



Pacific
Community
Communauté
du Pacifique

JOB DESCRIPTION

Job Title:	PRINCIPAL FISHERIES SCIENTIST (COASTAL FISHERIES & AQUACULTURE)
Division/Programme and Section/Project (if any):	Fisheries, Aquaculture & Marine Ecosystems Division (FAME)/ Coastal Fisheries & Aquaculture Programme (CFAP) / Coastal Fisheries and Aquaculture Science Section
Location:	Noumea, New Caledonia
Reporting to:	FAME Deputy Director (Coastal Fisheries & Aquaculture)
Number of Direct Reports:	Responsible for at least 5 professional staff
Purpose of Role:	Lead and manage the work programme of the Coastal Fisheries and Aquaculture Science Section to provide the highest quality scientific support and advice to PICT governments and other stakeholders in planning and implementing coastal fisheries and aquaculture science activities in support of evidence-based management and sustainable development.
Date:	December 2022

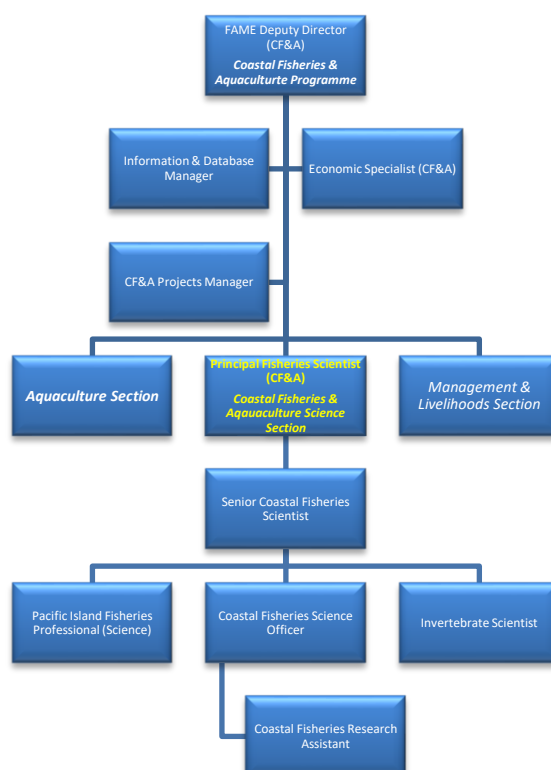
Organisational Context and Organisation Chart

As one of SPC's oldest, the **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 maximise these sustainable development opportunities in the marine and aquaculture sectors.

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 and aquaculture sectors. FAME staff are based in New Caledonia, Fiji, and Federated States of Micronesia, with most of its ~100 staff being based in New Caledonia.

The 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, assist with climate change adaptation, and address new and evolving challenges to coastal fisheries and aquaculture in the region.

The **Principal Fisheries Scientist (Coastal Fisheries & Aquaculture)** is a key position in the CFAP, leading, managing and coordinating the Coastal Fisheries and Aquaculture Science Section.



Key Result Areas (KRAs):

- KRA#1: Section leadership, administration, communication and staff supervision.
- KRA#2: Development and oversight of the strategic direction of the Coastal Fisheries and Aquaculture Science Section to support current and emerging science needs and priorities in support of PICT coastal fisheries and aquaculture policy, management and sustainable development.
- KRA#3: Lead, manage and assist with the research, development, delivery and application of innovative and appropriate methods and tools in support of SPC member coastal fisheries and aquaculture applied science needs.
- KRA#4: Lead the preparation of funding proposals to build the Coastal Fisheries and Aquaculture Science Section's capacity and capability to meet the increasing SPC member applied science needs for coastal fisheries and aquaculture management and sustainable development.
- KRA#5: Promote and support internal and inter-agency networking and cross-sectoral collaboration in coastal fisheries and aquaculture science.

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

Jobholder is accountable for	Jobholder is successful when
KRA#1: Section leadership, administration, communication and staff supervision (25%):	

<ul style="list-style-type: none"> • Assists the Deputy Director FAME (CF&A) in strategic planning to ensure that the work for the Section meets the needs of SPC members and other Programme clients. • Develops, in consultation with the DD-FAME (CF&A) and other senior CFAP staff, the Section's annual work plan and work plan reports consistent with the FAME Business and strategic plans and available funding. • Manages the activities of the Section consistent with annual work plans and available funding. • Implements the SPC staff performance planning and management system for the Section and facilitates their ongoing professional development. • Contributes to Programme, Divisional and Corporate publications and reports. • Ensures that the cross-cutting SPC 'people centred approach' and appropriate climate resilience are incorporated into the Section's work. 	<ul style="list-style-type: none"> • Strategic planning for the Section meets the needs of SPC members, as judged by Heads of Fisheries and independent Programme reviews. • Annual work plans are aligned with the FAME Business Plan 2022-2027 and work plan reports for the section are produced on schedule. • Section activities are implemented according to annual work plans and budgets and key indicators/measures are achieved. • Staff appraisals and performance planning for Section staff are completed on schedule • Input or articles are provided for all Programme, Divisional and Corporate publications within the set deadlines. • SPC's 'people centred approach' and climate resilience are integrated into the Section's work.
<p>KRA#2: Development and oversight of the strategic direction of the Coastal Fisheries and Aquaculture Science Section to support current and emerging science needs and priorities in support of PICT coastal fisheries and aquaculture policy, management and sustainable development (20%):</p> <ul style="list-style-type: none"> • Consults regularly with members regarding their coastal fisheries and aquaculture applied science needs and priorities. • Oversees the development and management of the section's strategic direction and focus to support members' coastal fisheries and aquaculture applied science needs and priorities. • Ensures the Science Section provides appropriate and relevant scientific support to the Aquaculture and the Management and Livelihoods sections. • Oversees and supports the implementation of the PEUMP Programme KRA 3 science related activities. 	<ul style="list-style-type: none"> • CFAP Science Section work is recognised by members, and through external reviews, as meeting their priority needs. • Aquaculture and the Management and Livelihoods sections acknowledge the support of the Science Section. • PEUMP Programme KRA 3 science related activities and reporting are met.
<p>KRA#3: Lead, manage and assist with research, development, delivery and application of innovative and appropriate methods and tools in support of SPC member coastal fisheries and aquaculture applied science needs (20%):</p> <ul style="list-style-type: none"> • Oversee and support the Science team's work on developing methods and tools appropriate to the data-poor nature of PICT coastal fisheries and aquaculture. 	<ul style="list-style-type: none"> • Appropriate data-poor methods and tools are developed, delivery to, and adopted by PICTs.

<ul style="list-style-type: none"> • Oversee and support the transitioning of e-technology solutions into standard practices. • Consult and participate in national, regional and international processes to develop e-reporting and e-monitoring operational and data standards for coastal fisheries and aquaculture. • Oversee, support and assist with the delivery of science training and transfer of tools and approaches to PICTs. • Oversee and support the development and maintenance of online and interactive digital tools and materials for training and technical support for members. 	<ul style="list-style-type: none"> • E-technology solutions enhance the accessibility and effectiveness of PICT coastal fisheries and aquaculture applied science for management and sustainable development. • Members are able to access and use applied science tools and materials online for training and technical support.
<p>KRA#4: Lead the preparation of funding proposals to build the Coastal Fisheries and Aquaculture Science Section's capacity and capability to meet the increasing SPC member applied science needs for coastal fisheries and aquaculture management and sustainable development (20%):</p> <ul style="list-style-type: none"> • Develops, in consultation with the Deputy Director FAME (CF&A) funding and/or cost-recovery proposals to ensure that CFAP and the Science Section work plans are adequately funded. • Works closely with the Aquaculture Section to develop and enhance aquaculture-related science support. • Assists the FAME Director, Deputy Director (CF&A), and SPC resource mobilisation staff with the preparation of FAME-wide, and/or cross-Divisional proposal preparation as required. 	<ul style="list-style-type: none"> • Adequate funding secured to maintain and expand the capacity and capability of the CFAP Science Section. • Coastal fisheries and aquaculture science is included in SPC integrated projects.
<p>KRA#5: Promote and support internal and inter-agency networking and cross-sectoral collaboration in coastal fisheries and aquaculture science (15%):</p> <ul style="list-style-type: none"> • Prepare and review papers for publication in peer reviewed journals, books chapters or other resources, and support the Science Section staff to publish. • Present, and support the Science Section staff to present, the results and findings of the Section's work at appropriate forums. • Develop and promote collaborations with other programmes and divisions within SPC on issues such as food systems, food security, small-scale livelihoods, climate change adaptation, human rights, gender and social inclusion. • Develop links with other CROP agencies, universities, NGOs and CSOs in regard to coastal fisheries and aquaculture applied science, to minimise the risk of duplication of work. 	<ul style="list-style-type: none"> • The Section publishes journal papers or other recognised publications. • Links are developed and maintained with other relevant CROP agencies, the PEUMP programme partners, and NGOs/CSOs • Pacific coastal fisheries and aquaculture applied science issues and concerns are being voiced at regional and/or global forums. • Joint projects are developed and implemented with other SPC divisions, other agencies or organisations to minimise costs and avoid duplication of work. • Input is provided to integrated projects where holistic and integrated approaches are needed.

<ul style="list-style-type: none"> • Advocate at regional and global forums on behalf of the Pacific islands' region coastal fisheries and aquaculture applied science interests. • Develop and promote joint projects with other CROP agencies and international organisations to draw on the strengths of all involved. • Work closely with other components of the PEUMP programme within SPC and with FFA, SPREP and USP, to ensure smooth implementation with regards to the science components. 	
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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):

<p>Managing the diverse work programme of the Coastal Fisheries and Aquaculture Science Section, including high demands for support from other CFAP sections, SPC members and other groups, in funding and capacity-limited situations.</p> <p>Managing expectations and setting priorities for SPC member support activities with staff and funding constraints when multiple countries and territories want immediate assistance at the same time.</p> <p>Adapting to the residual regional constraints due to the COVID-19 pandemic, including providing support to SPC members by hybrid and/or virtual means as required, working and managing team members travel and workloads.</p> <p>Balancing an increasing administrative workload with the core of the position's duty, the management of staff and project implementation.</p> <p>Development of national coastal fisheries and aquaculture applied science capacity and capability with limited resources.</p> <p>Working across the dynamic field of climate change, and how to incorporate emerging results into coastal fisheries and aquaculture related science.</p> <p>Working with a diverse range of research institutions, universities, foundations and NGOs across the region and within member countries and territories.</p>

Functional Relationships & Relationship Skills:

Key internal and/or external contacts	Nature of the contact most typical
<p>External</p> <p>Key external contacts are:</p> <ul style="list-style-type: none"> • Pacific Island governments, and departments involved in fisheries and aquaculture issues, research, stakeholders, investment authorities and private enterprise • Regional and international agencies including CROP agencies, WorldFish, FAO, etc. 	<ul style="list-style-type: none"> • Negotiating, influencing and persuading, gaining cooperation, reporting • Liaising, formal negotiation • Hiring, supervising, facilitating, advising

<ul style="list-style-type: none"> Universities and other research agencies operating within the region International NGOs and national NGOs 	
Internal Key internal contacts are: <ul style="list-style-type: none"> FAME Director DD-FAME (Coastal Fisheries & Aquaculture) CFAP Section Heads Oceanic Fisheries Programme FAME Planning, Monitoring, Evaluation and Learning unit Other SPC technical Divisions – PCCOS, GEM, CCES and SDD Corporate services Publications 	<ul style="list-style-type: none"> Explaining, gaining cooperation, resolving minor conflicts Leading, supervising, coaching, monitoring, resolving minor conflicts

Level of Delegation:

Routine Expenditure Budget: Manages up to EUR 2M per year.

Budget Sign off Authority without requiring approval from direct supervisor: EUR 2000 (as per SPC Delegations policy)

Personal Specification:

Qualifications

Essential:	Desirable:
<ul style="list-style-type: none"> Postgraduate degree in fisheries science, coastal fisheries science, aquaculture science, or a related field. 	<ul style="list-style-type: none"> Qualifications in programme or project management

Knowledge/Experience

Essential:	Desirable:
<ul style="list-style-type: none"> At least 5 years' experience in managing science staff, team leadership, project development and project management At least 10 years' relevant experience working on applied science related to fisheries, coastal fisheries and/or aquaculture finfish and/or invertebrate resources, preferably in the Pacific region. At least 10 years' experience in designing and conducting finfish and/or invertebrate resource assessments, including data collection, analysis, reporting and applying the results to management and sustainable development. 	<ul style="list-style-type: none"> A working knowledge of both of SPC's official languages (English and French) and/or the ability to speak any of the Pacific Island's other languages would be an advantage Experience of managing projects funded by any of the major donor's active in the region.

<ul style="list-style-type: none"> • Demonstrated experience of collaboration between institutions, and leadership of integrated projects/programmes, • Understanding of current Pacific Islands regional coastal fisheries and aquaculture science issues, and experience of working with gender and human rights-based issues relating to coastal fisheries and/or aquaculture. • Excellent communication skills (oral and written) and demonstrated ability to produce written reports for donors, funding proposals, trip reports, training materials etc. • Proven ability to design, plan and facilitate workshops and other training. • Experience in successfully leading and/or collaborating and working with people from different ethnic, cultural and educational backgrounds. • Experience working with PC systems, MS Office/365 software, and relevant statistical software packages. • Willingness to travel and undertake overseas assignments in SPC member countries and territories, sometimes under difficult physical conditions. 	
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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"> • Fisheries, coastal fisheries and/or aquaculture applied science for management and sustainable development • Scientific sampling, monitoring, analysis and reporting
Advanced level	<ul style="list-style-type: none"> • Using science-based evidence for coastal fisheries and/or aquaculture management and sustainable development
Working knowledge	<ul style="list-style-type: none"> • Crosscutting issues such as food systems, food security, climate change and Human Rights and Social Inclusion • Coastal fisheries and/or aquaculture legislation and management
Awareness	<ul style="list-style-type: none"> • SPC Regulations and Policies • Broader coastal fisheries and aquaculture management and sustainable 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
- Building Individual Capacity

Personal Attributes

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