

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

The Pacific Community (SPC) invites applications for the position of **Coastal Fisheries Economist** in the Fisheries, Aquaculture and Marine Ecosystems Division. This position will be 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 26 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). 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 **Coastal Fisheries Economist** will provide economic and strategic advice and guidance to the Coastal Fisheries Programme (CFP), with the aim of mobilising economic tools and approaches to effectively support the CFP achieve tangible changes in sustainable fisheries management, marine habitat conservation, and sustainable aquaculture development in the 22 Pacific Island Countries and Territories (PICTs), in the face of current and future challenges, such as climate change, food security, biodiversity erosion and the COVID-19 pandemic.

The key responsibilities of the role include the following:

1. Provision of economic and strategic advice and guidance to FAME Coastal Fisheries Programme (CFP) on coastal fisheries and aquaculture initiatives

- Provide CFP with strategic advice and guidance on incorporating appropriate economic components into current CFP initiatives, the revision of the FAME Business Plan, and the development of future programmes and projects to answer scientific and management needs from member countries and territories
- Foster the effective use of economic theory and tools within CFP towards tangible outcomes for sustainable coastal fisheries and aquaculture management and development
- Keep abreast of economic context, challenges and development aspirations of PICTs and assist the Deputy Director CFP to build these into the work programme

2. Development and implementation of economic components of technical monitoring programmes for fisheries and aquaculture initiatives

- Contribute to the design and implementation of surveys and data collection systems for coastal fisheries and/or aquaculture projects
- Provide input to monitoring programmes to ensure reliable and useful data are collected for undertaking economic analysis and modelling
- Assess the cost-effectiveness of monitoring programmes
- Provide advice to SPC members on improvements in data collection and analysis procedures

3. Economic analysis and modelling of fisheries and aquaculture

- Use economic modelling and analysis to provide fisheries policy advice and information to SPC member countries
- Lead reporting and documenting of results from coastal fisheries and aquaculture economic analysis and modelling
- Where member capacity is insufficient, respond to member requests and support the capacity of national governments and organisations by providing technical assistance, economic advice and data analysis directly or through consultants
- Monitor the use and impact of economic analysis and modelling produced in terms of tangible changes in member countries/territories
- Apply economic decision tools (including risk analysis) used to guide development activities

4. National and community capacity development in support of sustainable fisheries and aquaculture management and development

- Formal, on-the-job training and mentoring of member counterparts on issues related to economic theory, methodologies, and tools towards enhanced policies and practices
- Provide input as appropriate to community training on data collection, record keeping, financial skills and business management to enhance profitability and chance of business success for fisheries and aquaculture businesses
- Lead or co-author the production of economic related resource materials

5. Inter-agency networking and cross-sectoral collaboration

- Identify collaboration opportunities, develop and promote economic related projects within SPC and other regional and international organisations

- Liaise and network with key projects and stakeholders to provide economic input and assistance where needed
- Provide input to the SPC integrated programme approach to provide an economic perspective for sustainable fisheries and aquaculture initiatives

6. Support to Coastal Fisheries Programme and project management

- Manage economic projects, including monitoring, finances, reporting and audits, so that donor and SPC internal requirements are met
- Contribute to the development of CFP's annual work plans and reports to ensure that economic activities are properly accounted for
- Ensure that economic activities are all conducted in line with SPC policies and administrative procedures

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

Key selection criteria

1. Qualifications

- Postgraduate qualification in economics, resource/environmental economics, finance or a closely related field

2. Technical expertise

- Minimum 10 years' experience in economic data collection, analysis and advice for development projects, government policy or/and proposals
- Knowledge and experience in preparing and running in-country economic data collection programmes, preferably experience of running programmes remotely via email, telephone or other forms of indirect communication
- Knowledge and experience of data analysis, including cost-benefit and related analysis, value-chain analysis, descriptive analysis and statistical analysis
- Demonstrated experience of developing work programmes, budgets and strategies
- Ability to translate economic analysis into easily understood terms for non-experts
- Experience providing economic advice to governments, senior officials and fishers or community members
- Demonstrated experience in providing training courses in the economic, finance or project management areas
- Demonstrated ability and experience in handling demanding work schedules, and working as part of a team or alone with minimal supervision
- Experience working with PC computer systems and MS Word, Excel and PowerPoint software

3. Language skills

- Excellent communication skills in English (oral and written) and able to provide succinct reports for a range of audiences

4. Interpersonal skills and cultural awareness

- A proactive and positive team player able to work effectively in a multicultural 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 performance and funding.

Remuneration – the **Coastal Fisheries Economist** is a Band 11 position in SPC's 2020 salary scale, with a starting salary range of 4,113–5,045 SDR (special drawing rights) per month, which currently converts to approximately XPF 605,702–742,953 (USD 5,676–6,962; EUR 5,076–6,226). An offer of appointment for an initial contract will be made in the lower half of this range, with due consideration being given to experience and qualifications. Progression within the salary scale will be 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.

Please note that selection processes are conducted separately, outcome of previous applications have no impact on future applications. Applicants are encouraged to reapply to as many positions as they see fit or believe their profiles matches the position.

Application procedure

Closing date: 9 August 2020 – 11:00 pm Noumea Time.

Job Reference: AL000314

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

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

All positions at SPC have specific screening questions. If you do not respond to all of the screening questions, your application will be considered incomplete and will not be reviewed at shortlisting stage.

Screening questions:

1. Briefly describe an example where you provided economic advice and guidance to a fisheries and/or aquaculture strategic planning process that resulted in the incorporation of appropriate economic components?
2. With reference to your experience, describe how you would approach a community-based monitoring project.
3. What is the economic rationale for government intervention within a market?