Member countries' preparation of data summaries to be included in their WCPFC Part 1 reports.
- Assists as required Member countries' preparation of tuna fishery data summaries for other reports according to regional obligations and national requirements.

Coordination and delivery of responses to data analysis requests from clients related to market traceability and compliance-related studies, fisheries market certification, and other related requests.

- Responds to data analysis requests related to market traceability from DM Section clients.
- Responds to data analysis requests related to compliance-related studies from DM Section clients.
- Responds to data analysis requests related to market certification and related areas from DM Section clients.
- Responds to data analysis requests related to other DM-relevant areas as required by DM Section clients.

Coordination and management of Capacity Development delivered to external (SPC and wider WCPFC membership) and internal clients.

- Leads/Coordinates training for external and internal clients in areas of tuna fishery data management and data auditing, including database system use;
- Leads/Coordinates OFP staff on the delivery of regional and national training workshops for member countries;
- Leads/Coordinates OFP staff on the delivery of the SPC Training attachments;
- Conduct audits of both internal (e.g., TUFMAN 2) and external tuna fisheries databases
- Develop and leads/coordinates the strategy for training delivery within the Data Management Section
- Rationalise and manage the ongoing development/maintenance of training resource material for the Data Management Section.
- Trains clients as necessary in using the OFP Database query products.

Support to regional and national meetings and OFP lead at the WCPFC Technical and Compliance (TCC) meetings

- Liaise with the Principal Fisheries Scientist (Data Management) to ensure priority issues relevant to national and regional meetings – in particular WCPFC TCC – are understood
- Prepares analyses and relevant working papers for regional and national meetings, presenting as required
- Provides authoritative advice and technical support as the SPC lead to WCPFC TCC meetings
- Coordinates assistance to SPC member countries on matters relevant to the WCPFC TCC
- Contributes to OFP and other technical reports as required.

Conduct business analyses required for the design/development of database tools by the DM systems development unit.

- Coordinate analysis and compilation of user business requirements for web and mobile device applications to be developed by the OFP.
- Contribute to the design and development of national fisheries database management systems, in particular, the web-based TUFMAN 2 tuna fisheries database management system.

- Lead role for OFP in the provision of advice on business requirements for external fisheries-related database systems developed by/for OFP clients.

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

Key selection criteria

Qualifications

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

Technical expertise

- At least 7 years of experience using SQL with relational database management systems such as SQL Server or similar database platforms in the workplace.
- Demonstrated experience in generating data summaries/reports through analyses of fisheries data.
- Demonstrated, high-level experience designing and conducting training courses for database systems, including production of training resource material.
- Demonstrated, high-level experience providing technical support to clients for data systems.
- Proactive approach to engaging with members and stakeholders around data needs.

Language skills

- Excellent communication skills in English.

Interpersonal skills and cultural awareness

- Ability to work and travel in a multicultural and multilingual environment.
- Knowledge of Pacific Island countries and territories is an advantage.

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 **Fisheries Data and Capacity Development Specialist** is a band 11 position in SPC's 2023 salary scale, with a starting salary range of SDR (special drawing rights) 4,206-5,161 per month, which converts to approximately XPF 637,132-781,844 (USD 5,636-6,916; EUR 5,339-6,552). 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

Closing date: 4 February 2024 – 11:00 pm (Noumea time)

Job Reference: CR000177

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. What do you see as the challenges in data collection from tuna fisheries in the western and central Pacific Ocean?
2. Briefly describe how you have used data from tuna fisheries to inform fisheries management.
3. Please detail an example of a capacity building activity you have undertaken that enhanced the use of fisheries data systems.