



Pacific  
Community  
Communauté  
du Pacifique

- **Suva-based position (Fiji)**
- **Attractive expatriate package**
- **Join the principal development organisation in the Pacific region**

*The Pacific Community (SPC) invites applications for the position of **Aquaculture Officer** within its Fisheries, Aquaculture and Marine Ecosystems Division. This position will be located at its regional office in Suva, Fiji.*

## 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 organisation works across more than 25 sectors. We are known for our knowledge and innovation in such areas as fisheries science, public health, geoscience, and conservation of plant genetic resources for food and agriculture.

The **Fisheries, Aquaculture and Marine Ecosystems (FAME) Division** is composed of two programmes: Coastal Fisheries and Aquaculture Programme (CFAP) and the Oceanic Fisheries Programme (OFP). The Director's Office provides divisional support and strategic direction across the programmes and cross-cutting projects. Working with all 22 Pacific Islands Countries and Territories (PICTs), FAME has strong partnerships with regional, subregional, and national entities working in the marine sector.

The role – **Aquaculture Officer** will provide technical support and assist Pacific Island aquaculture and mariculture producers and enterprises to develop their technical capabilities and functions, focusing on small and medium scale enterprises, supported by capacity development and training.

The key responsibilities of the role include:

### **Strengthening aquaculture sector development through industry and expert networks and the provision of market information**

- Supports the strengthening of aquaculture industry networks among producer organizations, marketing networks and other organizations.
- Facilitates the formation of consultative committees or other expert networks to provide technical input to investment proposals.
- Collaborates with financial institutions to increase understanding of aquaculture enterprises for commercially viable loan investments.

### **Promoting sustainable, economically viable and gender inclusive aquaculture including specific assistance in feed, seed and broodstock management and workshops/ training to transfer technology**

- Provides direct technical assistance to government and aquaculture enterprises by advising them on advances in production technology and sciences, cost-efficient methods of production and hands-on training.
- Supervises consultancies for the provision of training and technology transfer in feed formulation and broodstock management.
- Assists and works with the SPC's fisheries economist and social scientist in undertaking cost-benefit analysis on feed formulation and broodstock management trials.
- Advises and assists Pacific Island members with mentoring in the development of aquaculture to address business skills, knowledge and information needs, through national workshops.

### **Collaboration with other work areas within and across SPC sections, programmes and divisions, and other regional organisations**

- Liaising and working with other aquaculture, coastal fisheries and aquaculture science, and management sections staff to integrate the work of these different areas, including the development of awareness raising materials and knowledge products in related areas.
- Liaising and coordinating with the coastal fisheries and aquaculture science and management sections on incorporation of aquaculture in fisheries and aquaculture legislation, MCS&E, policies and plans.
- Undertaking joint planning meetings with partners to coordinate activities and strengthen collaborations in aquaculture.

### **Section administration and communication**

- Assisting the Aquaculture Adviser to develop annual work plans and work plan reports for the Section, consistent with the FAME Business Plan.
- Maintaining up-to-date corporate and administrative procedures for all activities undertaken.
- Contributing, where applicable, to Programme, Divisional and Corporate publications, such as Fisheries Newsletters, annual reports, regional meetings and Divisional report for CRGA.
- Producing reports for all activities undertaken in the appropriate format for the activity including technical reports and trip reports, and input to funding proposals, and donor reports.

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 qualification in a field relevant to aquaculture.
- Lower academic qualification plus extensive experience can be considered in lieu of postgraduate degree.

### Technical expertise

- At least 5-6 years of practical experience working in or working with small to medium-scale enterprises involved in freshwater aquaculture and mariculture, preferably in the Pacific.
- Previous interaction with and knowledge of aquaculture agencies in the Pacific region.
- Demonstrated experience in project management, writing reports, reporting against project work plans and managing project expenditure.
- Demonstrated experience in working as part of a team or alone with minimal supervision.
- Excellent skills in cross-cultural oral and written communication and teamwork in English, with the capacity to engage effectively with scientific, government, public and community audiences.
- Proven ability to facilitate stakeholder consultations to reach a workable solution
- Experience in training and mentoring counterparts and supervising attachments and junior staff.
- Willingness to travel and work in the Pacific region for extended periods, sometimes under difficult conditions.
- Excellent computer skills across necessary applications.

### Language skills

- Excellent English communication skills (oral and written) with a working knowledge of French being an advantage.

### Interpersonal skills and cultural awareness

- Ability to work in a multicultural, inclusive and equitable environment.

## Salary, terms and conditions

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**Contract Duration – 28 February 2028** – subject to renewal depending on funding and performance.

**Remuneration** – The **Aquaculture Officer** is a band 10 position in SPC's 2023 salary scale, with a starting salary range of 2,575–3,218 SDR (special drawing rights) per month, which currently converts to approximately FJD 7,595–9,494 (USD 3,450–4,313; EUR 3,268–4,085). An offer of appointment for an initial contract will normally be made in the lower half of this range, with due consideration given to experience and qualifications. Progression within the salary scale will be based on annual performance reviews. Remuneration of expatriate SPC staff members is not subject to income tax in Fiji; Fiji nationals employed by SPC in Fiji will be subject to income tax.

**Benefits for international employees based in Fiji** – SPC provides a housing allowance of FJD 1,350–3,000 per month. 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 Privacy Policy.

## Application procedure

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**Closing Date: 21<sup>st</sup> January 2024 at 11:59pm (Fiji time)**

**Job Reference: MC000099**

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.

For international staff in Fiji, only one foreign national per family can be employed with an entity operating in Fiji at any one given time. SPC may assist on a case-by-case basis with submissions to Fiji Ministry of Foreign Affairs for their consideration and final approval. SPC cannot and does not make any guarantee whatsoever of approval for such applications to Fiji Ministry of Foreign Affairs and where an application is approved, the spouse or partner will be subject to such terms and conditions as may be set from time to time by the Ministry.

**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 makes you a great fit for this specific role? Do you have any specific ideas or plans about how you would approach the position?
2. Describe an aquaculture system that you have been involved with in your career so far. Explain what was your role – did you build it? Did you operate it? What tasks did you do to ensure the system was a success?
3. Briefly explain what is a “Fish Farmer Cluster” and what are the benefits? What key factors do you know are important drivers to ensure that the individual farmers will remain bonded together into a cluster?