



Pacific
Community
Communauté
du Pacifique

JOB DESCRIPTION

Job Title:	SOCIO-ECONOMIC & GESI INTERN
Division/Programme and Section/Project (if any):	Fisheries, Aquaculture & Marine Ecosystems Division / Coastal Fisheries & Aquaculture Programme/PEUMP project
Location:	Suva, Fiji
Reporting to:	Gender and Human Rights Specialist
Number of Direct Reports:	None
Purpose of Role:	Support the organisation of a planning workshop to create a Community of Practice around socio-economic sciences and GESI in the region. Gain training and practical experience in socio-economic sciences and gender, equity and social inclusion (GESI) in the Pacific islands' region.
Date:	March 2023

Organizational Context and Organization Chart

The Pacific Community (SPC) is the principal scientific and technical organisation in the Pacific region, being owned and governed by our 27 country and territory members. As one of SPC's oldest Divisions, the **Division of Fisheries, Aquaculture and Marine Ecosystems (FAME)** has been providing scientific and technical expertise to support fisheries management and sustainable development in the Pacific for over 60 years. The goal of the Division is that the fisheries resources of the Pacific region are sustainably managed for economic growth, food security and environmental conservation. In pursuit of this goal, FAME provides scientific and management advice to Pacific Island Countries and Territories (PICTs) and regional agencies to support the sustainable management of oceanic, coastal fisheries and aquaculture resources. Despite the challenges in the management of the region's marine resources, there are also opportunities to derive greater economic and social benefits from them.

FAME is composed of two programmes: Coastal Fisheries and Aquaculture Programme (CFAP) and the Oceanic Fisheries Programme (OFP). The Director's Office provides divisional support and strategic direction across the programmes and cross-cutting projects. Working with all 22 PICTs, FAME has strong partnerships with regional, sub-regional and national entities working in the marine sector. FAME staff are based in New Caledonia, Fiji, Federated States of Micronesia and Vanuatu, with most of its ~100 staff being based in New Caledonia.

The FAME CFAP provides science and technical support to PICT governments and administrations to enhance the management of coastal fisheries, and the sustainable development of aquaculture and nearshore livelihoods. CFAP assists PICTs to develop scientifically informed and socially achievable coastal fisheries management policies and procedures. CFAP provides PICTs support for sustainable aquaculture, including planning, research and development, aquatic biosecurity and trade, for governments, the private sector and other stakeholders. CFAP assists in developing sustainable nearshore fisheries to provide for food security,

sustainable livelihoods, economic growth, assist with climate change adaptation, and address new and evolving challenges to coastal fisheries and aquaculture in the region.

The **Socio-economic and GESI Intern** is a fixed-term position for the holder to gain practical experience in socio-economic sciences and GESI work in the Pacific islands' region. By supporting the organisation of a planning workshop to create a Community of Practice around socio-economic sciences and GESI in the region, the intern will grow her/his professional network.

Socio-economic sciences are fundamental to support key local, national or regional decisions, and informing key regional priorities such as addressing vulnerability to climate change and other disasters, supporting the scaling-up of community-based fisheries management, development of livelihoods and optimising value-chains, among others. Nevertheless, socio-economic science capacity in the Pacific Island region remains relatively limited, efforts are scattered and often non-standardised, which prevents aligning efforts of the organisations conducting socio-economic research. SPC has recently accepted the role of regional co-coordinator of SocMon-SEM Pasifika (<https://icriforum.org/socmon/>), presenting an opportunity to build up the socio-economic network and to support young researchers and practitioners, to increase thus the quantity and quality of key socio-economic data and analyses in the region.

Through this internship, the intern will help SPC to organise a workshop in August 2023 to bring together socio-economic experts (e.g. universities, research organisations) and users (e.g. young students, fisheries officers, community representatives). The intern will also assist with research tasks on cross-cutting topics on gender equality and social inclusion (GESI) in fisheries, or other socio-economic studies, helping to shed light on human dimensions concerning community-based fisheries management, livelihoods, or other similar themes. This may include drafting of brief summaries on a specific GESI issue based on research findings, drafting of a GESI 'fact and figures' sheet or research to assist GESI, social and economic advisers with specific technical tasks. The intern will thus acquire key knowledge about socio-economic sciences, GESI concepts, build up a professional network and gain practical experience.

Key Result Areas (KRAs):

KRA#1: Organisation of a workshop in August 2023, to bring together socio-economic experts (e.g. universities, research organisations) and users (e.g. young students, fisheries officers, community representatives).

KRA#2: Gain training and practical experience in socio-economic sciences and gender, equity and social inclusion (GESI) in the Pacific islands' region.

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

Jobholder is accountable for	Jobholder is successful when
<p>KRA#1: Organisation of a workshop in August 2023, to bring together socio-economic experts (e.g. universities, research organisations) and users (e.g. young students, fisheries officers, community representatives).</p> <ul style="list-style-type: none"> Supporting the organisation of the structure, content and dynamics (active participation) of the workshop Supporting communication efforts around the event (emails, social media, etc) Supporting SPC's Programme Assistant (PA) with logistics 	<p>Skills are gained in the following competencies:</p> <ul style="list-style-type: none"> Planning and logistic support of professional events. Providing feedback and facilitating constructive relationships during a workshop. Timely, courteous and clear communications. Report writing.

<ul style="list-style-type: none"> Participating and helping to facilitate the workshop and hopefully becoming part of the SocMon-SEM Pasifika network beyond the duration of this internship. Draft the final report of the community of practice. 	
<ul style="list-style-type: none"> Other emerging tasks related to the network. 	Jobholder is accountable for
KRA#2: Gain training and practical experience in socio-economic sciences and gender, equity and social inclusion (GESI) in the Pacific islands' region.	Jobholder is successful when
<ul style="list-style-type: none"> Assisting with research on GESI and draft a fact & figures paper with research findings on GESI in fisheries in the Pacific. Support the development of socio-economic tools to conduct assessments or monitor coastal fisheries and/or aquaculture initiatives. Participation in any meetings or practical training exercises arranged for the post holder by SPC supervisors. Adoption of SPC policies and practices in the workplace 	<p>Skills are gained in the following competencies:</p> <ul style="list-style-type: none"> Analysis of existing information and development of documents summarising key results with simple and effective language and figures. Reviewing and contributing to the development of socio-economic tools to assess or monitor fisheries or aquaculture-relevant topics.

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):

Establishing a time-management system to keep track of progress on different tasks.

Efficient and effective communications with a diversity of stakeholders with different cultural and educational backgrounds.

Analysing information, prioritising key messages and drafting both coherent and concise documents.

Functional Relationships & Relationship Skills:

Key internal and/or external contacts	Nature of the contact most typical
External Key external contacts are: <ul style="list-style-type: none"> The diversity of stakeholders that are either experts or users of socio-economic sciences (e.g. universities, research organisations, regional organisations, government representatives, community organisations and members) 	<ul style="list-style-type: none"> Communicating about the community of practice, about the workshop, and helping organise logistics. Making key connections to further their career into the future.
Internal Key internal contacts are: <ul style="list-style-type: none"> FAME Gender and Human Rights Specialist, social scientist and economist. Human Rights 	<ul style="list-style-type: none"> Contributing to, learning from Liaising, working collaboratively

and Social Development (HRSD) adviser <ul style="list-style-type: none"> Professional staff and PAs 	
---	--

Level of Delegation:

N/A

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"> Eligibility is limited to applicants who are enrolled at a tertiary institution in Fiji in a programme of study related to natural resource management (e.g. environmental sciences, social sciences, communications), OR graduated from their undergraduate or postgraduate degree in any of these programmes within the previous 12 months. 	<ul style="list-style-type: none"> Have been involved/taken a unit on socio-economic topics.

Knowledge/Experience

Essential:	Desirable:
<ul style="list-style-type: none"> Some level of knowledge about, and interest in using socio-economic sciences in their professional life after this internship. Good communication skills and good English level. Good working as part of a team. Good organisation skills, particularly under pressure. 	<ul style="list-style-type: none"> Basic French level

Key Skills/Attributes/Job Specific Competencies

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

Expert level	
Advanced level	
Working Knowledge	Socio-economic sciences
Awareness	Multi-stakeholder dynamics

Key Behaviours

*All interns are expected to have the following **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 demeanour
- Demonstrated high level commitment to customer service

We strongly encourage Pacific islanders to apply

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.