SECRETARIAT OF THE PACIFIC COMMUNITY DUTY STATEMENT

OCEANIC FISHERIES PROGRAMME MANAGER

BACKGROUND  The Secretariat of the Pacific Community (SPC) is an international organisation that provides technical and policy advice and assistance, training and research services to its Pacific Island members. It works in a wide range of sectors, including natural resources (agriculture, fisheries and forestry), health, statistics, human development, information and communication technology and social issues. SPC was established in 1947. It has 26 member countries and territories and its working languages are English and French. The organisation has been expanding rapidly and now has approximately 350 staff and a total annual budget of XPF 4.9 billion (approximately USD 60 million). SPC’s headquarters is in Noumea, New Caledonia. It also has regional offices in Suva, Fiji Islands and in Pohnpei, Federated States of Micronesia. SPC has gained a reputation for providing ‘real solutions to real problems’ in the Pacific (SPC Corporate Review, 2005) and strives to maintain professionalism, integrity and pragmatism in delivering its services. Additional information on SPC can be found on its website: www.spc.int. The Oceanic Fisheries Programme (OFP) is part of SPC’s Marine Resources Division, and currently consists of 20 professional and 11 support staff. Its annual budget is approximately XPF 500 million (USD 6,500,000). OFP’s mission is to ‘provide member countries with the scientific information and advice necessary to rationally manage fisheries exploiting the region’s resources of tuna, billfish and related species’.

The programme consists of three sections: Statistics & Monitoring, Stock Assessment & Modelling, and Ecosystem Monitoring and Assessment. OFP works with Pacific Island countries and territories (PICTs) to help monitor and compile statistics on oceanic fisheries in their waters and in the western and central Pacific Ocean (WCPO) generally, to provide assessments of the status of migratory fish stocks at both regional and national levels, and to carry out applied research and provide advice on pelagic fisheries ecosystems. OFP also assists PICTs to develop local human resources, statistical information and scientific monitoring capacity in tuna fisheries. For further information, see www.spc.int/oceanfish. The Oceanic Fisheries Programme Manager is responsible to the Director, Marine Resources Division.

Role of the position  The OFP Manager provides leadership and overall direction to the Programme, as well as having hands-on involvement in all aspects of the Programme’s work. Reporting directly to this position are the following, with all OFP staff ultimately answerable to the OFP Manager through this structure: * Principal Fisheries Scientist (Stock Assessment) * Principal Fisheries Scientist (Statistics) * Principal Fisheries Scientist (Ecosystem Monitoring & Assessment) * Programme Administrator * Programme Assistant.

DUTIES AND RESPONSIBILITIES  * Co-ordinate the activities of the Oceanic Fisheries Programme and, in consultation with SPC member country focal points, and other regional or international agencies and programmes, develop an adaptive work
programme that addresses the priorities of Pacific Community members within the scope of its mission statement. In maintaining this work programme, the OFP Manager:

(a) provides the necessary scientific leadership and oversight to ensure that the scientific work of the Programme is maintained at an internationally recognised standard;

(b) ensures that the range of work of the Programme is adequate to provide the best available scientific advice on the regional status of stocks of target tuna species, and to develop a better understanding of the status of tuna fishery-associated species and ecosystems;

(c) provides hands-on contributions to the scientific research activities of the Programme.

- Develop, negotiate and sustain research partnerships between the Programme and other international and national agencies that are crucial to the achievement of Programme objectives.
- Identify, develop and maintain funding to implement the work programme and administer and report on the integrated Programme budget to funding sources, to the Director, Marine Resources Division, and to SPC governing councils.
- Supervise the preparation of accurate narrative and financial reports on particular OFP activities for regular transmission to the relevant donor agencies.
- Co-ordinate the preparation of all documentation relating to the activities and outputs of the Programme for the information of member countries and regional fora, and present reports on the progress and results of the Programme as required by the Director of the Marine Resources Division.

QUALIFICATIONS AND EXPERIENCE

- A PhD in fisheries science or a related field, with considerable post-doctoral experience.
- Broad knowledge of marine science, fisheries biology, oceanography and socio-economics.
- Detailed knowledge of pelagic fisheries, with emphasis on all aspects of regional tuna fisheries. It is expected that the occupant of this position will have detailed, expert knowledge in one or more of the following fields: fisheries stock assessment, fisheries statistics, fisheries biology and ecology.
- Demonstrable international standing in the field of fisheries research, preferably involving tuna.
- Considerable experience in tuna research within the Pacific Community region and beyond, including: experience in the planning and implementation of tuna fisheries research projects, and the analysis, interpretation and presentation of their results; experience in the formulation of scientific advice for fisheries management purposes.
- Proven history of successfully leading multidisciplinary teams of fisheries scientists, data base specialists, fishery monitors and support staff, and conducting large field research programmes.
- Communication skills in English of a high order, particularly in written and oral presentation of scientific advice to audiences at many levels.
- Interpersonal skills of a high order, including the ability to supervise scientific and support staff and to manage relationships critical for collaborative research projects.
- Willingness to undertake extensive travel in support of OFP work.

SALARY, TERMS AND CONDITIONS

SALARY AND ALLOWANCES

The starting salary will depend on experience and qualifications and will be in Grade K of
SPC’s salary scale. Salaries for Staff Recruited Internationally are set in SDR (Special Drawing Rights) and paid in the local currency, i.e. the French Pacific franc (XPF) in New Caledonia. The salary range for this grade is SDR 4,165–5,430 per month. At prevailing exchange rates these amounts convert into approximately XPF 549,158–715,860 per month (USD 6,900–9,000; € 4,600–6,000). The organisation subsidises housing. An SPC-owned or SPC-rented house or flat will be made available, with the staff member contributing 25 per cent of the normal rental. In addition, an establishment grant will be payable to non-residents of New Caledonia. Where appropriate, other allowances such as child and education allowance will be paid. SPC emoluments are not subject to income tax in New Caledonia at the present time.

TENURE The appointment is initially for a period of three years, subject to a one-year probationary period, with the possibility of renewal for a further period depending on performance and continued funding availability.

DUTY STATION Noumea, New Caledonia. LEAVE Leave will accrue at the rate of 25 working days per annum of active duty. Sick leave is 30 working days per annum.

MEDICAL BENEFITS SPC’s Staff Medical Insurance reimburses doctors’ fees, cost of prescribed medicines, surgical and hospital costs, etc. up to certain percentages and limits. Supplementary medical insurance is available to increase these percentage reimbursements and limits.

PROVIDENT FUND The appointee will be eligible for membership of SPC’s Staff Provident Fund. Staff members contribute 8 per cent of their base salary, to which SPC adds a matching contribution.

FARES AND REMOVAL EXPENSES For an appointee recruited outside New Caledonia, the cost of air fares by the most direct and/or economic route for the appointee and recognised dependants, and reasonable removal expenses by sea of personal and household effects, will be met by SPC on appointment and termination.

COMPUTING ENVIRONMENT SPC has a standardised computing environment based on Microsoft Office running under Microsoft Windows.

SMOKE-FREE ENVIRONMENT Smoking is not permitted in the workplace.

EQUAL OPPORTUNITIES SPC is an equal-opportunity employer. Recruitment is based on merit. If two short-listed candidates are judged to be equally qualified, preference will be given to Pacific Island nationals.

ADDRESS AND CLOSING DATE FOR APPLICATIONS Applications should be addressed to the Director-General, Secretariat of the Pacific Community, PO Box D5, 98848 Noumea Cedex, New Caledonia, to arrive by 31 July 2008. Applicants should provide their curriculum vitae and address the selection criteria for the position in their covering letter. They should also provide names and contact details of three referees.
Applications may be submitted by fax (+687 26 38 18) or email (spc@spc.int, preferably as an electronic attachment in Microsoft Word format).