



Pacific  
Community  
Communauté  
du Pacifique

## JOB DESCRIPTION

<b>Job Title:</b>	<b>Pesticide Technician</b>
<b>Division/Programme</b>	Sustainable Agriculture Program, Land Resources Division
<b>Location:</b>	Suva, FIJI
<b>Reporting to:</b>	Pest and Disease Management Adviser
<b>Number of Direct Reports:</b>	Nil
<b>Purpose of Role:</b>	Supports the pesticide unit through field evaluation activities, data collation and entry into the Pacific Region Pesticide Registration Scheme (PRPRS). The incumbent will liaise with the region's Ministries of Agriculture in the identification, mobilisation, and capacity building of national Pesticide registration data collection, monitoring, and documentation of activities.
<b>Date:</b>	October 2022

### Organisational Context and Organisation Chart

The Land Resources Division (LRD) aims to contribute to the Pacific Community goals for a resilient and food and nutritionally secure Pacific peoples and communities, with well-managed natural resources, ecosystems, and markets.

LRD's work structured around four thematic pillars: Genetic Resources, Sustainable Forests and Landscapes, Sustainable Agriculture and Markets for Livelihood.

The Sustainable Agriculture Pillar focuses on developing climate smart agricultural technologies on resilient farming systems through the promotion of climate smart and nutritional crop varieties, soil health & water management, plant health and pest and disease management, animal husbandry practices and strengthening agricultural extension systems.

LRD is recognized as a lead regional player alongside key development partners such as ACIAR and FAO in building the capacity of countries on plant health through early warning systems, preparedness, and response to the incursion of pests and diseases management. In collaboration with FAO and Australia's Department Agriculture, Forests and Fisheries (DAFF), and ACIAR project HORT/2016/185 'Responding to emerging pest and disease threat to horticulture in the Pacific Islands' is promoting Plant Health Clinics (PHC) to empower extension officers in diagnostic and response to pests and diseases in several Pacific Island Countries, this said project will complement management of pest & diseases through development of environmentally friendly strategies and phasing out of highly hazardous pesticides (HHP) currently in-country that are detrimental to the environment and the ecosystem services.



### Key Result Areas (KRAs):

The position of **Pesticide Technician** encompasses the following major functions or Key Result Areas (KRAs)

KRA#1 Support Pesticide Unit Operations – 30%

KRA#2 Data collation, data entry, and field evaluation – 30%

KRA#3 Communication, training, awareness – 20%

KRA#4 Assist PRPRS monitoring and reporting – 20%

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

Jobholder is accountable for	Jobholder is successful when
<b>KRA#1 Support Pesticide Unit Operations – 30%</b> <ul style="list-style-type: none"> <li>Assist with the PRPRS and Pesticide Stock Management System (PSMS) database operations at SPC</li> <li>Assist with the data collation and entry in the database system</li> <li>Assist regional pesticide database updates on new and outgoing chemistries</li> <li>Assist with the organization of the Regional Pesticide Committee (RPC) meetings</li> </ul>	<ul style="list-style-type: none"> <li>Pesticide database developed and operational</li> <li>Data collated, analyzed, and included in the database</li> <li>Protocols for the protection and confidentiality of data and information referred, exchanged, discussed, created and / or used in any way in relation to its operation</li> <li>Pesticide governance board established and operational</li> </ul>
<b>KRA#2 Support data collation, data entry, and pesticide field evaluation – 30%</b> <ul style="list-style-type: none"> <li>Assist with the development of pesticide evaluation methodologies and procedures</li> <li>Assist the PRPRS secretariat to conduct field trials on the pesticide efficacy evaluations</li> <li>Assist PRPRS secretariat on pesticide risk assessment information for the RPC decision making</li> <li>Delivery of a series of on-line regional trainings (12-16 half days) on pesticide risk assessment</li> </ul>	<ul style="list-style-type: none"> <li>Assist field experiment layout, implementation, data recordings and analysis of results</li> <li>Timely and correct records of new and outgoing chemistries</li> <li>Timely provision of risk assessment information</li> <li>Pesticide training plan developed and implemented</li> </ul>
<b>KRA#3 Communication, training, awareness – 20%</b> <ul style="list-style-type: none"> <li>Assist PRPRS secretariat to provide PSMS, risk</li> </ul>	<ul style="list-style-type: none"> <li>PSMS training conducted to members of</li> </ul>

<ul style="list-style-type: none"> <li>assessment trainings to national registrars</li> <li>• Provide assistance to PRPRS secretariat in advocating policy associated with judicious use of pesticides and its significance to reduced human and environmental health risks</li> <li>• Awareness on pesticides provided to countries</li> </ul>	<ul style="list-style-type: none"> <li>the national pesticide registrars</li> <li>• Risk assessment training tools conducted to national pesticide stakeholders</li> <li>• Promotion of use environmentally friendly products</li> <li>• One policy brief on pesticides</li> </ul>
<b>KRA#4 Assist PRPRS monitoring and reporting – 20%</b> <ul style="list-style-type: none"> <li>• Up-keep of Pesticide Stock Management System (PSMS) at SPC and liaison with project members on all updates of data entry processes</li> <li>• Maintenance of the PSMS at SPC and national levels</li> <li>• Regular reporting and updates provided to countries and partners</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly updates conducted on PSMS</li> <li>• National registrars assisted in PSMS overall maintenance</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):

<ul style="list-style-type: none"> <li>• Sound knowledge of different pesticide groups and application in the field</li> <li>• Sound knowledge of pesticide registration system</li> <li>• Sound knowledge of pest &amp; diseases incidences and management</li> <li>• Field experiments in various crops to evaluate certain chemistries for efficacy</li> <li>• Database entry into correct fields in the system</li> <li>• High level of patience and organizational skills</li> </ul>
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### Functional Relationships & Relationship Skills:

Key internal and/or external contacts	Nature of the contact most typical
<b>External</b> Key external contacts are: <ul style="list-style-type: none"> <li>• Farmers and farmer groups</li> <li>• National government agriculture staff</li> <li>• National pesticide registrars</li> <li>• International collaborators</li> </ul>	<ul style="list-style-type: none"> <li>• Training and monitoring</li> <li>• Information provision and advice</li> <li>• Advocacy</li> </ul>
<b>Internal</b> Key internal contacts are: <ul style="list-style-type: none"> <li>• Sustainable Agriculture Program</li> <li>• Other LRD Programs</li> </ul>	<ul style="list-style-type: none"> <li>• Planning and reporting on PRPRS</li> <li>• Integration of PRPRS with other SPC programs</li> <li>• Liaising and reporting on PRPRS</li> </ul>

### Level of Delegation:

Routine Expenditure Budget: n/a

Budget Sign off Authority without requiring approval from direct supervisor: n/a

### Personal Specification:

## Qualifications

Essential:	Desirable:
Degree in agriculture and/or relevant science	Qualification in plant protection

## Knowledge/Experience

Essential:	Desirable:
<ul style="list-style-type: none"><li>At least 3 years relevant work experience</li><li>Knowledge of Integrated pest management / plant protection</li><li>Excellent communication (verbal and writing skills)</li><li>Demonstrated good training skills</li><li>Effective team player</li></ul>	Competent experience in research and data analysis

## Key Skills/Attributes/Job Specific Competencies

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

Advanced level	Demonstrated ability to work with an international team of plant protection
Working Knowledge	<ul style="list-style-type: none"><li>Capacity to develop the skills of national pesticide registration office</li><li>Ability to quickly gain knowledge of data collection and analysis.</li><li>Ability to conduct Face to Face learning facilitation</li><li>Ability to quickly gain knowledge and use of online training platforms.</li><li>Ability to use Microsoft Office applications and relevant software.</li></ul>
Awareness	Understanding of working in a multi-stakeholder project.

## 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.