



JOB DESCRIPTION

Job Title:	Fisheries Scientist (Climate Fisheries Analysis)
Division/Programme and Section/Project (if any):	FAME/Oceanic Fisheries Programme/Stock assessment and modelling section
Location:	Noumea
Reporting to:	Senior Fisheries Scientist (National and Sub-regional team leader)
Number of Direct Reports:	0
Purpose of Role:	The role will: <ul style="list-style-type: none">• Provide scientific advice on the climate impacts on the status of tuna and other oceanic stocks to SPC members• Provide training to national counterparts in interpretation and use of climate information• Support national and international work (including technical analyses) and forums on climate-fisheries relationships and impacts
Date:	September 2024

Organizational Context and Organization Chart

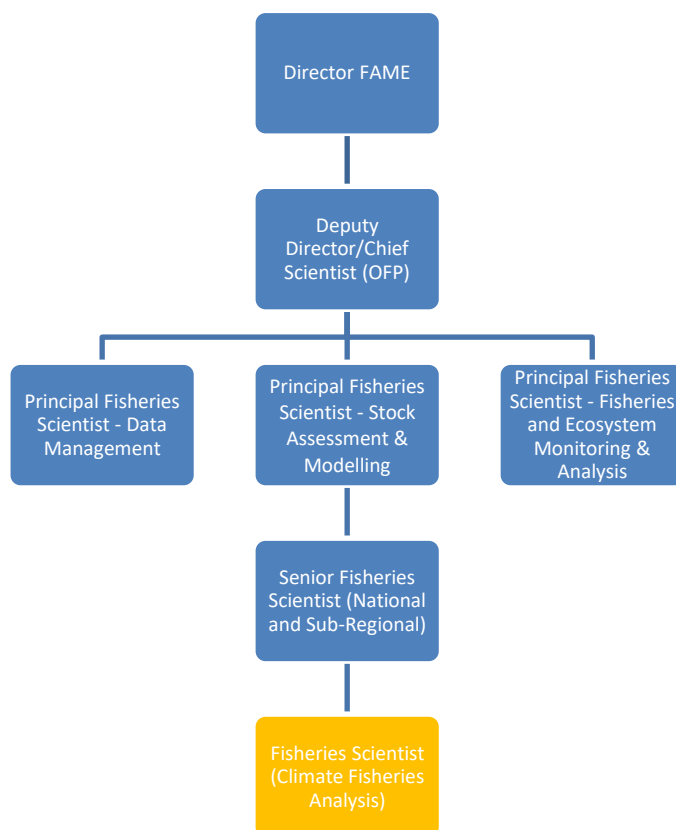
The Pacific Community (SPC) is a regional organization assisting Pacific Island Countries and Territories to achieve their development goals by delivering technical, scientific, research, policy and training services. The SPC works across the region to assist member countries to better manage vulnerability 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.

SPC's 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. The development of aquaculture in the region, along with alternative livelihoods, hold significant potential. FAME provides technical assistance to support PICTs to maximize these sustainable development opportunities in the marine sector.

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 OFP has initiated several programs of work that are focused on improving the understanding of the impacts of fishing and climate on the tuna fisheries of the western and central Pacific Ocean. This role will work in OFP's team

that is dedicated to providing support to national administration. It will provide scientific advice on the climate impacts on the status of tuna and other oceanic stocks, provide training to national counterparts in interpretation and use of climate information and support national and international work (including technical analyses) and forums on climate-fisheries relationships and impacts.



Key Result Areas (KRAs):

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

Jobholder is accountable for	Jobholder is successful when
<p>KRA#1 National level analyses, 34%</p> <ul style="list-style-type: none"> Analyze and assess the impact of climate variability and climate change on fish stocks, ecosystems, and fisheries at the Pacific islands National level Analyze fisheries and environmental data to deliver country-specific reports, at both a technical scientific level and as public information pamphlets. Provide scientific advice to member countries on climate adaptation strategies for sustainable fisheries management. Support the development of early warning systems for climate-related fisheries risks. Work with other SPC divisions, CROP agencies and national counterparts to support climate-fisheries work. Respond to ad-hoc requests from SPC member countries and territories. 	<ul style="list-style-type: none"> National-level advice is provided as agreed through formal processes. Technical work and reports undertaken are produced in a timely manner and fit for purpose. In-country management planning consultations and workshops are attended where and when requested by SPC members. Policy briefs, reports, and presentations for member country governments and stakeholders are produced Ad-hoc requests for national level scientific advice are responded in an efficient and timely manner.
<p>KRA#2 Capacity building of SPC members, 33%</p>	<ul style="list-style-type: none"> Capacity building workshops are implemented according to annual work plans and budgets.

<ul style="list-style-type: none"> • Develop training materials and conduct workshops for member country fisheries managers on climate-related topics • Build capacity within member countries to monitor and adapt to climate impacts on fisheries. • Organize and host 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 climate and national fisheries data and information in light of regional management approaches. • Communicate scientific findings to non-scientific audiences, including policymakers and local communities, engaging with stakeholders, including fishers, industry representatives, and NGOs, to discuss climate impacts and adaptation measures. • Working collaboratively with FFA staff in the delivery of joint in-country workshops. • Provide national level support at regional scientific meetings to ensure understanding and uptake of the scientific information presented. 	<ul style="list-style-type: none"> • Climate monitoring tools and dashboards are introduced to members • Courses are implemented as requested by member-countries • Fishery officer attachments to SPC result in draft reports co-authored by SPC member countries (with SPC). • Attendance at regional scientific meetings and regular and timely consultation with SPC members throughout these meetings to ensure uptake of scientific information.
<p>KRA#3 Collaboration with regional and international initiatives on climate change-fisheries impacts 33%</p> <ul style="list-style-type: none"> • Represent the organization at regional and international forums on climate change and fisheries. • Participate in the development of regional climate change adaptation frameworks and strategies. • Conduct reviews of fisheries management plans to ensure they incorporate the latest climate science. • Contribute to the development of new methodologies for assessing climate change impacts on fisheries. • Publish research findings in scientific journals and present at conferences. Stay updated on the latest scientific developments in climate and fisheries research. 	<ul style="list-style-type: none"> • Attendance at regional scientific meetings and regular and timely consultation with SPC members throughout these meetings to ensure uptake of scientific information. • Involved in organization and conduct of international forums on climate-fisheries impacts • Publishes with collaborators in scientific literature

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 climate impacts on oceanic fisheries can be integrated into relevant fisheries management frameworks

Functional Relationships & Relationship Skills:

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

Level of Delegation:

Routine Expenditure Budget: 0 EUR

Budget Sign off Authority without requiring approval from direct supervisor: 50 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:
<ul style="list-style-type: none"> • Master's qualification, in fisheries science, environmental and climate science, natural resource management, or a related discipline. 	<ul style="list-style-type: none"> • PhD in fisheries science or related discipline • Qualification in training or teaching

Knowledge/Experience

Essential:	Desirable:
<ul style="list-style-type: none"> • At least 7-8 years' experience in the analysis of climate and environmental and impacts on fisheries. • Thorough knowledge of stock assessment and harvest strategy principles • Skills in data analysis, statistics and modelling of fisheries data in R • Able to develop solutions to deliver tangible results for SPC, its members and other stakeholders. • Able to generate new ideas/opportunities, develop policy advice based on sound analysis, and support original solutions. • Excellent verbal and written presentation and communications skills in English, both at a technical level and in the preparation of information for general public. • Proven ability to meet project deadlines, often under difficult circumstances. • Proven ability to work as part of an interdisciplinary and/or multicultural team. • Excellent interpersonal skills that contribute to building productive relationships and partnerships across SPC and with stakeholders 	<ul style="list-style-type: none"> • An understanding of fisheries management, and of the western and central Pacific tuna fishery • Experience in designing and applying climate impact scenarios in stock assessments and management strategy evaluation. • Knowledge of Pacific Island countries and territories • Working knowledge of French.

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

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.