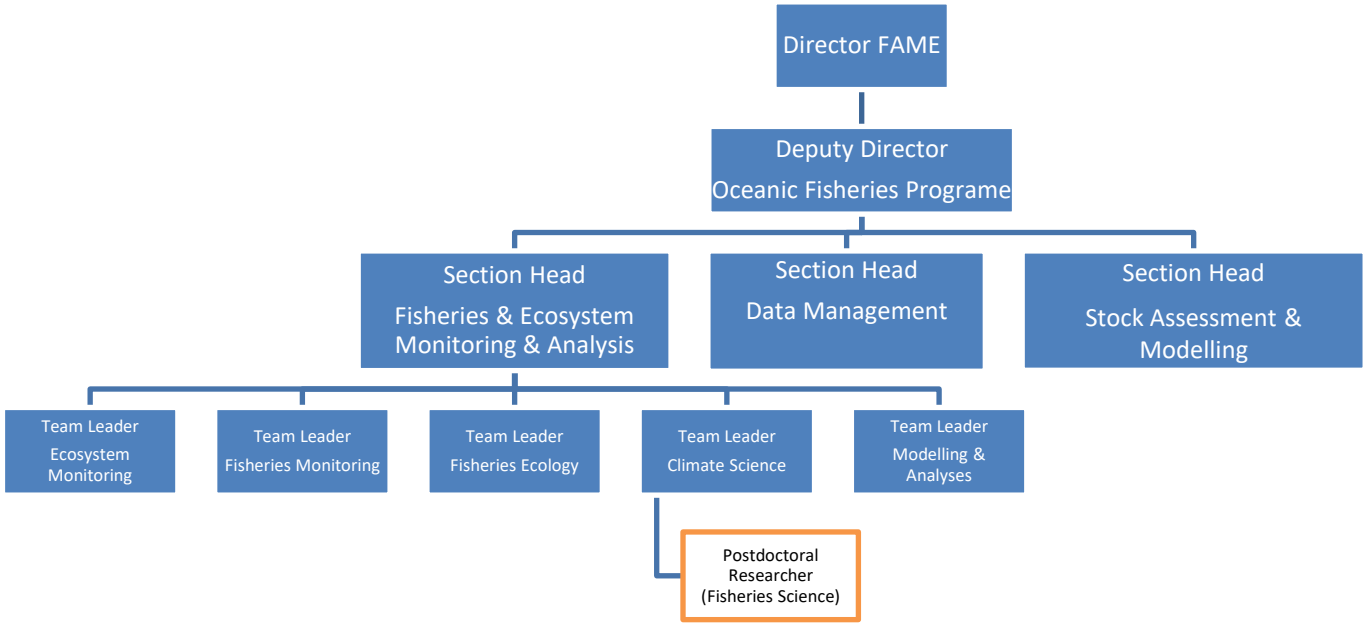
JOB DESCRIPTION

Job Title:	**Postdoctoral Researcher (Fisheries Science)**
Division/Programme and Section/Project (if any):	**Fisheries, Aquaculture and Marine Ecosystems (FAME) Division/Oceanic Fisheries Programme (OFP)/Fisheries and Ecosystem Monitoring and Analysis (FEMA)/ Climate Science to Ensure Pacific Tuna Access (CSEPTA).**
Location:	**Noumea (Headquarters).**
Reporting to:	**Principal Fisheries Scientist (Fisheries and Ecosystem Monitoring and Analysis)**
Number of Direct Reports:	**None**
Purpose of Role:	**The position will have responsibilities for providing technical support to the "Climate Science to Ensure Pacific Tuna Access" project activity "apply models to benchmark the vulnerability (including establishing baselines) of edible bycatch and important coastal food security species to climate change impacts".**
Date:	**May 2023**

Organizational Context and Organization Chart



Key Result Areas (KRAs):

The position of Postdoctoral Researcher (Fisheries Science) encompasses the following Key Results Areas, with the aim of providing technical support to the implementation of the "Climate Science to Ensure Pacific Tuna Access" project. The CSEPTA project is setting the foundations for transitioning the science capability in the Western and central Pacific Ocean to account for the emerging impacts of climate change on its tuna resources. The specific tasks under the KRAs are expected to evolve as the outcomes of the project mature. Initially the role will have a strong emphasis on:

1. Applying models to benchmark the vulnerability (including establishing baselines) of edible bycatch and important coastal food security species to climate change impacts (40%).
2. Assisting with preparing fisheries data for integration into population dynamics models and climate change analyses (30%).
3. Assisting with fast tracking the development of the Pacific Marine Specimen Bank to include/support sub-regional facilities that allow for in-situ processing and analyses of biological samples to support science and compliance needs (20%).
4. Provide, and facilitate access to, fisheries information (10%).

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

Jobholder is accountable for	***Jobholder is successful when***

KRA#1 Applying models to benchmark the vulnerability (including establishing baselines) of edible bycatch and important coastal food security species to climate change impacts (40%) • Lead technical analyses that apply EASI-FISH (and similar) models that can be used to estimate the vulnerabilities of species to the impacts of fishing and climate change. • Contribute to establishing baselines of edible bycatch and important coastal species distributions and life-histories. • Contribute to the establishment and testing of candidate indicators that are robust measure of the impacts of climate change on the physical and biological resources in the western and central Pacific Ocean. • Provide regular progress updates on project activities to key fisheries staff in-countries and and SPC Noumea. • Participate in the reporting and communication processes for the projects.	• Baselines are established for distribution and life-history for edible and other important bycatch and important coastal species. • Vulnerability analyses are completed that evaluate the combined impacts of fishing and climate change. • WCPFC adopts climate indicate to ais in its reporting. • SPC provides regular report cards on the impacts of climate and climate change on WCPO fisheries and habitats. • Provides regular detailed progress reports to lead project scientists. • Project partners and managers are regularly updated on project progress.
KRA#2 Assisting with preparing fisheries data for integration into population dynamics models and climate change analyses (30%). • Contribute to the preparation of fisheries data for integration into the SEAPODYM model, models of intermediate complexity (MICE) and climate vulnerability analyses. • Contribute to the development of data preparation applications and loaders for SPC used population dynamics models and climate models.	• SPC held fisheries data is efficiently prepared for application in SEAPODYM, MICE and EASI-FISH models. • Data management system are tailored for supporting SEAPODYM, MICE and EASI-FISH model applications. • Provides regular detailed progress reports to lead project scientists. • Project partners and managers are regularly updated on project progress.
KRA#3 Assisting with fast tracking the development of the Pacific Marine Specimen Bank to include/support sub-regional facilities that allow for in-situ processing and analyses of biological samples to support science and compliance needs (20%). • Assist in the implementation of activities associated with FAME's Pacific Marine Specimen Bank. • Assist in the scoping the feasibility for establishing sub-regional facilities for in-situ processing of biological samples in SPC member countries.	• In-situ processing of biological samples is trialled to facilitate storage, shipping and curation of samples. • In-situ sampling of biological samples as part of routine QA and QC processes in trialled. • Business case for establishing sub-regional facilities for in-situ processing of biological samples in Micronesia/Northern Pacific is completed. • Provides regular detailed progress reports to lead project scientists. • Project partners and managers are regularly updated on project progress.
KRA#4 Provide, and facilitate access to, fisheries information (10%) • Work with and co-ordinate industry involvement in FAME research. • Liaise and provide technical information to relevant agencies and partners, including local governments,	• National-level advice is provided as agreed through formal processes, and as resources allow for ad-hoc requests. • Contributions are provided to Programme, Divisional and Corporate publications, such as Fisheries Newsletters, annual reports, and Divisional reports for CRGA.

fisheries agencies, NGOs, organization and communities. • Support industry, stakeholder groups, agencies, and communities to be involved in FAME related initiatives.	• Collaborators are satisfied with the levels of communication and direction they are receiving to guide their involvement in projects. • Participates in peer-review scientific publications.

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):

- Managing activities linked with oceanic and coastal research projects.
- Communicating effectively and reporting to a broad range of partners and stakeholders of varying socio-economic and educational backgrounds.
- Understanding of modelled processes
- Need to manipulate and analyze large amounts of various types of data.

Functional Relationships & Relationship Skills:

Key internal and/or external contacts	Nature of the contact most typical
External Key external contacts are: • Research Organisations and Universities (e.g. IRD, CSIRO, UNSW, IATTC, IFREMER, UNC, USP, NIWA, NOAA) • International Climate Change institutions • WCPFC • IATTC • Officers from other regional institutions (FFA, PNAO, PIFs, SPREP, FAO) • Senior, Mid and Junior Officials (SPC Members) • NGOs • Specialist Technical Consultants • Industry representatives	• Provision of advice on sources, content and quality of fishery and related information relevant to Tuna- • Dissemination of information • Explaining concepts to executive audiences • Liaising, and gaining co-operation for collaborative opportunities • Facilitating, and developing joint workplans.
Internal Key internal contacts are: • FAME Director • FAME Director's Office • FAME Oceanic Fisheries Programme • FAME Coastal Fisheries & Aquaculture Programme • SPC Climate Change and Environmental Sustainability • SPC Geosciences, Energy, and Maritime Division • SPC Public Health Division • SPC Statistics for Development Division • SPC Director of Integration and Resource Mobilisation	• Collaboration on the development of workplan for the research activities. • Collaboration and information sharing with other FAME projects and activities • Participate in the projects reporting • Contracting and project management • Dissemination of information • Explaining concepts to executive audiences • Liaising, and gaining co-operation for collaborative opportunities • Facilitating, and developing joint workplans

• SPC PCCOS • SPC Executive	

Level of Delegation:

Routine Expenditure Budget: 0 EUR

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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

Essential:	Desirable:
• Postgraduate degree in natural resource management, fisheries science or a related field.	• PhD in quantitative fisheries or ecological sciences.

Knowledge / Experience

Essential:	Desirable:
• A minimum of 3 years of proven expertise in quantitative fisheries or ecological sciences. • Knowledge of statistical methods for data integration and analysis. • Programming experience in R or Python, or similar high-level language for manipulating large volumes of data. • Demonstrated technical report writing skills necessary to prepare technical reports and academic texts in English. • Proven ability to work as part of an inter-disciplinary and/or multi-cultural team. • Well-developed technical and executive communication skills required to interact with senior officials from member countries and non-member countries involved in tuna fisheries of the Western and Central Pacific Ocean.	• Experience and understanding of fisheries in the Western and Central Pacific Ocean. • An understanding of fish population dynamics • Experience with data management systems • Experience in data collection and biological sampling

Key Skills/Attributes/Job Specific Competencies

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

Expert level	• Communication and organizational skills • Data analysis and computing skills
Advanced level	• Fisheries science methods • Working with limited supervision
Working Knowledge	• Tuna biology and ecology
Awareness	• Good understanding of tuna fisheries in the Western and Central Pacific region

	• Fisheries management principals • 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:*

- 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
- Self-motivated and determined to succeed
- Initiative and creativity
- Good communicator (written and spoken)
- Organised and independent

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.