



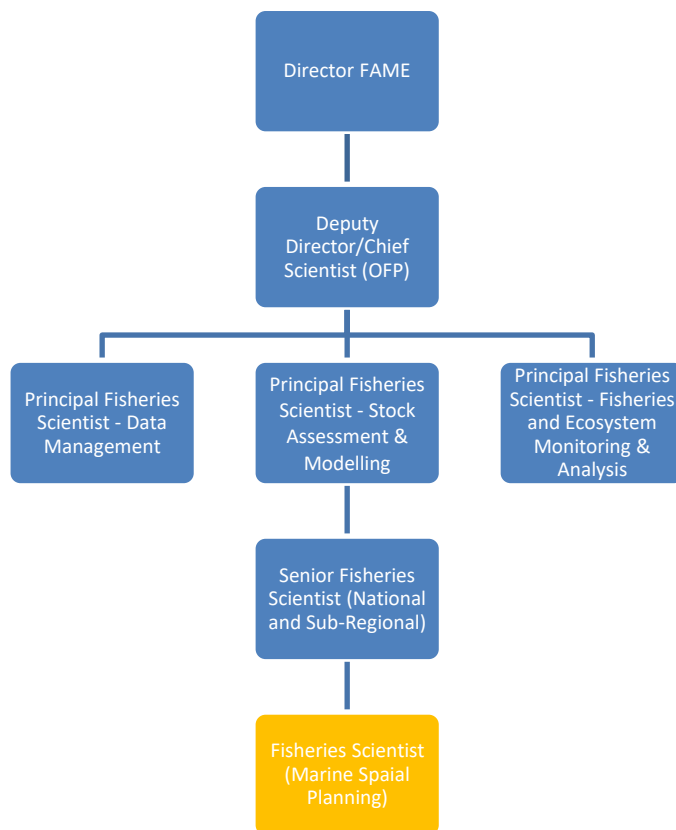
## JOB DESCRIPTION

<b>Job Title:</b>	Fisheries Scientist (Marine Spatial Planning)
<b>Division/Programme and Section/Project (if any):</b>	FAME/Oceanic Fisheries Programme/Stock assessment and modelling section
<b>Location:</b>	Noumea
<b>Reporting to:</b>	Senior Fisheries Scientist (National and Sub-regional team leader)
<b>Number of Direct Reports:</b>	0
<b>Purpose of Role:</b>	The role will: <ul style="list-style-type: none"><li>• Provide scientific advice on the status of tuna and other oceanic stocks to SPC members; and</li><li>• Provide training to national counterparts in interpretation and use of stock assessment information</li><li>• Support member national marine spatial planning activities with a focus on work relevant to the US-funded Climate Resilient Marine Spatial Planning for the Pacific Islands project</li></ul>
<b>Date:</b>	January 2023

### Organizational Context and Organization Chart

The Pacific Community (SPC) is a regional organization assisting Pacific Island Countries and Territories to achieve their development goals by delivering technical, scientific, research, policy and training services. The SPC works across the region to assist member countries to better manage vulnerability and risks such as those associated with climate change, natural disasters and water security, including through the implementation of national and regional donor-funded projects.

One such project is the United States funded 'Climate Resilient Marine Spatial Planning for the Pacific Islands' Project. The purpose of this project is to support the Republic of Palau government and other Pacific Island countries in developing marine spatial plans (MSP) informed by the best scientific information available, including climate change scenarios. The Fisheries Scientist (Marine Spatial Planning) will support stakeholders in Palau and other member countries by providing scientific advice and capacity building. The project is implemented across SPC units, notably the Pacific Community Centre for Ocean Science (PCCOS), the Fisheries, Aquaculture and Marine Ecosystems (FAME) division and the Ocean Management & Literacy team at the Geoscience, Energy and Maritime (GEM) division.



**Key Result Areas (KRAs):**

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

<b>Jobholder is accountable for</b>	<b>Jobholder is successful when</b>
<p><b>KRA#1 National level advice</b></p> <ul style="list-style-type: none"> <li>Identifying the analyses required to support key fisheries management decisions at the national level</li> <li>Analysing fisheries and environmental data to deliver country-specific scientific advice through reports and presentations that support fisheries management decision making at a national level.</li> <li>Providing authoritative scientific advice on fisheries and the status of oceanic fisheries resources as required at in-country Tuna Management Planning consultations and stakeholder workshops.</li> <li>Provide information and advice on oceanic fisheries to inform national marine spatial planning (MSP) activities.</li> <li>Work with other SPC divisions, CROP agencies and national counterparts to support national marine spatial planning.</li> <li>Contribute to regional events on marine spatial planning and ocean management by presenting analyses and support provided to member countries.</li> <li>Responding to ad-hoc requests from SPC member countries and territories.</li> </ul>	<ul style="list-style-type: none"> <li>National-level advice is provided as agreed through formal processes.</li> <li>Technical work and reports undertaken are produced in a timely manner and fit for purpose.</li> <li>In-country management planning consultations and workshops are attended where and when requested by SPC members.</li> <li>Regional workshops held with key marine spatial planning stakeholders to coordinate progress in developing sustainable blue economies</li> <li>Ad-hoc requests for national level scientific advice are responded to in an efficient and timely manner.</li> </ul>

<ul style="list-style-type: none"> <li>Working collaboratively with FFA staff in the delivery of joint in-country workshops.</li> </ul>	
<p><b>KRA#2 Capacity building of SPC members</b></p> <ul style="list-style-type: none"> <li>Develops and delivers capacity building workshops to enhance SPC members understanding and use of stock assessment information and understanding MSP tools</li> <li>Develops and delivers in country one-to-two week targeted courses on fisheries stock assessment and harvest strategy.</li> <li>Organises and hosts attachments of SPC member fishery officers to SPC Headquarters to participate in performing analyses and drafting reports of national and sub-regional relevance, including provision of skills training to enhance capacity to interpret and analyse national fisheries data and information in light of regional management approaches.</li> <li>Provides national level support at regional scientific meetings to ensure understanding and uptake of the scientific information presented.</li> </ul>	<ul style="list-style-type: none"> <li>Capacity building workshops are implemented according to annual work plans and budgets.</li> <li>MSP tools, including data needs and scenarios, are introduced to members.</li> <li>Courses are implemented as requested by member-countries</li> <li>Fishery officer attachments to SPC result in draft reports co-authored by SPC member countries (with SPC).</li> <li>Attendance at regional scientific meetings and regular and timely consultation with SPC members throughout these meetings to ensure uptake of scientific information.</li> </ul>

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):**

- Simultaneous production of multiple national reports while also providing in-country support and managing competing ad-hoc advice requests
- Assisting and working with national fisheries departments to identify their key scientific support needs.
- Ensuring that advice on oceanic fisheries can be integrated into relevant MSP frameworks

**Functional Relationships & Relationship Skills:**

Key internal and/or external contacts	Nature of the contact most typical
<p><b>External</b></p> <ul style="list-style-type: none"> <li>SPC member fishery and environment departments</li> <li>Pacific Islands Forum Fisheries Agency</li> <li>PNA Office</li> <li>Other sub-regional Fisheries Management bodies</li> <li>Government Departments</li> <li>Senior Fisheries Managers</li> </ul>	<ul style="list-style-type: none"> <li>Requests for assistance in providing a sound scientific basis for Tuna Management Plans and related activities</li> <li>Identification of appropriately qualified national fisheries officers to participate in capacity building stock assessment training workshops</li> </ul>
<p><b>Internal</b></p> <ul style="list-style-type: none"> <li>Oceanic Fisheries Programme Manager</li> <li>Principal Fisheries Scientists</li> <li>Senior Fisheries Scientists</li> <li>Fisheries Scientists</li> <li>Database Specialists/Fisheries IT Officers</li> </ul>	<ul style="list-style-type: none"> <li>Seeking guidance, data support services and collaboration on national work.</li> </ul>

<ul style="list-style-type: none"> <li>• Support Staff</li> <li>• Other SPC Divisions (e.g. PCCOS, GEM)</li> </ul>	
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**Level of Delegation:**

Routine Expenditure Budget: EUR 0.

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

**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**

<b>Essential:</b>	<b>Desirable:</b>
<ul style="list-style-type: none"> <li>• Masters qualification, in fisheries science, population biology, stock assessment modelling, natural resource management, or a related discipline.</li> </ul>	<ul style="list-style-type: none"> <li>• PhD in fisheries science or related discipline</li> <li>• Qualification in training or teaching</li> </ul>

**Knowledge/Experience**

<b>Essential:</b>	<b>Desirable:</b>
<ul style="list-style-type: none"> <li>• At least 5 years' experience in the development of scientific advice for fisheries management.</li> <li>• Thorough knowledge of fisheries stock assessment principles and techniques</li> <li>• Skills in data analysis, statistics and modelling of fisheries data in R</li> <li>• Able to develop solutions to deliver tangible results for SPC, its members and other stakeholders.</li> <li>• Able to generate new ideas/opportunities, develop policy advice based on sound analysis, and support original solutions.</li> <li>• Excellent verbal and written presentation and communications skills in English, both at a technical level and in the preparation of information for general public.</li> <li>• Proven ability to meet project deadlines, often under difficult circumstances.</li> <li>• Proven ability to work as part of an interdisciplinary and/or multicultural team.</li> <li>• Excellent interpersonal skills that contribute to building productive relationships and partnerships across SPC and with stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• An understanding of fisheries economics, and of the western and central Pacific tuna fishery</li> <li>• Experience in designing and applying marine spatial planning processes.</li> <li>• Knowledge of Pacific Island countries and territories</li> <li>• Working knowledge of French.</li> </ul>

## 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"><li>• Provision of scientific advice for fisheries management</li><li>• Scientific educational course design and implementation</li></ul>
Advanced level	<ul style="list-style-type: none"><li>• Communication skills</li><li>• Skills in programming in R</li><li>• Tuna fisheries data issues and biological and ecological studies</li><li>• Statistical and mathematical modelling skills</li></ul>
Working knowledge	<ul style="list-style-type: none"><li>• Fisheries stock assessment</li></ul>
Awareness	<ul style="list-style-type: none"><li>• International fisheries management</li><li>• Pacific way</li></ul>

## 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

### 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.