



JOB DESCRIPTION

Job Title:	Senior Marine Resource Economist
Division/Programme and Section/Project (if any):	SPC FAME-Director's Office
Location:	Noumea or Suva
Reporting to:	Director Fisheries Aquaculture and Marine Ecosystems
Number of Direct Reports:	0
Purpose of Role:	<p>This role's primary focus will be to provide leadership and sound economic research and advice to assist and support the Marine Spital Planning process led by the Government of Palau and other SPC members to maximise and measure the economic benefits gained from their marine resources to inform decision-making in SPC members and better achieve research and sustainable development outcomes. This is achieved through:</p> <ol style="list-style-type: none">a) conducting and evaluating economic analyses and advice of marine resources, including proposals that relate to Marine Protected Areas.b) assessing policies and regulations in various ocean-related sectors, such as fisheries, aquaculture, and tourism.c) providing recommendations for optimised economic benefits from marine resources while considering long-term sustainability and potential negative impacts.d) development and production of indicators and statistics relating to the level of contribution of marine resources and related sectors to the economies of SPC members.e) developing tools and capacity building materials to guide the conduct of economic analyses.
Date:	January 2024

Organisational Context and Organisation Chart

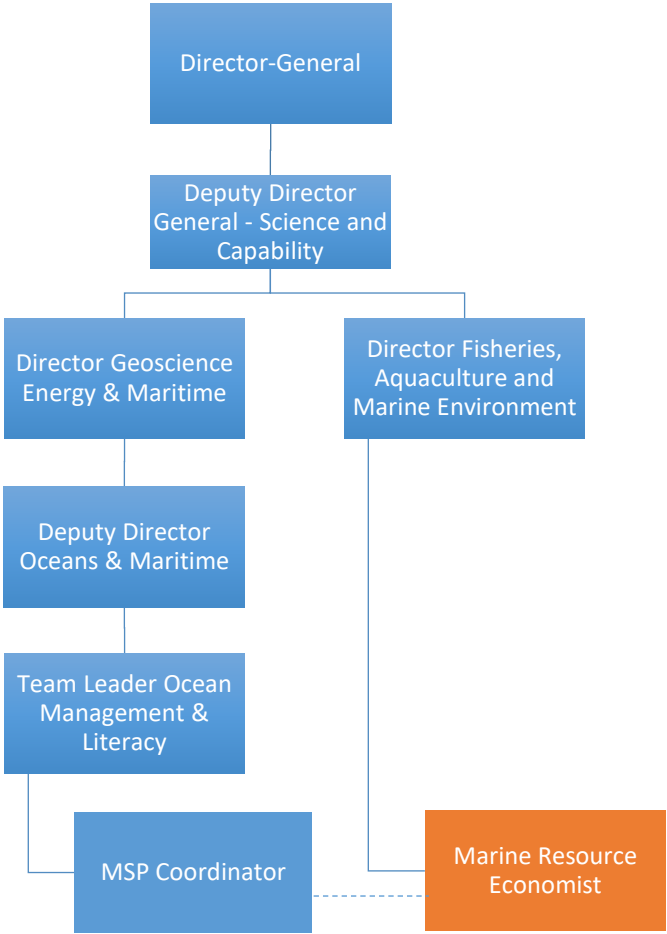
The Pacific Community (SPC) is the principal scientific and technical organisation in the Pacific region, supporting development since 1947. We are an international development organisation owned and governed by our 27 country and territory members. In pursuit of sustainable development to benefit Pacific people, our organisation works across more than 25 sectors. We are known for our knowledge and innovation in such areas as fisheries science, public health, geoscience, and conservation of plant genetic resources for food and agriculture.

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, SPC FAME provides scientific analyses and management advice to PICTs and regional agencies to support the sustainable management of oceanic and coastal fisheries resources.

The Geoscience, Energy and Maritime (GEM) Division has been using scientific and technical innovations to develop solutions that help overcome development challenges in the Pacific for over 50 years. The division supports PICTs by developing critical data, applied science and technical solutions to overcome challenges faced by SPC members. GEM helps create relevant development solutions across areas such as disaster & climate resilience, water security, ocean science, built environment, energy security, applied geoscience, risk & hazard assessment, geoinformatics and earth observation.

The Pacific Community Centre for Ocean Science (PCCOS) aims to help Pacific Island governments and communities easily access the ocean science and expertise they need to make informed decisions and to protect and sustainably manage ocean resources. Since its inception in 2019, PCCOS has been improving collaboration and coordination on ocean science at SPC, strengthening partnership for ocean science while providing access to ocean data and knowledge and developing capacity of member states to use science for integrated ocean governance and management.

The Marine Resource Economist will initially be expected to contribute to SPC’s response to member requests related to Marine Spatial Planning (MSP), and more broadly contribute to the delivery of SPC FAME, GEM and PCCOS programmes and collaborate with various SPC units having economics and ocean management expertise.



Key Result Areas:

The position of Marine Resource Economist will work in close collaboration with SPC FAME management, the Geoscience, Energy and Maritime (GEM) management and its Ocean and Maritime Programme, the Pacific Community Centre for Ocean Science (PCCOS), and the SPC Climate Finance Unit.

The position of **Marine Resource Economist** encompasses the following major functions or Key Result Areas:

KRA 1: Perform country and territory, sub-regional and regional economic analyses (40%)

KRA 2: Policy and technical advisory services (40%)

KRA 3: Capacity building and stakeholder engagement (15%)

KRA 4: Contribute to team leadership and training (5%)

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

Jobholder is accountable for	Jobholder is successful when
KRA 1 : Perform country and territory, sub-regional and regional economic analyses (40%)	
<ul style="list-style-type: none"> Evaluate the economic value of marine biological resources and ecosystems, including tuna stocks and coastal invertebrate and vertebrate species with strong economic potential. Use economic tools such as cost-benefit analysis and cost effectiveness to identify, and spatial tools such as InVEST and ARIES to account for trade-offs, winners and losers in marine spatial planning process. Identify and value externalities in proposed marine spatial plans and suggest pathways to leverage interventions. Explore de-risking strategies to raise private sector confidence in MSP process. Build impact evaluation tools that allow for a long term monitoring, reporting and verification (MRV) of MSP goals. Collect and analyse economic and environmental data related to the blue economy to build a baseline and track progress towards MSP implementation, potentially including data on fish stocks, aquaculture production, tourism and coastal development. Analyse data related to marine resource exploitation, including the costs and benefits of different harvesting or extraction methods while considering long term trends and climate projections. Conduct research and analysis on the economic impact of marine resource management policies, including fishing regulations, aquaculture development, conservation efforts and tourism. Conduct cost-benefit analysis of different marine resource management policies Conduct economic analysis and provide advice on national fisheries management, development and investment proposals. Development and production of indicators and statics of tuna fisheries and related sectors to the economies of SPC members. 	<ul style="list-style-type: none"> Economic value of marine resources is timely and accurately provided to aid decision making. Economic data are managed in accordance with SPC FAME Data Governance Policy and readily available to respond to country or SPC needs. Costs and benefits of marine resources exploitation are delivered on time with the right level of detail. Economic impacts and costs/benefits of marine resource management policies is evaluated and findings are adequately shared with various stakeholders. Members seek advice from SPC on national fisheries management and investment proposals, with focus on Marine Spatial Planning on a regular basis. High quality analysis and advice is provided to SPC members and relevant stakeholders in a clear and easily understood manner. Economic factors are taking into consideration by SPC members when setting management policies and considering development and investment proposals.

KRA 2: Policy and technical advisory services (40%)	
<ul style="list-style-type: none"> • Develop economic models and forecasts to inform policy decisions related to the blue economy and marine resource management. • Actively provide technical advice and assistance to PICTs at a national level in areas related to statistical analysis of data related to marine resource economics. • Provide insights based on behavioural economics on how incentives and ways in which people affected by a MSP will or won't comply with MSP regulations. • Work closely with legal advisers and management specialists to develop policy recommendations for blue economy, environment protection and sustainable use of marine resources. • Monitor emerging economic and social trends internationally and in member countries and provide sound advice to management on issues which can affect regional policies, new proposals and current project implementation. • Collaborate with other professionals within SPC, including other economists, other CROP agencies and technical partners, including fisheries scientists, oceanographers, marine biologists, environmental scientists, economists and decision-makers, to develop comprehensive strategies for sustainable marine resource management. 	<ul style="list-style-type: none"> • National level marine resource economics statistical support provided • Technical briefs, analyses and innovative regional program proposals and solutions are well researched, in line with SPC policies • Analyses of marine resource economics policies and technical publications undertaken, identifying gaps and opportunities and, where necessary, make recommendations • Technical advice and coordination assistance are provided in an effective and timely manner internally to GEM, FAME and PCCOS staff and across the Pacific Region • People-centred approaches are applied ensuring at a minimum 'no harm' • GEM, FAME and PCCOS are well informed of emerging international and regional economic and social trends affecting natural resource management • A close working relationship is maintained and strengthened between GEM, FAME and PCCOS and with other relevant partners. • Ensure advice is provided through people centred approach.
KRA 3: Capacity building and stakeholder engagement (15%)	
<ul style="list-style-type: none"> • Develop and deliver training and capacity building activities to enhance the capacity of government agencies and stakeholders on training courses in fisheries and related economics. • Build and maintain relationships with government agencies, non-governmental organizations, and other stakeholders involved in marine resource management • Contribute to meetings, workshops, and national and regional events related to marine spatial planning and marine resources economies. • Ensure that all marine resource economics and blue economy knowledge products created are well disseminated and stored in a relevant depository for future access and use. 	<ul style="list-style-type: none"> • Quality training materials are available and delivered to country stakeholders with high satisfaction levels • Good relationships are developed and maintained with country stakeholders and partner organisations • SPC is vocal and provides advice on the blue economy and marine resource managements based on the best available data during meetings, workshops and events • Marine resource economics and blue economy knowledge products are created, stored and disseminated properly
KRA 4: Contribute to team leadership and training (5%)	
<ul style="list-style-type: none"> • Lead the economic advice on resources, including guiding, supporting SPC members on economic analyses & assessment, providing recommendations for optimised marine and resources analysis. • Identify and develop areas for continual improvement in practices and process for delivering economic advice on resources. 	<ul style="list-style-type: none"> • Clear direction is provided for economic assessment work.

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):

- Conduct analyses and provide recommendations based on limited data from multiple sources and formats
- Delivering project activities in remote with a local team based in Palau embedded in a government ministry
- Coordination and implementation of assigned activities under tight deadlines
- Engage effectively with a wide range of stakeholders, from scientists, to fishers to high-level decision-makers
- The ability to apply the needed skills to manage the interactions between partners
- Information management and communication with diversity of stakeholders

Functional Relationship Skills:

Key internal and/or external contacts	Nature of the contact most typical
<p>External</p> <ul style="list-style-type: none"> • Technical partners within international and regional organisations such as FFA, SPREP, IOC, NOAA, UNEP, DFAT, MFAT, etc. • Member states officials and ministers • Regional and national networks • Donors and development partners • Marine Resource Economist partners • Crop Agencies and other regional bodies and associations 	<ul style="list-style-type: none"> • Liaison, information sharing, meetings, planning and implementation of work activities through joint partnerships • Partnerships/collaborations on identification and implementation of projects • Collaboration and joint approaches for complementary project activities and on-going /planned activities with stakeholders
<p>Internal</p> <ul style="list-style-type: none"> • FAME leadership • GEM leadership • Ocean scientists across all marine disciplines • The PCCOS team • SPC's Climate Finance Unit and Resource mobilization and Integration team • Other SPC teams and staff • Administrative and support personnel • Technical leads within other SPC programmes, e.g. transport 	<ul style="list-style-type: none"> • Integrated approach to implementation of cross cutting programmes • Information sharing • Joint planning, implementation and reporting • Project formulation, implementation, reporting and monitoring • Supporting marine resource economics reference material

Level of Delegation:

The position holder has no delegated authorities as per SPC's Manuals of Delegation

Personal Specification:

Qualifications

Essential:	Desirable:
<ul style="list-style-type: none"> • Master's degree in Economics, Marine Resource Management, or other similar field with strengths in statistical analysis 	<ul style="list-style-type: none"> • PhD in Economics, Marine Resource Management, or other similar field with strengths in statistical analysis

Knowledge/Experience

Essential:	Desirable:

<ul style="list-style-type: none"> • At least 10 years of experience in a similar role at a senior level • Proven experience in marine resource economics and ex-ante and ex-post statistics • Understanding of national and regional issues related to the blue economy and marine resource economics preferably in the Pacific region • Proven experience in negotiating, building and maintaining professional, client-focused relationships and mutually beneficial partnerships • Strong communication and interpersonal skills, creative thinker, and ability to work as part of a multi-cultural team 	<ul style="list-style-type: none"> • Demonstrated experience with technical report writing and presenting key findings • Demonstrated understanding of emerging issues relating to the blue economy, marine spatial planning, climate change, and marine resource management in the Pacific • Experience in providing technical advice to include economic considerations in policy drafting • Expertise in Ocean Accounting • Experience in Nature-based Intangible Asset Valuation • Analyses supporting climate finance resource mobilisation and adaptation viability analyses • Experience in working with Pacific Islands country governments
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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"> • Economic assessment • Demonstrate high level of initiative and be innovative • Report writing, planning and organising • Research and analysis
Advanced level	<ul style="list-style-type: none"> • Understand the purpose of the partnership, needs of partners and stakeholders • Statistical analysis skills • Interpersonal skills • Attention to detail with high computer literacy • Communication and responsiveness to stakeholder needs
Working Knowledge	<ul style="list-style-type: none"> • Ability to coordinate efficiently with multi partners and staff, in a diverse and multi-cultural environment • Using data and information management systems
Awareness	<ul style="list-style-type: none"> • Excellent oral and written communication skills

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

- Self-motivated
- Honest, reliable and dedicated
- Positive; sociable
- Well organised and able to manage deadlines
- Patient, amiable and good humoured.

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 Director Corporate Services. This Job Description may be reviewed as part of the preparation for performance planning for the annual performance cycle.

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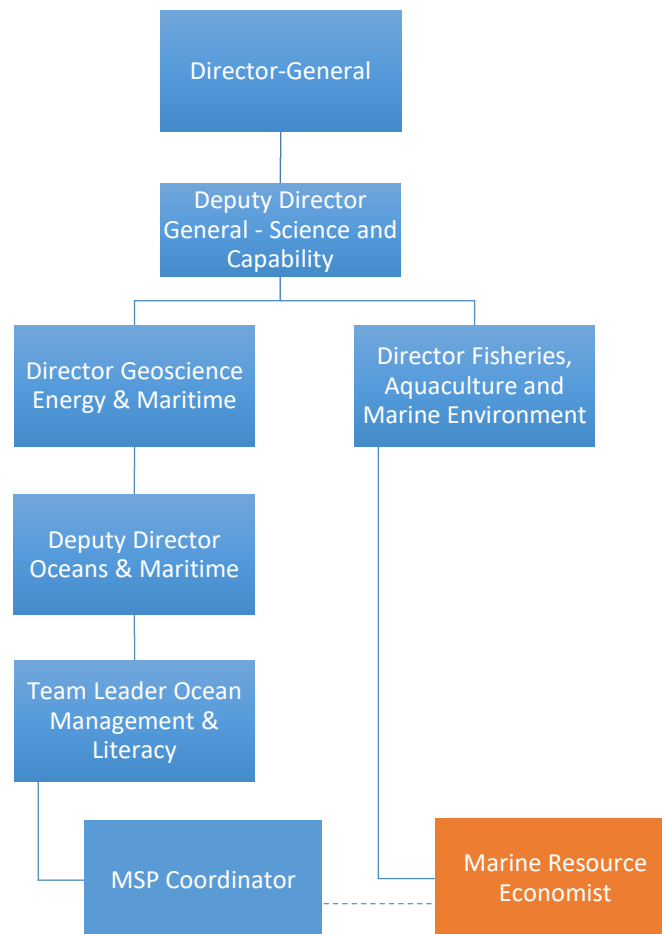
and innovation in such areas as fisheries science, public health, geoscience, and conservation of plant genetic resources for food and agriculture.

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<ul style="list-style-type: none"> • Explore de-risking strategies to raise private sector confidence in MSP process. • Build impact evaluation tools that allow for a long term monitoring, reporting and verification (MRV) of MSP goals. • Collect and analyse economic and environmental data related to the blue economy to build a baseline and track progress towards MSP implementation, potentially including data on fish stocks, aquaculture production, tourism and coastal development. • Analyse data related to marine resource exploitation, including the costs and benefits of different harvesting or extraction methods while considering long term trends and climate projections. • Conduct research and analysis on the economic impact of marine resource management policies, including fishing regulations, aquaculture development, conservation efforts and tourism. • Conduct cost-benefit analysis of different marine resource management policies. • Conduct economic analysis and provide advice on national fisheries management, development and investment proposals. • Development and production of indicators and statics of tuna fisheries and related sectors to the economies of SPC members. 	<ul style="list-style-type: none"> • Economic impacts and costs/benefits of marine resource management policies is evaluated and findings are adequately shared with various stakeholders • Members seek advice from SPC on national fisheries management and investment proposals, with focus on Marine Spatial Planning on a regular basis. • High quality analysis and advice is provided to SPC members and relevant stakeholders in a clear and easily understood manner. • Economic factors are taking into consideration by SPC members when setting management policies and considering development and investment proposals.
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KRA 3: Capacity building and stakeholder engagement (20%)	
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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):

<ul style="list-style-type: none"> • Conduct analyses and provide recommendations based on limited data from multiple sources and formats • Delivering project activities in remote with a local team based in Palau embedded in a government ministry • Coordination and implementation of assigned activities under tight deadlines • Engage effectively with a wide range of stakeholders, from scientists, to fishers to high-level decision-makers • The ability to apply the needed skills to manage the interactions between partners • Information management and communication with diversity of stakeholders
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Functional Relationship Skills:

Key internal and/or external contacts	Nature of the contact most typical
<p>External</p> <ul style="list-style-type: none"> • Technical partners within international and regional organisations such as FFA, SPREP, IOC, NOAA, UNEP, DFAT, MFAT, etc. • Member states officials and ministers • Regional and national networks • Donors and development partners • Marine Resource Economist partners • Crop Agencies and other regional bodies and associations 	<ul style="list-style-type: none"> • Liaison, information sharing, meetings, planning and implementation of work activities through joint partnerships • Partnerships/collaborations on identification and implementation of projects • Collaboration and joint approaches for complementary project activities and on-going /planned activities with stakeholders
<p>Internal</p> <ul style="list-style-type: none"> • FAME leadership • GEM leadership • Ocean scientists across all marine disciplines • The PCCOS team • SPC's Climate Finance Unit and Resource mobilization and Integration team • Other SPC teams and staff • Administrative and support personnel • Technical leads within other SPC programmes, e.g. transport 	<ul style="list-style-type: none"> • Integrated approach to implementation of cross cutting programmes • Information sharing • Joint planning, implementation and reporting • Project formulation, implementation, reporting and monitoring • Supporting marine resource economics reference material

Level of Delegation:

The position holder has no delegated authorities as per SPC's Manuals of Delegation

Personal Specification:**Qualifications**

Essential:	Desirable:
<ul style="list-style-type: none"> Post-graduate degree in Economics, Marine Resource Management, or other similar field with strengths in statistical analysis 	<ul style="list-style-type: none"> Master's degree in Economics, Marine Resource Management, or other similar field with strengths in statistical analysis

Knowledge/Experience

Essential:	Desirable:
<ul style="list-style-type: none"> At least 7 years experience in a similar role Proven experience in marine resource economics and ex-ante and ex-post statistics Understanding of national and regional issues related to the blue economy and marine resource economics in the Pacific region Proven experience in negotiating, building and maintaining professional, client-focused relationships and mutually beneficial partnerships Strong communication and interpersonal skills, creative thinker, and ability to work as part of a multi-cultural team 	<ul style="list-style-type: none"> Demonstrated experience with technical report writing and presenting key findings Demonstrated understanding of emerging issues relating to the blue economy, marine spatial planning, climate change and marine resource management in the Pacific Experience in providing technical advice to include economic considerations in policy drafting Expertise in Ocean Accounting Experience in Nature-based Intangible Asset Valuation Analyses supporting climate finance resource mobilisation and adaptation viability analyses Experience in working with Pacific Islands country governments

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"> Economic assessment Demonstrate high level of initiative and be innovative Report writing, planning and organising Research and analysis
Advanced level	<ul style="list-style-type: none"> Understand the purpose of the partnership, needs of partners and stakeholders Statistical analysis skills Interpersonal skills Attention to detail with high computer literacy Communication and responsiveness to stakeholder needs
Working Knowledge	<ul style="list-style-type: none"> Ability to coordinate efficiently with multi partners and staff, in a diverse and multi-cultural environment Using data and information management systems
Awareness	<ul style="list-style-type: none"> Excellent oral and written communication skills

Key Behaviours

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

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