

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

*The Pacific Community (SPC) invites applications for the position of **Project Manager (Tuna – CC Warning System)** 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 Project Manager (Tuna CCWS) will undertake a programme of work that supports the development and application of fisheries science to tuna fisheries in the western and central Pacific Ocean. The role will have a strong focus on projecting the impact of climate change on tuna populations over seasonal, decadal and longer timeframes to assist the development of advanced warning systems and to evaluate adaptation options that mitigate adverse climate impacts on fisheries.

The key responsibilities of the role include the following:

Project Management and administration

- Coordinates consultants and internal SPC staff allocated to assist with preparing the Tuna-AWS
- Coordinates the disbursement of the financial resources that support the development of the Tuna-AWS
- Oversees and/or takes the lead on donor reporting, with assistance from the FAME MEL team

Design of integrated programmes of work

- Integrates SPC member country needs, as appropriate
- Coordinates discussions with FFA, PNA Office and any other relevant sub-regional groups on the respective work of the Tuna-AWS project
- Oversees science quality standards for the Tuna-AWS

Technical advice

- Participates in one or more of the technical work areas of the Tuna-AWS preparation
- Designs additional studies to fill gaps in the knowledge base needed for preparing the Tuna-AWS
- Provides advice to the FAME and SPC on technical gaps and uncertainties in the preparation of the Tuna-AWS

Strategic Science Assets

- Develop and support resource mobilisation initiatives and opportunities for SPC strategic science assets

Communications

- Oversees the communication of the Tuna-AWS internally across SPC and externally to clients, the scientific community and the general public
- Contributes and coordinates Tuna-AWS inputs to Divisional and Corporate publications
- Promotes the Tuna-AWS to raise the profile of oceanic fisheries vulnerabilities to climate change

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

Key selection criteria

Qualifications

- Postgraduate degree in natural resource management, fisheries science or a related field

Technical expertise

- A minimum of 10 years of proven expertise in the design of large-scale investments in fisheries and design of reporting and evaluation criteria

- Demonstrated technical report writing skills necessary to prepare technical reports and papers which include a range of fisheries and socio-economic data summaries
- A sound knowledge of national and regional fisheries policy in the Pacific
- Understanding the concepts and methods used in developing adaptation and mitigation measures to minimise the impacts of climate change on fisheries
- Demonstrated ability to manage a medium-sized technical programme and coordinate professional and technical specialists

Language skills

- Well developed technical and executive communication skills of a high order required to interact with Government Ministers and senior officials from member countries and non-member countries involved in tuna fisheries of the Western and Central Pacific Ocean

Interpersonal skills and cultural awareness

- Proven ability to work in an inter-disciplinary and/or multi-cultural team
- Knowledge of Pacific Island countries and territories is an advantage

Salary, terms and conditions

Contract Duration – This vacant position is budgeted until 31 December 2025 and is subject to renewal depending on funding and performance.

Remuneration – the **Project Manager (Tuna CCWS)** 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 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: 22 January 2023 – 11:00 pm (Noumea time)

Job Reference: SH000227

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. How is climate change expected to impact tuna fisheries in the western and central Pacific Ocean?
2. Why is managing the impacts of climate change on tuna important for Pacific Island Countries and Territories?
3. How does the Fisheries Aquaculture and Marine Ecosystems Division of the Pacific Community support SPC members with developing adaptations in fisheries to the impacts of climate change?