



## JOB DESCRIPTION

<b>Job Title:</b>	<b>MARICULTURE SPECIALIST</b>
<b>Division/Programme and Section/Project (if any):</b>	Fisheries, Aquaculture & Marine Ecosystems Division / Coastal Fisheries & Aquaculture Programme / Aquaculture Section
<b>Location:</b>	Noumea, New Caledonia
<b>Reporting to:</b>	Principal Aquaculture Adviser
<b>Number of Direct Reports:</b>	No direct reports
<b>Purpose of Role:</b>	Provide technical assistance, support and advice to governments, stakeholders, and private sector in planning and implementing mariculture activities (also known as “marine aquaculture” or “offshore aquaculture”) in the Pacific islands region.
<b>Date:</b>	October 2023

### Organizational Context and Organization Chart

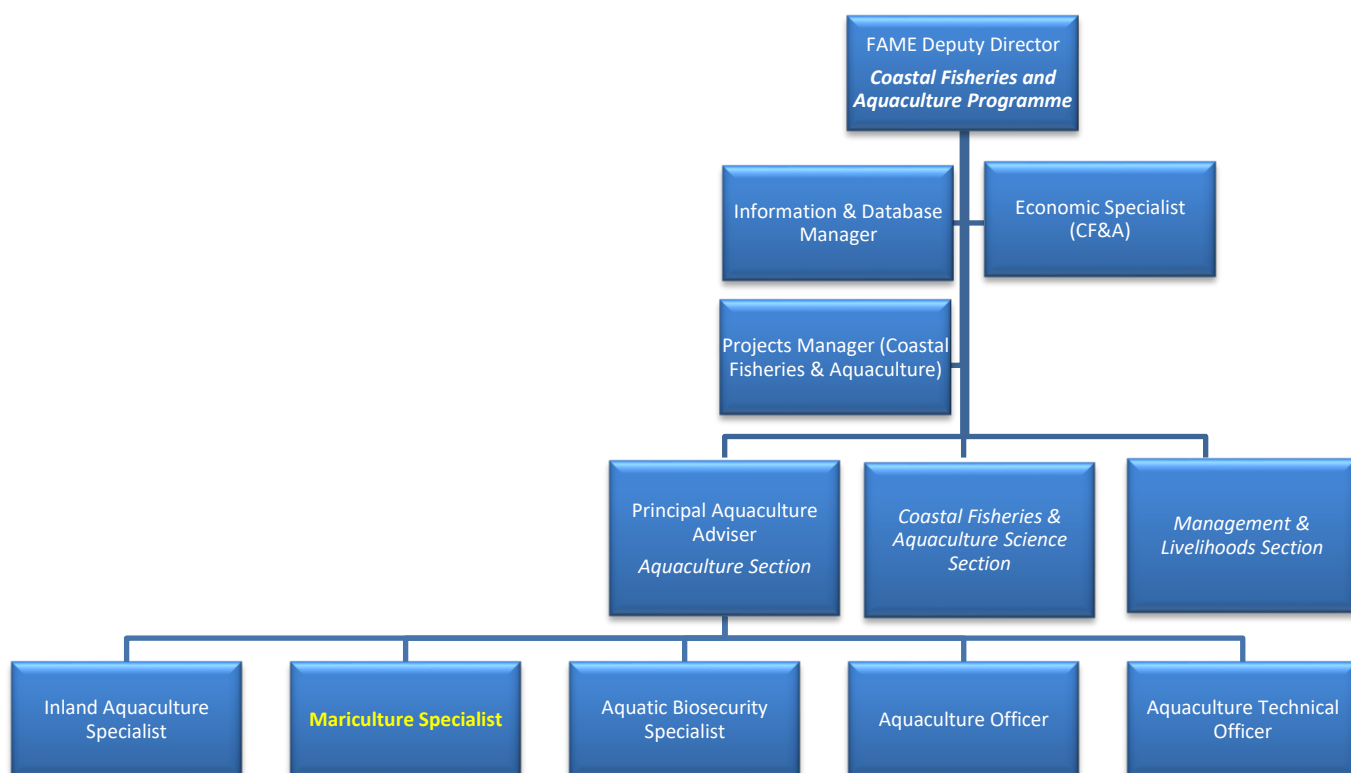
The Pacific Community (SPC) is the principal scientific and technical organisation in the Pacific region, proudly supporting development since 1947. We are an international development organisation owned and governed by our 27 country and territory members. We work for the well-being of Pacific people through the effective and innovative application of science and knowledge, guided by a deep understanding of Pacific Island contexts and cultures (<https://www.spc.int/>).

The SPC **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 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. SPC FAME provides technical assistance to support PICTs to maximise these sustainable development opportunities in the marine and aquaculture sectors.

SPC FAME is composed of three components: Coastal Fisheries and Aquaculture Programme (CFAP); the Oceanic Fisheries Programme (OFP); and the Director’s Office (DO). Working with all 22 PICTs, SPC FAME has strong partnerships with regional, sub-regional and national entities working in the aquatic sector. FAME staff are based in New Caledonia, Fiji, Federated States of Micronesia, with most staff being based in New Caledonia.

The SPC 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, climate change adaptation, while addressing new and evolving challenges to coastal fisheries and aquaculture in the region.

The **Mariculture Specialist** is a key position in the CFAP Aquaculture Section, providing, supporting and advising on mariculture (also known as “marine aquaculture” or “offshore aquaculture”) across the Pacific islands region.



**Key Result Areas (KRAs):**

- KRA#1: Increase the skills and knowledge base in the SPC region to maximise the return on investments in aquaculture through innovative, profitable, sustainable, inclusive and biosecure approaches.
- KRA#2: Improve capacity for strategic policy, planning and administration to establish clear priorities and enable the aquaculture sector to meet current and future needs.
- KRA#3: Promote inter-agency networking and cross-sectoral collaboration in aquaculture.
- KRA#4: Section management, administration and communication.

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

Jobholder is accountable for	Jobholder is successful when
<b>KRA#1: Increase the skills and knowledge base in the SPC region so as to maximise the return on investment in aquaculture through innovative, profitable, sustainable, inclusive and biosecure approaches. (40%)</b>	

<ul style="list-style-type: none"> <li>• Assists PICTs to assess the economic benefit of investments in mariculture.</li> <li>• Provides technical assistance to support industry development.</li> <li>• Undertakes specific technical assistance projects in mariculture and aquatic biosecurity as requested.</li> <li>• Supports research and development projects to identify new commodities for farming and address industry bottlenecks.</li> <li>• Assists in the uptake of new technology in the region and technology transfer between PICTs.</li> <li>• Undertakes training with government and private sector operators in identified mariculture activities.</li> <li>• Participates in national, sub-regional and regional aquaculture workshops as required.</li> <li>• Provides input to developing and updating the Regional Framework on Aquatic Biosecurity for the mariculture sector.</li> </ul>	<ul style="list-style-type: none"> <li>• Mariculture in the Pacific islands region is considered to be innovative, socially beneficial and profitable.</li> <li>• Mariculture best management practices are being adhered to.</li> <li>• Increased numbers of skilled aquaculturists and managers are available to support the sector.</li> <li>• The region is being regularly updated on technological advances and current developments.</li> <li>• National policy and strategy, and on-farm practices, relating to mariculture aquatic biosecurity are developed in line with the Regional Framework on Aquatic Biosecurity.</li> <li>• SPC Member countries and territories are up to date with their aquatic health standards for mariculture.</li> </ul>
<p><b>KRA#2: Improve capacity for strategic policy, planning and administration to establish clear priorities and enable the aquaculture sector to meet current and future needs. (20%)</b></p> <ul style="list-style-type: none"> <li>• Provides accurate and timely information on mariculture activities and issues.</li> <li>• Provides input to developing the regional strategy for the mariculture aquaculture sector.</li> <li>• Provides mariculture advice to strategic initiatives such as adaptive responses to climate change, aquatic biosecurity, and future food production requirements.</li> <li>• Provides regional and technical advice upon which to develop policy and regulatory frameworks with a focus on mariculture.</li> <li>• Ensures participatory processes and stakeholder consultations using socially inclusive and culturally appropriate approaches in the formulation of mariculture components of plans and policies.</li> <li>• Utilises the Pacific Regional Aquaculture Strategy and relevant SPC and FAME plans and strategies to guide members.</li> </ul>	<ul style="list-style-type: none"> <li>• The Pacific islands region is being provided with accurate and timely mariculture information.</li> <li>• The regional strategy for mariculture development is being serviced through the relevant SPC and FAME plans and strategies.</li> <li>• Regional mariculture activities of agencies and donors are coordinated and information sharing mechanisms in-place.</li> <li>• Government policies are supportive of mariculture with appropriate regulatory controls and a secure private sector investment climate.</li> <li>• National mariculture sector plans have clear priorities that deliver equitable widespread benefits including for women and marginalised groups.</li> <li>• National mariculture developments take into account past lessons learnt in the region, and regional priorities as established by the Pacific Regional Aquaculture Strategy and the Regional Framework on Aquatic Biosecurity framework</li> </ul>
<p><b>KRA#3: Promote inter-agency networking and cross-sectoral collaboration in aquaculture and aquatic biosecurity. (20%)</b></p>	

<ul style="list-style-type: none"> <li>• Maintain links, and provide advice or supervisory support (as appropriate), in mariculture to other CROP organisations and PICT educational or research organisations.</li> <li>• Collaborate with other relevant agencies, external donors and international organisations, such as Australian Centre for International Agricultural Research ACIAR, Food and Agricultural Organisation FAO, World Organisation for Animal Health WOAHA, etc.</li> <li>• Participate in One SPC integrated programmes across other sections and divisions within SPC on issues, such as for the SPC Key Focus Areas of Resilience and Climate Action, Natural Resources and Biodiversity, Food Systems, Equity, Education and Social Development, Sustainable Economies and Livelihoods, and Planetary Health.</li> <li>• Ensures that the cross-cutting SPC 'people centred approach' and appropriate climate resilience are incorporated into the Section's work.</li> </ul>	<ul style="list-style-type: none"> <li>• Links are maintained and strengthened with other relevant organisations regarding mariculture.</li> <li>• Joint projects are implemented with other agencies to minimise costs and avoid duplication of work.</li> <li>• Input is provided to joint internal projects where an integrated approach is needed.</li> <li>• Co-supervision is provided for selected regional post-graduate students in aquaculture, and aquaculture interns.</li> <li>• SPC's 'people centred approach' (which consists of: human rights, gender and social inclusion, Pacific culture, and environmental sustainability) and climate resilience are integrated into the Section's work.</li> </ul>
<p><b>KRA#4: Section management, administration and communication. (20%)</b></p> <ul style="list-style-type: none"> <li>• Assists the Adviser to develop the annual work plans and work plan reports for the Aquaculture Section.</li> <li>• Maintains up to date corporate and administrative procedures for all activities undertaken.</li> <li>• Contributes where applicable to Programme, Divisional and Corporate publications, such as Fisheries Newsletters, annual reports, and Divisional reports for CRGA.</li> <li>• Produces reports for all activities undertaken in the appropriate format including technical reports and trip reports, and input to funding proposals, donor reports.</li> <li>• Works productively as a team member and actively supports other members of the Aquaculture team.</li> <li>• Fills in for the Adviser or other staff when they are on leave or duty travel, when required.</li> </ul>	<ul style="list-style-type: none"> <li>• Annual work plans and reports for the Section up to date.</li> <li>• All operations and activities undertaken are fully documented and all administrative tasks completed within the set deadline.</li> <li>• Input or articles are provided for all Programme, Divisional and Corporate publications within the set deadlines.</li> <li>• Reports are produced within two weeks of completing an activity.</li> <li>• Aquaculture team is actively supported.</li> <li>• Acting roles for the Adviser or other staff are successfully fulfilled.</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):**

Assisting PICTs and the private sector to assess mariculture investment proposals and projects and assist or lead as appropriate with the drawing up of practical plans and policies in support of mariculture.

Providing capacity building and training to government, private sector and communities in hands-on mariculture activities and projects.

Development of national aquaculture policies and regulations (stakeholder consultation, moderating expectations, assessing technical feasibility and economic viability of options).

Contributing to national aquatic biosecurity policies and regulations in support of mariculture.

Producing reports and reviews based on existing and new information on mariculture activities, for the benefit of local, national, regional and international planning processes.

### Functional Relationships & Relationship Skills:

Key internal and/or external contacts	Nature of the contact most typical
<p><b>External</b></p> <p>Key external contacts are:</p> <ul style="list-style-type: none"> <li>• Technical counterparts in fisheries and aquaculture departments and the private sector</li> <li>• Technical partners</li> <li>• Consultants</li> <li>• Regional and international agencies including CROP agencies, ACIAR, WorldFish, FAO, etc.</li> <li>• Universities and other aquaculture research agencies operating within the region</li> <li>• International NGOs and national NGOs</li> </ul>	<ul style="list-style-type: none"> <li>• Negotiating, influencing and persuading, gaining cooperation, reporting back</li> <li>• Liaising, gaining cooperation,</li> <li>• Working with, facilitating, advising</li> </ul>
<p><b>Internal</b></p> <p>Key internal contacts are:</p> <ul style="list-style-type: none"> <li>• FAME Director</li> <li>• CFAP Deputy Director and Aquaculture Adviser</li> <li>• Professional staff and PA</li> <li>• FAME Planning, Monitoring, Evaluation and Learning unit</li> <li>• Inter-divisional counterparts in relevant One SPC integrated programmes</li> <li>• Corporate services</li> </ul>	<ul style="list-style-type: none"> <li>• Explaining, gaining cooperation</li> <li>• Liaising, working collaboratively</li> </ul>

### Level of Delegation:

Routine Expenditure Budget: Manages up to EUR 200,000 per year.

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

Essential:	Desirable:
<ul style="list-style-type: none"> <li>• Master's degree in a field relevant to mariculture.</li> </ul>	<ul style="list-style-type: none"> <li>• PhD in aquaculture or related field</li> </ul>

### Knowledge/Experience

Essential:	Desirable:
<ul style="list-style-type: none"> <li>• At least 8 years' practical hands-on experience in the field of mariculture.</li> <li>• Experience in working with Pacific Island private sector and government systems.</li> <li>• Excellent skills in cross-cultural communication (written and oral) and teamwork with people from different ethnic and educational backgrounds.</li> <li>• Experience in writing reports, reporting against project work plans and managing project expenditure.</li> <li>• Demonstrated experience in working as part of a team or alone with minimal supervision.</li> <li>• Willingness to travel and undertake overseas assignments in SPC member countries.</li> <li>• Experience working with PC computer systems and MS Word, Excel and PowerPoint software.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in a Pacific Island fisheries department</li> <li>• Working knowledge of both of SPC's official languages (English and French).</li> <li>• Working knowledge of at least one Pacific island language</li> <li>• Experience in developing project funding proposals</li> <li>• Experience in inland aquaculture, in addition to mariculture</li> </ul>

### Key Skills/Attributes/Job Specific Competencies

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

Expert level	Mariculture development, planning and policy
Advanced level	Aquaculture methods and technologies appropriate to the Pacific aquaculture finance and pricing
Working Knowledge	Crosscutting issues such as food systems, gender and social inclusion, and climate change resilience Aquaculture education, for example co-supervision of postgraduate researchers Aquaculture legislation Biosecurity and trade issues for aquaculture farms and products
Awareness	Broader fisheries management and development issues Relevant social and economic issues in the Pacific

### 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

**Personal Attributes**

- High level of professional integrity and ethics
- Friendly demeanour
- Demonstrated high level of 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.