



## JOB DESCRIPTION

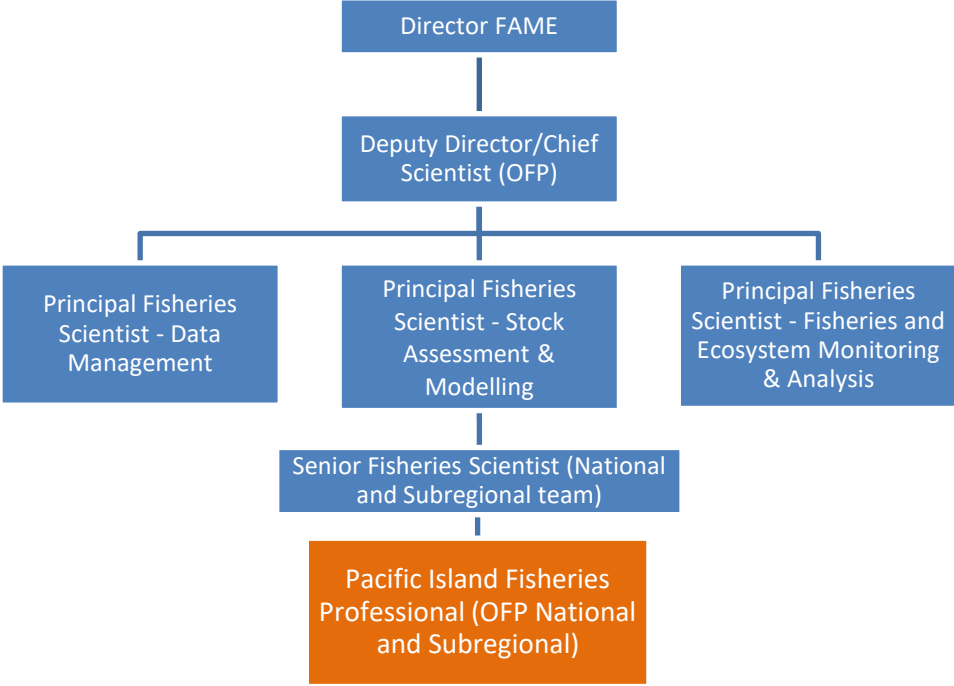
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|----------------------------------|---|
| <b>Job Title:</b>                | Pacific Island Fisheries Professional (Oceanic Fisheries/National and Sub-regional)   |
| <b>Work Unit:</b>                | Oceanic Fisheries Programme (OFP)   |
| <b>Location:</b>                 | Noumea  |
| <b>Reporting To:</b>             | Senior Fisheries Scientist – National and Subregional Team  |
| <b>Number of direct reports:</b> | No direct staff line-management responsibilities  |
| <b>Job Purpose:</b>              | The purpose of the job is to provide national-level analyses and consultative advice to SPC member countries on oceanic fisheries issues. The program of work will involve extensive data summaries and build upon previous efforts to produce timely analyses on issues that may include (but not limited to) effects of climate change, marine protected areas, interactions of artisanal and commercial fisheries and bioeconomics. The goal is to make a material contribution to the work of the OFP while developing skills and knowledge regarding the subject area in which the work is being undertaken. |
| <b>Date:</b>                     | March 2024  |

### Organisation Context and Organisation Chart:

The **Fisheries, Aquaculture and Marine Ecosystems (FAME) Division** has two core units, the Oceanic Fisheries Programme (OFP) and the Coastal Fisheries Programme (CFP). In line with the FAME Business Plan, the goal of the OFP is that fisheries exploiting 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 OFP is organized into three sections, the Stock Assessment & Modelling Section, the Data Management Section and the Fisheries & Ecosystem Monitoring & Analysis Section. The programme is supported by a Finance & Administration Unit. The OFP organizational chart is shown below.

The Pacific Island Fisheries Professional (OFP National and Subregional) will work in the Stock Assessment and Modelling section of OFP.



**Key Result Areas:**

The position of Pacific Island Fisheries Professional (OFP National and Subregional) encompasses the following major functions or Key Result Areas:

- Contribute to a designated project or work area within the OFP, according to a work plan to be developed
- Undertake professional development including the acquisition of new skills and knowledge relevant to the project or work area being pursued.

*The requirements in the above Key Result Areas are broadly identified overleaf.*

| Jobholder is accountable for  | Jobholder is successful when  |
|---|---|
| <p><b>1. Support, and contribute to, analyses at the national and regional level to better inform members on the management of their oceanic fisheries (50%).</b></p> <ul style="list-style-type: none"> <li>• Assist with the development of relevant analyses on issues of interest regarding aspects of oceanic fisheries within member EEZs.</li> <li>• Work with regional agencies to determine regional analytical and scientific capability needs.</li> <li>• Conduct analyses of the results of evaluations and prepare summary output material.</li> </ul> | <ul style="list-style-type: none"> <li>• Report(s) produced, such as an Issue Specific National Report, upon completion of analyses.</li> <li>• Consultations are carried out at a high level of quality with positive feedback from participants.</li> </ul> |
| <p><b>2. Stakeholder consultation and communication (10%).</b></p> <ul style="list-style-type: none"> <li>• Assist with, and/or conduct, meetings with member countries and territories.</li> </ul>   | <ul style="list-style-type: none"> <li>• Actions contribute to clear and effective dialogue with stakeholders.</li> </ul>   |

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|--|--|
| <ul style="list-style-type: none"> <li>• Participate in meetings and consultations with regional organizations such as FFA and PNA.</li> <li>• Keep a record of formal stakeholder communication to ensure that key issues are adequately addressed in subsequent analyses.</li> </ul>   | <ul style="list-style-type: none"> <li>• Meetings are successfully conducted and notes taken.</li> </ul>   |
| <p><b>3. Undertake professional development including the acquisition of new skills and knowledge relevant to the project or work area being pursued (20%).</b></p> <ul style="list-style-type: none"> <li>• Develop better understanding of issues of importance in oceanic fisheries at the national and subregional level.</li> <li>• Improve on basic R skills and understanding.</li> <li>• Improve on confidence in presenting and facilitating.</li> <li>• Improve capacity in report writing.</li> </ul>   | <ul style="list-style-type: none"> <li>• Jobholder's understanding of the harvest strategy approach and its implementation within WCPFC is enhanced.</li> <li>• Jobholder takes an up-front role in trainings and workshops.</li> <li>• R training course successfully completed.</li> </ul> |
| <p><b>4. Training in use of scientific research and data for fisheries management, including; access and use of scientific databases and interpretation of statistical data (20%).</b></p> <ul style="list-style-type: none"> <li>• Assist with training of member country counterparts on use of scientific data for fisheries management.</li> <li>• Organise and be responsible for various aspects of training programs including liaison with local counterparts and production of training materials.</li> <li>• Assist with the planning and operation of the Stock Assessment Workshop (SAW) and other relevant technical meetings.</li> </ul> | <ul style="list-style-type: none"> <li>• Actions contribute to training events that are well organised with positive feedback from participants.</li> </ul>  |

The above performance standards are provided as a guide only. The precise performance measures for this position will need further discussion between the jobholder and supervisor as part of the performance development process.

#### Work Complexity:

Most challenging duties typically undertaken:

- Conducting scientific work, specifically data analyses and reporting, at a high technical level

#### Functional Relationship Skills:

| Key internal and/or external contacts   | <i>Nature of the contact most typical</i> |
|---|---|
| <p><b>External:</b></p> <ul style="list-style-type: none"> <li>• SPC member fishery departments</li> <li>• Secretariat of the Forum Fisheries Agency</li> </ul> |   |

|   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• PNA Office</li> <li>• WCPFC Scientific Committee meeting</li> </ul>              | <ul style="list-style-type: none"> <li>• Liaison regarding potential training workshops and stakeholder consultation meetings, attendance at the annual Stock Assessment Workshop and in-country visits related to various national and sub-regional analyses.</li> <li>• Liaison concerning national tuna fisheries management plans including bio-economic modelling.</li> <li>• Assist with and contribute to the presentation of results and related stakeholder consultation at WCPFC meetings and relevant side events.</li> </ul> |
| <p><b>Internal:</b></p> <ul style="list-style-type: none"> <li>• OFP Sections</li> <li>• Individual scientists</li> </ul> | <ul style="list-style-type: none"> <li>• Collaboration and information sharing with other OFP sections</li> <li>• Learning new skills with support for individual scientists</li> </ul>  |

**Level of Delegation:**

Routine Expenditure Budget: *EUR 0*

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

**Person 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 jobholder 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>  | <p>Desirable:</p>   |
| <ul style="list-style-type: none"> <li>• A recognised degree in science, with an emphasis on fisheries, marine science, information technology or a related field</li> </ul> | <ul style="list-style-type: none"> <li>• Training or skills in quantitative data analysis</li> <li>• A recognised qualification in science, with an emphasis on fisheries, marine science, information technology or a related field</li> </ul> |

## Knowledge / Experience

| Essential:   | Desirable:   |
|--|--|
| <ul style="list-style-type: none"> <li>At least 2 years experience in working in oceanic (offshore) fisheries in a Pacific Island Fisheries administration or equivalent agency</li> </ul> | <ul style="list-style-type: none"> <li>Experience in writing fisheries-related technical reports</li> <li>Experience in conducting analysis of fisheries data</li> <li>Basic knowledge of R or similar statistical software</li> </ul> |

## Key Skills / Attributes / Job Specific Competencies

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

|                   |  |
|-------------------|--|
| Expert level      |  |
| Advanced level    | Knowledge of tuna fisheries in the home country or territory, including fisheries management systems and fisheries monitoring.   |
| Working Knowledge | <p>Good understanding of tuna fisheries in the western and central Pacific region</p> <p>Manipulation of data using standard tools, such as spreadsheets, statistical packages or databases</p> <p>Good written and verbal communication skills in English or French</p> |
| Awareness         | SPC policies relating to recruitment, gender, harassment, and others   |

## Key Behaviours

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

- Effective Communications & Relationships
- Responding quickly and efficiently to problems
- Commitment/Personal Accountability
- Professional/Technical Expertise
- Customer/Diplomatic Focus
- Respect for confidentiality of data

## Personal Attributes

- A high level of enthusiasm to learn new skills and develop professionally in the area of oceanic fisheries science
- Patience and ability to keep focused on the job
- Thorough and conscientious
- Resilient

**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 our work environment – including technological requirements or statutory changes. Such change may be initiated as necessary by the Line manager. This Job Description may be reviewed as part of the preparation for performance planning for the annual performance cycle.