



JOB DESCRIPTION

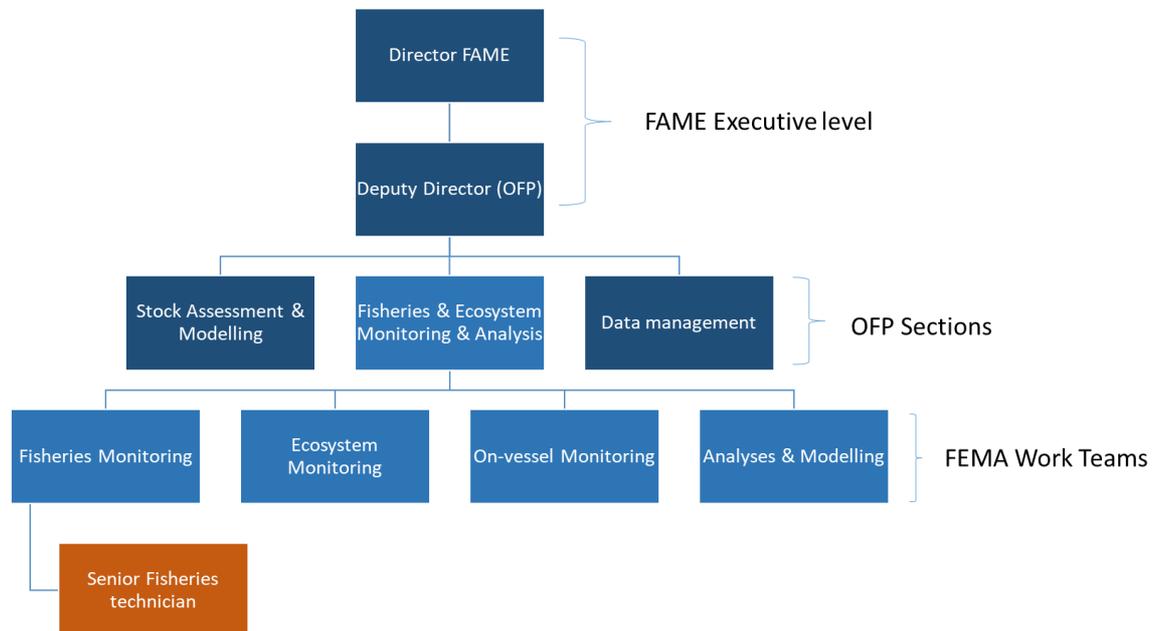
Job Title:	Senior Fisheries Technician
Division/Programme and Section/Project (if any):	Fisheries and Ecosystem Monitoring and Analysis Section, Oceanic Fisheries Programme
Location:	Noumea
Reporting to:	Principal Fisheries Scientist
Number of Direct Reports:	0 (Tag Recovery and biological sampling Agents (external))
Purpose of Role:	The position will provide technical and logistical support and expertise to scientific research activities. Its primary focus is the Pacific Tuna Tagging Project with responsibilities for coordinating tag recovery and training agents and observers throughout the Pacific region in tag recovery protocols. This includes the development and improvement of standard operating procedures and the use of fisheries intelligence information to maximise tags recovered from the fishing industry. The position also contributes to the region's biological sampling projects.
Date:	<i>November 2023</i>

Organizational Context and Organization Chart

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 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). The goal of the OFP is to ensure fisheries that exploit the region's resources of tuna, billfish and related species are managed for economic and ecological sustainability using the best available scientific information. In pursuing this goal, the OFP provides scientific support for the management of fisheries for tuna and associated species, with a strong focus on stock assessment and modelling, fisheries and ecosystem monitoring and analysis and data management. The OFP works closely with member countries and territories, the Western and Central Pacific Fisheries Commission, the Forum Fisheries Agency, the Parties to the Nauru Agreement and other regional and sub-regional entities.

The **Fisheries & Ecosystem Monitoring & Analysis** (FEMA) Section of the OFP undertakes a broad range of tuna fisheries and tuna ecosystem monitoring and analysis work. This work is supported by data collection and monitoring from the fisheries and the oceanic tuna ecosystem and the development of ecosystem and tuna models.



Role – The “Senior Fisheries Technician” will provide technical and logistical support and expertise to OFP’s scientific research activities. Its primary focus is the Pacific Tuna Tagging Project with responsibilities for coordinating tag recovery and training agents and observers throughout the Pacific region in tag recovery protocols. This includes the development and improvement of standard operating procedures and the use of fisheries intelligence information to maximise tags recovered from the fishing industry. The position also contributes to the region’s biological sampling projects through training, development of standards and coordination of sampling.

Key Result Areas (KRAs):

The position of Senior Fisheries Technician encompasses the following major functions or Key Result Areas:

- Data Collection,
- Data Analysis; and
- Other duties.

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

Jobholder is accountable for	Jobholder is successful when
<p>DATA COLLECTION (40%)</p> <ul style="list-style-type: none"> • Supervising, monitoring and co-ordinating SPC agents and regional collaborators to implement tag recovery. • Implementing and promoting tag recovery throughout the region’s fisheries administrations, industry and associated communities, including the novel reward schemes or structures • Supervise the tag validation process and lead the development of new tag validation standards and methodologies. • Providing logistical and planning support for research cruises and projects. 	<ul style="list-style-type: none"> • Tag recovery rate and data quality within agreed and standardised procedures, priority levels and deadlines. • Rewards and industry communication are implemented regularly and consistently • Reward stocks at SPC and with TROs are tracked • Tagging awareness information and promotional material are distributed in all appropriate media support and global tuna processing chain. • Active engagement of fishing industry in partnerships with SPC research programs • OFP research cruises and projects successfully implemented. Undertake field-based research (including extended periods at sea) as required.
<p>DATA ANALYSIS (40%)</p>	

<ul style="list-style-type: none"> • Develop methods and analyses to use fisheries catch, unloading and scientific monitoring data for the characterisation tuna product networks to improve tagging data quality and recovery • Undertake regular analysis to identify poor performing tag recovery locations. • Prepare quantitative updates on tag recovery and reporting • Contribute to the preparation of project reports. 	<ul style="list-style-type: none"> • Tag recovery opportunities are maximised for SPC agents through provision of fisheries intelligence information • New tools are developed to automatise and improve tag validation and data quality • Poor performing areas identified and procedures implemented for improvement. • Updates provided within agreed priority levels and deadlines. • Project reports prepared within timelines and to required standard.
<p>OTHER DUTIES (20%)</p> <ul style="list-style-type: none"> • Improve and maintain effective relationships with fishing industry stakeholders in the Pacific • Perform such duties consistent with the objectives of the Project as directed by the Principal Fisheries Scientist 	<ul style="list-style-type: none"> • Collaboration and communication of scientific monitoring programmes is increased with industry partners • Satisfactorily performed as and when required

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):

<ul style="list-style-type: none"> • The main challenge for the Senior Fisheries Technician is to remain current with tag recovery issues through the region, to identify problems quickly, and to implement effective solutions to those problems as quickly as possible. • Implementing research projects of this nature in the Pacific region is complex and logistical and communication difficulties are often encountered. In particular, applying SPC procurement requirements in the context of tag recovery requires in depth understanding of the application and intent of these policies. Experience and good judgement will be required to effectively achieve the key result areas of the position. • Ensuring consistency of application of training and debriefing standards across the differing situations in the Pacific Region.
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Functional Relationships & Relationship Skills:

Key internal and/or external contacts	Nature of the contact most typical
<p>External:</p> <ul style="list-style-type: none"> • Fisheries Officers and fisheries observers involved in data collection and management in Pacific Island member countries and non-member countries • Heads of fisheries department from Member countries • Managers and staff of tuna processing facilities in the region • Manufacturers of promotional material • Contractors and agents who represent SPC for tag recovery 	<ul style="list-style-type: none"> • Provision of advice. • Response to ad hoc requests for assistance. • Attendance at annual regional workshops, in-country visits. • Presentation to stakeholders and SPC members. • Training of staff. • Coordination of tag recovery, tag seeding and biological sampling activities, review of data quality issues • Courtesy and Liaison when problems are found with data. • Resolving logistical problems • Collaborating with other team members and other contacts

<p>Internal:</p> <ul style="list-style-type: none"> • OFP Fisheries Statistics and Monitoring Section • OFP Fisheries Stock Assessment Section • OFP Fisheries Ecosystems and Analysis Section • FAME Coastal Fisheries Section • SPC Financial section • SPC Procurement section • SPC communication section • SPC MEL section • PCCOS 	<ul style="list-style-type: none"> • Collaboration and information sharing with other OFP sections • Performance appraisal, work planning • Collaboration on research programmes • Ad-hoc advice • Administrative tasks
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Level of Delegation:

Routine Expenditure Budget: 0 EUR.

Budget Sign off Authority without requiring approval from direct supervisor: 0 EUR.

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

<p>Essential:</p> <ul style="list-style-type: none"> • A relevant tertiary degree in fisheries science, oceanography, biology, ecology, or a related discipline or equivalent experience 	<p>Desirable:</p> <ul style="list-style-type: none"> • Graduate or vocational qualifications in training, teaching and/or leadership
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Knowledge/Experience

<p>Essential:</p> <ul style="list-style-type: none"> • At least 5-6 years of experience in the planning and implementation of field research programmes • Thorough knowledge of tuna fisheries in the Western and Central Pacific Ocean and scientific methods for tuna tagging and biological sampling (including at least 3 years of practical experience) • Experience in manipulation, presentation and analysis of ecological, biological or tagging data. Understand and has experience in working with relational databases • Proven ability to work as part of inter-disciplinary and/or multi-cultural teams • Demonstrated ability to meet project deadlines under difficult circumstances; and • Excellent English language oral and written communications skills 	<p>Desirable:</p> <ul style="list-style-type: none"> • Knowledge of safe working practices and the ability to implement them; • A working knowledge of French; • Experience with formal procurement processes applied to small scale disbursements • Experience of creating multimedia training and promotional material for delivery online/at distance. Experience in network science or similar data-flow processes • Demonstrated ability to supervise and manage staff
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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 the operations and chain of custody of tuna fisheries and where opportunities exists for tag recovery, tag seeding and biological sampling. • Understanding of the role and operations of observer programmes in tuna fisheries • Data quality assurance methods for tuna tagging and similar studies; • Problem diagnosis; • Communication skills;
Advanced level	<ul style="list-style-type: none"> • Word processing, spreadsheet and database applications • Manipulation and analysis of data using R, Python or similar programming languages
Working knowledge	<ul style="list-style-type: none"> • Development of software tools and libraries in modern programming languages • Ability to interrogate a database to extract useful data; • Ability to take the initiative to start new work in the absence of supervisor; • Ability to set priorities successfully working with minimal supervision;
Awareness	<ul style="list-style-type: none"> • Ability to work well with the other Oceanic Fisheries Programme staff; • Ability to deal with confidential data in a professional manner; • SPC policies relating to recruitment, gender, harassment, and others

Key Behaviours

- Change and Innovation
- Interpersonal Skills
- Teamwork
- Promotion of Equity and Equality
- Judgement
- Building Individual Capacity

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.