

- **Suva-based Director position**
- **Leadership role**
- **Join the principal development organisation in the Pacific region**

The Pacific Community (SPC) invites applications for the position of **Director – Land Resources Division** 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 26 country and territory members. In pursuit of sustainable development to benefit Pacific people, our organisation works across more than 20 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 **Land Resources Division (LRD)** provides advice, technical assistance, research and training support to Pacific Island countries and territories on all aspects of agriculture and forestry. This includes plant protection, conservation, plant genetic resources, animal health and production, agroforestry, biosecurity and trade facilitation, and sustainable systems for agriculture, forestry and land management. This work has two objectives: improved food and nutritional security, and resilient communities. The division's services are provided through seven technical/thematic teams: Animal Health and Production; Plant Health; Biosecurity and Trade Facilitation; Forest and Agriculture Diversification; Crop Production and Extension; Genetic Resources; and Forests and Trees.

The role – **Director – Land Resources Division** will provide executive leadership and management for the Land Resources Division and manage the provision of scientific, technical and policy support in the development of land, agriculture and forestry resources for member countries throughout the Pacific region. Leading LRD's work programme and key functions, including the development and resource mobilisation for some of SPC's integrated programs related to food and nutrition security, the Director will oversee the management of operations, including budgetary expenditure, financial performance, effective reporting, evaluation and impact assessment. This role will work collaboratively with the Executive and Senior Leadership Team in all SPC locations to achieve strategic objectives and implement operational policies.

The key responsibilities of the role include:

- Strategy, planning and change management
- Leadership, staff management and strategic oversight of division activities
- Client and stakeholder relationships
- Resource mobilisation and operational management

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

Key selection criteria

Qualifications

- A master's degree in a relevant field, such as land management, agricultural or forestry science

Knowledge and experience

- At least 15 years of leadership experience managing land resources or a similar field in a public sector or research environment
- Previous experience in successfully building and leading multi-disciplinary teams, including people of different national and cultural backgrounds, and demonstrated ability to manage professional, technical, and programme support staff in a team environment, ensuring everyone's role contributes to successful team outputs
- Ability to lead strategically with a solid understanding of delivering programmes and projects of work
- Experience working with a wide variety of donors and development partners with awareness of their policies and procedures
- Experience with the raising of external funding
- Previous experience in change management

Essential skills

- Project/programme management skills, including design and reporting
- Excellent relationship building and conflict resolution skills
- Excellent audit, risk and financial management skills
- Skills and experience in continuous improvements and facilitating innovation across teams

Language skills

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

Interpersonal skills and cultural awareness

- Excellent networking skills and ability to effectively represent SPC at regional and international forums
- Ability to work in a multicultural, inclusive and equitable environment

Salary, terms and conditions

Contract Duration – Three years

Remuneration – The **Director – Land Resources Division** is a Band 15 position in SPC's 2020 salary scale, with a starting salary range of 5,505–6,881 SDR (special drawing rights) per month, which currently converts to approximately FJD 16,404–20,505 (USD 7,597–9,496; EUR 6,794–8,492). 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 relocation grant, removal expenses, airfares, home leave, medical and life insurance and education allowances are available for eligible employees and their recognised dependents. Employees are entitled to 25 days of annual leave and 30 days of sick leave per annum, 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.

Equal opportunity – SPC is an equal opportunity employer. Recruitment is based entirely on merit; in cases where two short-listed candidates are judged to be of equal rank by the selection committee, preference will be given to Pacific Island nationals.

Child protection – SPC is committed to child protection, irrespective of whether any specific area of work involves direct contact with children. SPC's Child Protection Policy is written in accordance with the Convention on the Rights of the Child.

Police clearance – Successful candidates will be required to provide a police clearance certificate.

Application procedure

Closing Date – 23 July 2020 at 11:45pm Fiji time

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
- contact details for three professional referees
- a cover letter detailing your skills, experience and interest in this position
- responses to all screening questions

Please ensure your documents are in Microsoft Word or Adobe PDF format.

Applicants should not attach copies of qualifications or letters of reference. These documents may be requested at a later stage.

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. The Pacific Community does not support dual spouse employment.

Please ensure that you respond to all the screening questions. If you do not respond to the screening questions, your application will be considered incomplete and will not be reviewed at shortlisting stage.

Screening Questions:

1. What is the largest team you have managed, and please share some leadership strategies you have employed to develop harmonious teams amongst individuals from various cultural and technical backgrounds.
2. Please share your experience in change management, and your approach to bringing people along with a new vision when implementing change.
3. Please share your experience in resource mobilisation, and what would be the key considerations in a resource mobilisation strategy for the Land Resources Division.