



Pacific
Community
Communauté
du Pacifique

JOB DESCRIPTION

Job Title:	Statistics Adviser (Climate Change)
Division/Programme and Section/Project (if any):	Statistics for Development Division / Statistics Leadership, Governance and Use
Location:	Noumea
Reporting to:	Manager Statistical Leadership, Governance and Use
Number of Direct Reports:	0
Purpose of Role:	To enable enhanced monitoring and reporting of climate change impact by supporting Pacific Island country and territory members to define, localise, compile and improve the production of climate change and environmental statistics. This includes promoting the use of climate change and related indicators in national and regional monitoring against key commitments such as the SDGs and Sendai Framework. The initial focus will be on measuring social impact of and vulnerability to climate change using household survey data. This position is an integral part of the Climate Change Flagship Programme (CCFP).
Date:	<i>April 2023</i>

Organisational Context

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 member countries and territories. 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 agriculture.

SPC is committed to bringing together our deep sectoral expertise, research, relationships, and implementation experience into **Flagship Programmes**. These programmes accelerate our efforts to address the challenges and opportunities facing the Blue Pacific in the 21st century, and work together with our members and achieve impact for Pacific people. They support a transformation in our

institutional effectiveness as part of SPC's Strategic Plan 2022-2031 and the 2050 Strategy for a Blue Pacific.

The **threat of climate change** demands SPC take a whole of organisation response to this critical regional challenge. SPC is in the process of developing and strengthening a more strategic and integrated approach of climate change, through a **Climate Change Flagship Programme (CCFP)**. This flagship seeks to enhance climate change services and capability in a more wholistic, strategic, and cohesive way.

The CCFP aims to bring greater visibility to the breath of SPC's climate change action and related resilience work, progress this in a manner consistent with the demand for ambition and support from members and leverage the commensurate resources to support this. This aligns directly to the implementation of KFA 1: "Resilience and Climate Action" which is at the centre of the new SPC Strategic Plan and should also help to more clearly define SPC's value add to the region in the climate change space and its complementarity with the capability and services of other regional architecture supporting our members. The **Climate Change and Environmental Sustainability Programme (CCES)** is charged with facilitating its development and implementation, however all divisions, teams and programmes of SPC are also contributing.

The CCFP will be informed by SPC's Strategic Plan, the FRDP, climate change priorities espoused by the Heads of sector meetings convened by SPC, its Governing Council, the 2050 Strategy, Pacific priorities in climate change negotiations and national policies.

The **Statistics for Development Division (SDD)** comprises 20 – 35 long term staff within the Pacific Community (SPC). Its objective is for the region to meet the outcome set out in the 2022-2030 Pacific Statistics Strategic Framework:

"Highly competent and sustainable national statistics systems that meet national and international statistics needs for evidence-based policy, planning and monitoring"

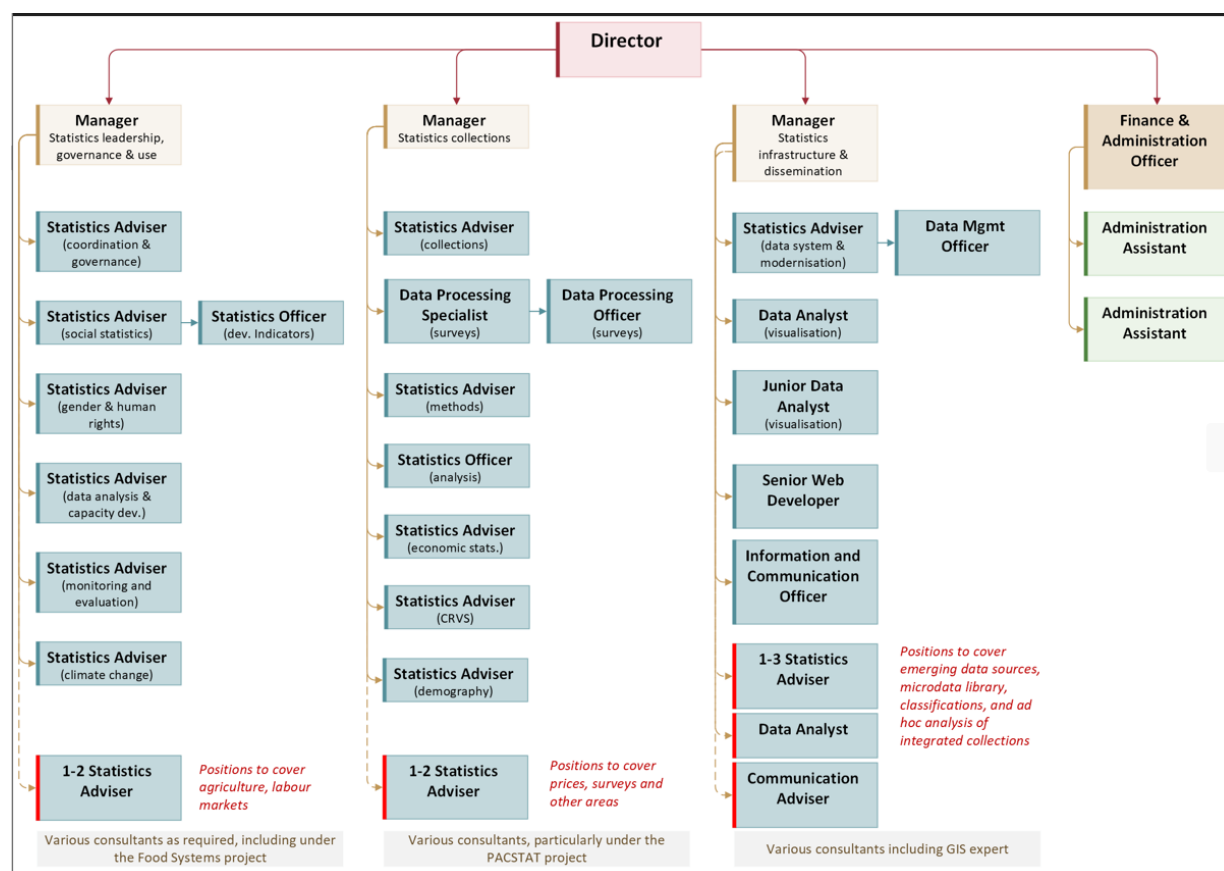
The SDD is organized in three teams. These are:

- Statistics leadership, governance and use
- Statistics collections (including both survey and administrative data)
- Statistics infrastructure and dissemination

Each team is led by a manager accountable for staff and other resources to deliver results against their work program. A fourth, small team is responsible for office management, finances and administrative support. All teams work in close cooperation with each other. In addition to their work program, managers are held accountable for delivery against "ways of working" objectives, which change from time to time but in late 2022 were:

- Develop a high performing Division that works as a team
- Mainstream good modern data practice
- Strengthened engagement and partnerships with donors and stakeholders
- Make the most of our resources

Statistics for Development Division organisational chart
(items with red sidebars are possible future expansion)



Key Result Areas (KRAs):

The performance requirements of the Key Result Areas are broadly described below.

<i>Jobholder is accountable for</i>	<i>Jobholder is successful when</i>
Key Result Area 1: Ways of working (10%)	<ul style="list-style-type: none"> Demonstrable contribution as an individual and team-member to the organisational or 'ways of working' objectives in the division business plan.
Key Result Area 2: Establishment and implementation of a programme of work for climate change statistics and indicators (20%)	<ul style="list-style-type: none"> A well designed and run programme of work is established and implemented to support delivery of climate change statistics and indicators, with an initial focus on measuring social impact of and vulnerability to climate change using household survey data. There is close collaboration with other SPC Divisions, including Climate Change and Environmental Sustainability Programme (CCES) to ensure climate change statistics and data needs are identified and addressed. Planning and actions are in place to enable effective ongoing liaison and cooperation with relevant institutions and organisations to coordinate related climate change statistics work, build synergies, align investments and reduce duplication of effort.

	<ul style="list-style-type: none"> • Communication and engagement are delivered through presenting and preparing presentation material, and representing SPC in multiple forums. • Value and feasibility are scoped for supporting a wider set of climate change statistics and data to meet needs for the Pacific – e.g. emissions, waste management, impacts and adaptation. For example, analysis and use of agricultural statistics, environmental data and other sources to monitor land use, crops and sustainable management. • SPC's support for climate change statistics is well planned and coordinated with the rest of SDD's activities and ways of working as well as regional frameworks and priorities. • Other SDD staff are actively engaged in climate change statistics activities through means such as peer review, shared projects, coordinated missions and tasks, and joint authorship.
Key Result Area 3: Compilation, reporting, analysis, dissemination and communication of climate change statistics and indicators (40%)	<ul style="list-style-type: none"> • Lead the design, analysis, reporting and use of household survey data to measure social impact of, and vulnerability to, climate change. • Member countries and other partners are assisted in the definition, localisation (where relevant), compilation, analysis, interpretation, and reporting on climate change statistics and indicators. • Innovative and user-friendly information, knowledge products, analytical papers, policy briefs and/or fact sheets are produced in collaboration with other SDD and SPC team members as appropriate, to address climate change policy issues in the region and requests for assistance from national or regional planners, policy makers and/or NSOs. • Member countries and partners are assisted in the identification of data gaps and methods for new data collection for Pacific climate change statistics and indicators, working in collaboration with relevant national, regional and international development partners. • Pacific climate change statistics and indicators are well aligned with relevant policy frameworks and international reporting commitments. • Regional and global reporting needs are addressed, including the Sendai Framework, SDG13, and the Global Set of Climate Change Statistics. • Data analyses and reports are compiled to a high standard, and to deadlines in collaboration with relevant partners. • National staff are actively engaged in technical collaboration, including data compilation and report writing. • Consultants and professional training attachments are supervised / conducted in connection with climate change statistics, in collaboration with other SDD colleagues.
Key Result Area 4: Provision of support - technical assistance, training and capacity development in climate change and environmental statistics (30%)	<ul style="list-style-type: none"> • SPC is recognised as a successful leader promoting good practice in the Pacific with regards to climate change statistics. • Guidance products on climate change statistics and indicators are produced and used by member countries. • Support is provided to training workshops and production of quality statistical narratives in collaboration with other SDD colleagues and national staff. • Training materials relevant to Pacific climate change statistics and indicators are developed and maintained taking account of latest data and statistical best practices.

	<ul style="list-style-type: none"> • Pacific national statistics office staff are assisted to maintain and update their official statistics and indicators. • Pacific national priorities for climate change statistics are linked with potential funding sources in collaboration with the SPC Climate Finance Unit. • Relationships with key stakeholders – in member countries, donors, and implementation partners – are positive.
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The above performance requirements are provided as a guide only. The precise performance measures for this job will need further discussion between the jobholder and supervisor as part of the performance development process.

Most Challenging Duties Typically Undertaken (Complexity):

Dealing with emerging priorities and expected high demand from partners and member countries and territories while establishing a new work programme and maintaining international standard best practices in statistics.

Analysis of household survey and other data sources, including SDGs, to provide guidance to member countries on climate change related policy issues.

Calculating climate change statistics for multiple countries with data from different legislative, cultural and IT frameworks.

Training, advice and other capacity building support on technical issues (statistical, IT, and conceptual) in a cross-cultural environment with a wide range of quality of data, systems and processes.

Developing and maintaining a sound knowledge of the Pacific development context (including environmental and social issues) and the science of climate change impacts.

Working with a wide range of colleagues, stakeholders, donors, and partners towards effective and coordinated approaches.

Building consensus while developing prioritization and resourcing strategies and roadmaps with broad support from complex groups of stakeholders including member countries, technical implementation agencies and donors.

Functional Relationships & Relationship Skills:

<i>Key internal and/or external contacts</i>	<i>Nature of the contact most typical</i>
Internal	
<ul style="list-style-type: none"> • SDD Director, Managers and teams • CCES Director, Flagship Coordinator and section heads • Other SPC technical divisions • Corporate services 	<ul style="list-style-type: none"> • Contribute to discussion and agreement on climate change issues. • Planning and review of activities & work programmes linked to international climate change and related environmental negotiations. • Coordination of technical assistance, data analysis, dissemination and user engagement activities • Using SPC systems and processes to contract and manage specialist consultant inputs
External	

<ul style="list-style-type: none"> • Heads and staff of National Statistics Offices • Directors and representatives of Climate Change related Ministries • Deputy-Director and Divisional Directors of SPREP, PIFS, FFA, USP and other CROP agencies • Representatives of donor partners and funding agencies (e.g. Australian and New Zealand Foreign Affairs; World Bank) • Directors of relevant programmes in other regional and international agencies • Private sector and industry association contacts. • Non-State Actors involved in Climate Change negotiations in the region. • Technical Partners (e.g. World Bank, UNFPA, UNDP, UNICEF, ABS, SNZ, PFTAC) • Data Users – global, regional, national; government and non-government • Contractors and consultants 	<ul style="list-style-type: none"> • Responding to requests for technical advice, information and support. • Influencing policies and practice both regionally and internationally • Presenting the SPC as an expert voice, promoting coordination and building a base for further resourcing • Communicating climate change statistics issues and the results of analysis to both experts and non-experts • Exchange of information on areas of mutual interest. • Participating in meetings and follow-up on actions agreed. • Negotiation support as required. • Joint knowledge product development
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Level of Delegation:

Nil

Personal Specification:

This section is designed to capture the expertise required for the role at the 100% fully effective level. (This does not necessarily reflect what the current position holder has.) This may be a combination of knowledge / experience, qualifications or equivalent level of learning through experience or key skills, attributes or job specific competencies.

Qualifications

Essential:	Desirable:
<ul style="list-style-type: none"> • Master's degree in environmental management, climate change, statistics, data science or relevant field; or equivalent combination of degree and work experience 	<ul style="list-style-type: none"> • Member of a recognized professional association or related bodies • Certification as a workplace trainer or in adult learning techniques

Knowledge/Experience

Essential:	Desirable:
<ul style="list-style-type: none"> • 10 years of relevant professional / technical experience in environmental management, climate change, statistics or related systems • Demonstrated ability in statistical analysis and the calculation and interpretation of indicators, packaging, and dissemination, including the production of policy briefs, knowledge products etc. 	<ul style="list-style-type: none"> • Good knowledge of the Pacific, the issues associated with its socio-economic history and development. • Experience working in a developing country environment, preferably in the Pacific Island region • Skilled and experienced with Stata and R for statistics

<ul style="list-style-type: none"> • Applying data analysis and statistical methods with specialist software for reports and presentations for a range of audiences • Experience in designing and delivering training for professionals • A good understanding of the challenges developing countries (particularly small island states) face in the collection, production and use of official statistics • Excellent oral and written English language communication. • Demonstrated ability to work with people from different national and cultural backgrounds 	<ul style="list-style-type: none"> • Project management experience • French language
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Key Skills/Attributes/Job Specific Competencies

The following levels would typically be expected for the 100% fully effective level:

Expert level	<ul style="list-style-type: none"> • Understanding of operating environments of Pacific Island statistical agencies • Analysis of data from complex surveys • Ability to produce quality and relevant statistical information, briefs and other knowledge products in support of SDD and SPC's mandates in the region. • Ability to provide high quality technical services and outputs in key results areas. • Ability to communicate statistical and policy related concepts and issues including at senior levels in PICT administrations. • Design and monitoring and evaluating of programmes and projects • Organizational and individual learning, training and capacity development • Strategy development • Coordination of strategy implementation at both national and regional levels
Advanced level	<ul style="list-style-type: none"> • Strategic influencing and stakeholder engagement • Communication and professional networking skills • A flexible approach and a willingness to assist with other tasks within SDD and SPC • Interpersonal skills, ability to work in a team environment, and where required, lead and motivate others • Willingness to undertake frequent travel. • Ability and willingness to multi-task accommodating emerging priorities, without losing sight of agreed-upon overall SDD deliverables.
Working knowledge	<ul style="list-style-type: none"> • Contractor management skills
Awareness	<ul style="list-style-type: none"> • SPC Regulations and Policies

Key Behaviours

*All employees are measured against the following **Key Behaviours** as part of Performance Development:*

- Change and Innovation

- Interpersonal Skills
- Teamwork
- Promotion of Equity and Equality
- Judgement

Personal Attributes

- High level of professional integrity and ethics
- Friendly demeanor
- Demonstrated high level commitment to customer service

Change to Job Description:

From time to time it may be necessary to consider changes in the job description in response to the changing nature of the work environment – including technological requirements or statutory changes. Such change may be initiated as necessary by SPC. This Job Description may also be reviewed as part of the preparation for performance planning for the annual performance cycle.