

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

The Pacific Community (SPC) invites applications for the position of Pacific Island Fisheries Professional (Monitoring, Control, Surveillance and Legal) 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, proudly 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 renowned 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). 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 **Pacific Island Fisheries Professional (Monitoring, Control, Surveillance and Legal)** will provide support and assist the MCS and Legal Advisors in the development of national training standards for MCS officers and community wardens responsible for coastal fisheries and aquaculture monitoring, control and surveillance within the Pacific Island countries and territories, and to assist with the development of MCS tools and to conduct legal research that will enhance the delivery of coastal fisheries compliance services across the Pacific Islands region.

The key responsibilities of the role include the following:

Assist and support the training and mentoring of new and existing national coastal fisheries and aquaculture MCS officers, community-based fish wardens and community compliance officers, to enhance the region's delivery of coastal fisheries compliance services

- Assist MCS Adviser and Officers delivering in-country MCS training, either face-to-face or in virtual workshops, and support the lead trainer with back up training delivery and administration.
- Assist with developing a compliance culture in coastal fisheries and aquaculture among national fisheries agencies and the general public.
- Assist with the development and distribution of information and awareness materials on fisheries and aquaculture regulations.
- Assist MCS Adviser, Officers and the New Zealand's Ministry for Primary Industry's (NZ MPI) Te Patui programme to deliver the Professional Certificate in Community Compliance.

Assist in developing MCS training materials and MCS tools for individual countries through stakeholder consultations based on their needs

- Assist MCS Adviser and Officers undertake scoping work with individual PICTs to identify their MCS training needs and develop training programmes to address these needs.
- Assist the Legal Adviser in conducting legal research related to coastal fisheries and aquaculture compliance and enforcement issues to enhance the understanding of national legal frameworks across the Pacific Islands region.
- Assist MCS Adviser and Officers to work with individual PICTs and in collaboration with the FAME Fisheries Information Unit and appropriate CFAP sections, to develop materials.
- Assist with developing and promoting novel and emerging technologies, and emerging information, awareness and training approaches.

Collaborate with other relevant work areas within and across SPC sections, programmes and divisions, and other regional organisations

- Liaise and work with the other FAME CFAP staff and aquaculture section to integrate their different work areas into MCS/Legal outputs, including the development of supporting awareness raising materials for these areas.
- Liaise and work with other regional organisations in preparing and delivering MCS/Legal related training, information and awareness materials.

Section administration and communication

- Produce reports for all activities undertaken in the appropriate format for the activity, including training, technical and trip reports.
- Maintain up to date corporate and administrative procedures records for all activities undertaken.
- Acquit any cash advances for fieldwork and training activities, with receipts to justify all expenses.

For a more detailed account of the key responsibilities, please refer to the [online job description](#).

Key selection criteria

Pacific Islands

- Only applicants from Pacific Island countries are eligible to apply.
- Applicants must be employed in a Pacific Island fisheries or conservation / environment department or a recognised NGO working in the field of coastal fisheries science, management or monitoring in a Pacific Island country.

Qualifications

- A relevant degree in legal studies, police studies, maritime regulation and enforcement, international fisheries law, fisheries management or natural resource management, or a related field.
- Lower academic qualification plus operational experience as a Legal Officer or fisheries MCS Officer will be considered in lieu of a degree.

Technical expertise

- At least 2-5 years' practical experience with monitoring, control and surveillance, or fisheries legal experience in the Pacific.
- Experience in training, writing reports, reporting against project work plans and managing project expenditure.
- Understanding of legal issues underlying compliance and enforcement, particularly in the coastal fisheries and aquaculture sectors.
- Ability to assist with the facilitation of stakeholder consultations to reach a workable solution.
- Willingness to travel and work in the Pacific region for extended periods, sometimes under difficult conditions.

Language skills

- Excellent skills in cross-cultural oral and written communication and teamwork in English or French, with the capacity to engage effectively with scientific, government, public and community audiences.

Interpersonal skills and cultural awareness

- Excellent interpersonal skills, ability to work in a team as well as undertake unsupervised work, and communicate with people from various ethnic, cultural and educational backgrounds.

Salary, terms and conditions

Requirements: Only applicants who are nationals and residents of Pacific Island countries are eligible to apply. Applicants must be employed in or contracted by a Pacific Island fisheries or conservation / environment agency, or a recognized NGO working in the field of coastal fisheries science, management or monitoring in a Pacific Island country.

Letter of endorsement – A signed letter from the employer, stating they agree to release the applicant for the attachment and that the position will be held for the applicant to return to at the end of the attachment with SPC must be provided before an appointment can be finalized.

Required start date – The position is to be filled from February 2024 and appointment is not renewable beyond 364 days.

Remuneration – The **Pacific Island Fisheries Professional (Monitoring, Control, Surveillance & Legal)** is a Band 8 position in SPC's 2023 salary scale, with a salary of SDR (special drawing rights) 2,912 per month, which currently converts to approximately XPF 441,094 (USD 3,902; EUR 3,696). SPC salaries are not presently subject to income tax in New Caledonia.

Benefits – SPC provides subsidized housing in Noumea, an establishment grant, return airfare, and will reimburse excess accompanied luggage of up to two additional bags. Employees are entitled to: 25 days annual leave and 30 days sick leave per annum; medical and life insurance; and access to SPC's Provident Fund (contributing 8% of salary to which SPC adds a matching contribution).

We encourage all eligible candidates to apply but please note that as this is a special short-term contract, the full list of benefits included in other international contract types are not available. Appointees may bring their families, but all extra costs for travel, insurance, education, housing and other additional expenses will be their own responsibility.

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. Applicants will be assured of complete confidentiality in line with SPC's private policy.

Application procedure

Closing date: 21 January 2024 – 11:00 pm Noumea Time

Job Reference: KK000059

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.

Screening questions (maximum of 2.000 characters per question):

1. What are the main legal issues underlying compliance and enforcement, particularly in the Pacific Island coastal fisheries and aquaculture sectors?
2. In the context of coastal fisheries discuss the types of MCS & E data that are important to compliance managers and describe any information storage system(s) you are familiar with that could assist compliance managers when they are required to make compliance decisions.
3. Together with a sound legal framework, the optimum delivery of compliance services to communities relies on a multi-faceted MCS & E strategy to create a culture of compliance in that community. Discuss the importance of a sound legal framework as it relates to the success of a members MCS & E strategy. If applicable, please reference the use of traditional and/or customary practices in the delivery of compliance services to members of the community.