



## JOB DESCRIPTION

Job Title:	<b>Animal Health and Production Adviser</b>
Work Unit:	LRD Pillar 3: Sustainable Agriculture Programme
Responsible To:	Programme Leader – Sustainable Agriculture
Responsible For:	LRD Sustainable Agriculture Programme Linkages
No. of Direct reports:	1
Job Purpose:	The Animal Health and Production Adviser (AHPA) is responsible for the development of the Animal Health and Production Unit within the pillar of sustainable agriculture and will take the lead role in executing the activities under the Pacific Head of Veterinary and Animal Production Service -PHOVAPS' workplan. Specifically, the AHPA will provide strategic and expert advice and coordination support on animal health and production across LRD programs, SPC member countries and stakeholders in the region. The incumbent will take lead role in developing and implementing programmes that contribute to sustainable improved animal health and production in the Pacific Region.
Date:	November, 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 20 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.

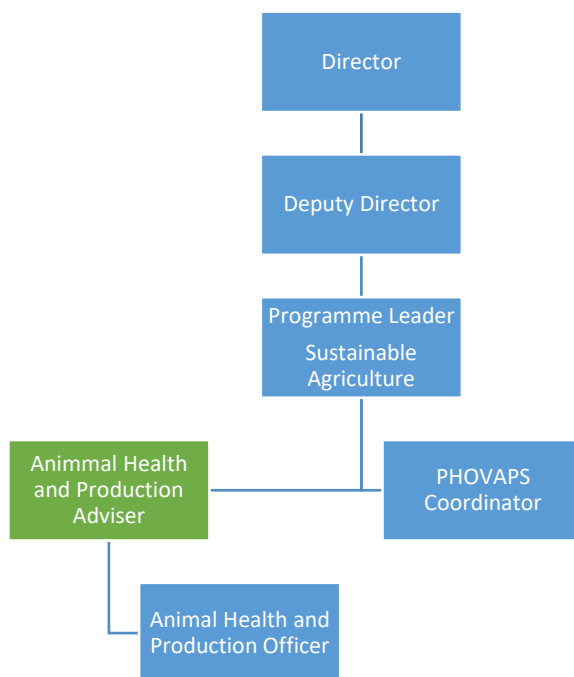
SPC is committed to bringing together our deep sectoral expertise, research, relationships, and implementation experience into Flagship Programmes. These programmes accelerate our efforts to address the challenges and opportunities facing the Blue Pacific in the 21st century and work together with our members and achieve impact for Pacific people. They support a transformation in our institutional effectiveness as part of SPC's Strategic Plan 2022-2031 and the 2050 Strategy for a Blue Pacific.

This position is in the Land Resources Division (LRD) which provides effective expert scientific advice, capacity building and services on conservation, development and utilization of plant genetic resources, forest and landscape management, resilient agricultural systems, diversification of livelihood strategies and access to markets to maintain ecosystem services and improve land productivity and the food, nutrition security and resilience of Pacific communities.

LRD has expertise in genetic resource conservation, resilient agriculture, biosecurity, pest and disease management, agricultural extension, plant pathology, entomology, and animal health. It collaborates with governments, regional organisations, civil society and other SPC divisions to pinpoint the needs and priorities of Pacific countries and communities and provide technical expertise to address them.

This mission is realized through four main thematic work areas, or pillars, and a progressively integrated approach to programming that works towards achieving SPC's development goals.

**Organisation Context:**



**Key Result Areas:**

The position of **Animal Health and Production Adviser** encompasses the following major functions and Key Result Areas:

**KRA 1: Strategic and policy advice**

Provide strategic and policy advice on animal health and production in the region through research, capacity development, and effective partnerships to contribute to sustainable livelihoods and healthy food systems.

**KRA 2: Scientific, technical advice and activity implementation**

Provide scientific and technical support to assess, identify and develop priority programmes related to animal health and production in countries through surveillance, diagnostic, genetics, breeds and breeding, feeds and feeding, housing and waste management and development of early warning systems and emergency response plans. Take lead role in coordinating and executing Animal Health & Production activities under the Pacific Animal Health Production Framework (PAHPF) and Capacity Building Plan (PAHPCBP) and other projects

**KRA 3: Resource mobilisation and partnerships**

Coordinate and maintain effective partnership mechanisms at regional and international levels through strategic alliances for effective resource mobilisation.

**KRA 4: Monitoring, evaluation and reporting**

Responsible for effective planning, monitoring, and evaluation on programme activities to ensure research processes and results are documented, managed and disseminated to countries, stakeholders and donors.

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

<b>Jobholder is accountable for</b>	<b>Jobholder is successful when</b>
<p><b>KRA 1. Strategic and policy advice (25%)</b></p> <ul style="list-style-type: none"> <li>Provide strategic and policy advice to LRD and the Pacific stakeholders on animal health and production in the region to contribute to sustainable livelihoods and healthy food systems.</li> </ul>	<ul style="list-style-type: none"> <li>A conducive policy environment is discussed and developed at regional / country level.</li> <li>Animal health and production research activities developed and implemented</li> </ul>

<ul style="list-style-type: none"> <li>• Build capacities of Member countries in early warning and response mechanisms to curb the outbreak of animal pests and diseases.</li> <li>• Keep abreast with the development issues related to animal health and production relevant to the region and develop strategic research priorities and activities to support improvement in animal husbandry practices in countries.</li> <li>• Ensure effective and timely response to animal health problems in countries through effective partnerships.</li> <li>• Conduct policy analysis and actively provide policy advice to contribute to sustainable animal production in countries.</li> </ul>	<ul style="list-style-type: none"> <li>• Analyses of agricultural policies and publications undertaken, identifying gaps and opportunities.</li> <li>• Policy briefs, analyses and innovative regional program proposals and solutions are well researched, developed in line with SPC policies and respond to key national priorities.</li> <li>• Animal health and production policies have been developed, adopted, and implemented by countries</li> </ul>
<p><b>KRA 2. Scientific, technical advice and activity implementation (30%)</b></p> <ul style="list-style-type: none"> <li>• Ensure the establishment of an SPC AH&amp;P accredited veterinarian laboratory.</li> <li>• Assess, identify and develop priority training programmes related to animal health and production in countries.</li> <li>• Execute animal health and veterinary support programmes in countries through surveillance and diagnostic and development of early warning systems and emergency response plans.</li> <li>• Provide technical and scientific advice countries on animal husbandry practices related to genetics, breeds and breeding, animal feeds and housing and waste management.</li> <li>• Taking lead role in coordinating and executing animal health &amp; production activities under PAHPF, PAHPCBP and other projects</li> <li>• Actively coach, mentor and develop capacity of internal personnel and external stakeholders on animal health and production practices.</li> </ul>	<ul style="list-style-type: none"> <li>• Member countries are built their capacities in responding to outbreaks of pests and diseases.</li> <li>• LRD is recognized by member countries as the focal point in the Pacific to deal with animal health and production related issues.</li> <li>• A strong and effective technical advisory coordination platform is established and maintained</li> <li>• Capacity development needs on animal husbandry practices prioritised and addressed.</li> <li>• Animal Health &amp; Production activities executed in timely manner</li> <li>• Animal health and disease status reports updated regularly by countries.</li> <li>• Disease outbreaks contained and prevented</li> <li>• Animal welfare and husbandry practices promoted and adopted by countries.</li> </ul>
<p><b>KRA 3. Resource mobilisation and partnerships (25%)</b></p> <ul style="list-style-type: none"> <li>• Support the strengthening of the role and governance of the Pacific Heads of Veterinary and Animal Production Services Network (PHOVAPS)</li> <li>• Under the guidance of the Pillar leader, manage and coordinate the work of PHOVAPS to strengthen its functions and effective linkages across the region - addressing issues concerned with animal related biosecurity concerns.</li> <li>• Support the One Health Coordinator to implement the One Health activities where relevant and lead the activities to ensure the outcomes are achieved.</li> <li>• Coordinate and pursue effective partnership mechanisms internally and externally through strategic alliances and partnerships to support effective resource mobilisation.</li> </ul>	<ul style="list-style-type: none"> <li>• The Division has secured the funding for at least one project of integrated nature with integrated results.</li> <li>• Sustainable financing and partnership mechanisms established for animal health and production in the region.</li> <li>• Rules of procedure are established with Member countries for effective animal health biosecurity systems</li> <li>• Existing partnerships are maintained and enhanced, and new partnerships are established, secured and implemented.</li> </ul>
<p><b>KRA 4. Monitoring, evaluation and reporting (20%)</b></p> <ul style="list-style-type: none"> <li>• Responsible for the effective planning, implementation and monitor, evaluate and report on animal health and production activities.</li> <li>• Ensure research processes and results are documented, managed and disseminated to countries and development partners.</li> <li>• Lead the development and timely processing of scientific and results reports and dissemination through existing information and knowledge management platforms and</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainable impact pathway for animal health and production have been established</li> <li>• Timely organization, preparation and execution of work plans and submission of reports that meet SPC/donor reporting guidelines.</li> </ul>

support advocacy needs for the sustainability and scaling of lessons. <ul style="list-style-type: none"> <li>• Support the Pillar Leader with representational duties as and when required.</li> </ul>	<ul style="list-style-type: none"> <li>• Research papers, fact sheets based on research activities and outcomes are published.</li> <li>• Contributions are made to peer reviewed publications in science for development journals.</li> <li>• Timely delivery and dissemination of media products and activity reports.</li> </ul>
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**Note**

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:
<ul style="list-style-type: none"> <li>• Managing and coordination of programme and activities with various stakeholders with diverse interest can be challenging.</li> <li>• The ability applies the needed skills to manage the interactions between partners and ensuring partnership implementation is on track with proper documentation financial and acquittals.</li> <li>• The limited capacity in some PICTs can affect project implementation especially with projects requiring technical skills.</li> <li>• Working in a complex remote areas and field environment.</li> </ul>

**Functional Relationship Skills:**

Key internal and/or external contacts	Nature of the contact most typical
<b>External</b> <ul style="list-style-type: none"> <li>▪ SPC member countries and territories</li> <li>▪ Research and extension institutions</li> <li>▪ Training and learning institutions</li> <li>▪ Farmer Organisations</li> <li>▪ Regional and national networks</li> <li>▪ Donors and development partners</li> <li>▪ Crop Agencies and other regional bodies and associations</li> </ul>	<ul style="list-style-type: none"> <li>• Project implementation, reporting and monitoring</li> <li>• Collaboration, partnerships and joint implementation on activities</li> <li>• Technical advice and information sharing</li> <li>• Stakeholder engagement and advise</li> </ul>
<b>Internal</b> <ul style="list-style-type: none"> <li>▪ LRD Directorate</li> <li>▪ LRD Pillars and Senior Technical Advisors</li> <li>▪ LRD Staff</li> </ul>	<ul style="list-style-type: none"> <li>• Joint planning, implementation and reporting</li> <li>• Mobilisation of integrated technical support working relationship with the other LRD programs.</li> </ul>

**Level of Delegation:**

Routine Expenditure Budget: 50,000 EURO annually

Budget Sign off Authority without requiring approval from direct supervisor: 50 €

**Person Specification:**

**Qualifications**

<b>Essential:</b>	<b>Desirable:</b>
<ul style="list-style-type: none"> <li>• Master’s degree in agriculture, veterinary science, animal production/science or equivalent body of knowledge and experience.</li> </ul>	<ul style="list-style-type: none"> <li>• PhD degree in veterinary science with experience in animal health and production programmes</li> </ul>

**Knowledge/Experience**

<b>Essential:</b>	<b>Desirable:</b>
<ul style="list-style-type: none"> <li>• At least 10 years’ experience working on animal health and production</li> <li>• Proven knowledge and experience on managing donor funded projects</li> <li>• Proven experience in negotiating, building and maintaining professional, client-focused relationship and mutually beneficial partnerships</li> <li>• Strong communication and interpersonal skills, creative thinker and ability to work independently and ability to work as part of a multi-cultural team</li> </ul>	<ul style="list-style-type: none"> <li>• Scientific and technical knowledge on animal health and production</li> <li>• Experience with donor project management [report writing, planning, coordination, implementation and financial acquittals] in developing countries.</li> <li>• Demonstrated understanding of emerging issues relating to agricultural development in the Pacific</li> <li>• Demonstrated ability to design and implement extension and other training programs.</li> <li>• Deep understanding of Pacific Islands context</li> </ul>

**Key Skills /Attributes / Job Specific Competencies**

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

Expert level	Demonstrate high level of initiatives and be innovative
Advanced level	Understand the purpose of the partnership, needs of partners and stakeholders
Working Knowledge	Excellent budget management skills and ability to coordinate efficiently with multi partners and staff, in a diverse and multi-cultural environment.
Awareness	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.

#### **Selection Criteria**

In addition to having the above required knowledge, skills and experience, applicants will be assessed based on interview performance and work sample and the following other requirements:

- Aptitude for the provision of high quality service;
- Clarity, confidence and articulateness in both oral and written communication;
- Strong analytical skills and the ability to master new material quickly;
- Project Management Experience;
- Ability to set priorities successfully in order to meet tight deadlines;
- Ability to be proactive in seeking to develop new areas of work within identified objectives and strategies;
- Ability to work effectively in a cross cultural environment; and
- Willingness to undertake frequent travel both within and outside the region.

#### **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.