

- 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 Social Scientist** 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, 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 (OFF) 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 – Coastal Fisheries Social Scientist will provide social and demographic scientific and technical support and advice to governments, stakeholders and the private sector in planning and implementing value-chain activities, focusing on the social and community aspects and implications in developing livelihood activities.

The key responsibilities of the role include the following:

1. Assess social and demographic aspects of coastal fisheries to inform improvements in value-chains

- Undertake social and demographic research on coastal fisheries and their associated uses and markets ;
- Review existing fisheries monitoring schemes involving socio-economic, market and creel surveys and assist with designing new schemes;
- Assist with training of fishers and fisheries officers to monitor and report fisheries production ;
- Oversee the development and implementation of databases in support of data collection and monitoring systems for social and market aspects of coastal fisheries at various levels required ;
- Identify gaps in training and information needs, and conduct training of local staff in-country in all areas of social science data collection, the use of the database and data analysis for specific coastal fisheries that are being monitored.

2. Assess gender roles in coastal fisheries, development opportunities, fishing activities, marketing and seafood consumption patterns

- Undertake fishery characterisation studies on catch, effort and economic performance of specific coastal fisheries with emphasis on women and youth ;
- Assess the roles of men and women in coastal fisheries and associated value-chains to bridge gaps and alleviate blockages ;
- Undertake assessments of development opportunities, fisheries usage and consumption ;
- Support fisheries diversification, resource sharing and promotes fisher collectives, in particular women's groups.

3. Provide practical assistance to members in the designing and targeting of appropriate training, awareness raising and educational information

- In collaboration with the Fisheries Information Unit and other components of the PEUMP programme, develop materials such as training manuals, guidelines and other educational information ;
- Provide input on social aspects to awareness raising and educational materials focused on livelihoods as well as community-based fisheries management to ensure sustainability.

4. Promote internal and external inter-agency networking and cross-sectoral collaboration in bridging gaps and alleviating blockages in fisheries value-chains

- Work with CROP agencies, PICT government staff, donor agencies, academic institutions, NGOs, CSOs, private sector and communities on social issues relating to coastal fisheries value-chains, and encourage collaborations ;
- Liaise and work closely with other component areas under the PEUMP programme and CFP ;
- Develop and promote collaborations with other Divisions within SPC on issues such as food security, small-scale livelihoods, etc.

5. Section administration and communication

- Maintain up to date corporate and administrative procedures, including training data for all activities undertaken ;
- Contributes where applicable to Programme, Divisional and Corporate publications ;

- Produces reports for all activities undertaken in the appropriate format for the activity including technical reports and trip reports, and input to funding proposals, donor reports.

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

Key selection criteria

1. Qualifications

- Postgraduate degree or equivalent experience in a social science, fisheries science or related development discipline.

2. Technical expertise

- At least 8 years' of direct experience relevant to social aspects of Pacific Island coastal and/or community fisheries ;
- Demonstrated capability for collaborating and working in an institution with integrated programmes and involving colleagues from several different countries and cultures ;
- Experience in establishing purposeful monitoring programmes, including household and socio-economic, market and creel surveys, that also disaggregate gender and youth information ;
- Understanding of current community-based fisheries management approaches, gender issues and human rights-based approaches, especially in the Pacific ;
- Proven ability to design, plan and facilitate workshops and other trainings ;
- Experience working with PC systems and MS Word, Excel, GIS, and PowerPoint software, and software programmes for data entry and management ;
- Willingness and demonstrated capacity to travel and undertake overseas assignments in SPC member countries, sometimes under difficult physical conditions.

3. Language skills

- Excellent communication skills in English (oral and written) with the capacity to engage with a variety of stakeholders and audiences.

4. Interpersonal skills and cultural awareness

- Cultural sensitivity and a demonstrated understanding of developing country environments ;
- Knowledge of Pacific Island countries and territories is an advantage.

Salary, terms and conditions

Required start date – This position is to be filled as soon as possible.

Contract Duration – This position is budgeted until the 31st of December 2022.

Remuneration – The **Coastal Fisheries Social Scientist** 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 relocation grant, removal expenses, airfares, home leave, medical and life insurance, and education allowance are available for eligible employees and their recognised dependents. Employees are entitled to 25 days of annual leave and access to SPC's Provident Fund (contributing 8% of salary, to which SPC adds a matching contribution).

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.

Languages – SPC's working languages are English and French.

Application procedure

Closing date: 12 April 2020 – 11:45 pm New-Caledonia time

Job Reference: AL000269

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 and experience relative to the key selection criteria, 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. Experience in conducting social and demographic research and/or assessments, in the fisheries sector, and the challenges encountered and how these were overcome.
2. Assessing the roles of men and women in coastal and community fisheries taking into account both gender and human rights-based approaches through the assessment.
3. Working with and coordinating your work with other players working on the same or similar issues in regard to gender and human rights-based approaches in coastal and community fisheries.