



JOB DESCRIPTION

Job Title:	AQUACULTURE INTERN
Division/Programme and Section/Project (if any):	Fisheries, Aquaculture & Marine Ecosystems Division / Coastal Fisheries & Aquaculture Programme / Aquaculture Section
Location:	Suva, Fiji
Reporting to:	Principal Aquaculture Adviser
Number of Direct Reports:	No direct reports
Purpose of Role:	Gain further practical training and hands-on experience in Pacific islands aquaculture to augment tertiary qualifications, through fixed-term attachment within SPC FAME Aquaculture Section in roles that assist implementation of SPC aquaculture development projects at SPC Narere campus, and with SPC counterparts at government, commercial and community-based aquaculture facilities at various locations throughout the Fiji Islands.
Date:	January 2024

Organizational Context and Organization Chart

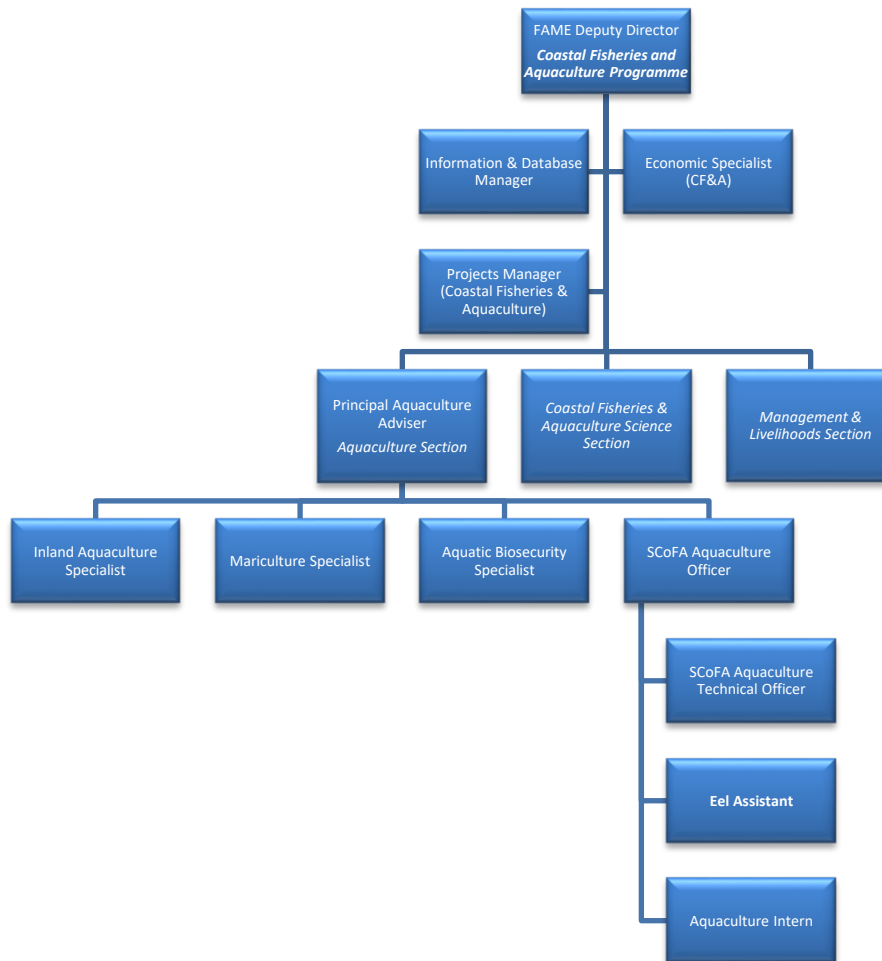
As one of SPC's oldest Divisions, the **Division of Fisheries, Aquaculture and Marine Ecosystems (FAME)** has been providing scientific and technical expertise to support fisheries management and sustainable development in the Pacific for over 60 years. The goal of the Division is that the fisheries 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 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 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 **Aquaculture Intern** is a fixed-term position for the holder to gain aquaculture training and experience within the CFAP Aquaculture Section, responsible for daily husbandry and rearing of tilapia fish, maintenance of any aquaculture facilities being operated by SPC or external partners of SPC, and participation in SPC extension work at commercial and community-based aquaculture farms.



Key Result Areas (KRAs):

KRA#1: Gain practical training and hands-on experience in Pacific islands aquaculture to augment the post holder’s tertiary qualifications.

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

Jobholder is accountable for	Jobholder is successful when
KRA#1: Gain practical training and hands-on experience in Pacific islands aquaculture to augment the post holder’s tertiary qualifications.	Skills are gained in the following competencies: <ul style="list-style-type: none"> • feeding of fish

<ul style="list-style-type: none"> • Daily husbandry and rearing of tilapia fish and other aquaculture species • Maintenance of any aquaculture facilities being operated by SPC or by external partners of SPC • Participation in collaborative project work with SPC's counterparts within Government of Fiji • Participation in extension work at commercial and community-based aquaculture farms • Participation in any lectures, tutorials, or practical training exercises arranged for the post holder by SPC aquaculture internship supervisors • Adoption of SPC policies and practices in the aquaculture workplace 	<ul style="list-style-type: none"> • assessment of water quality parameters • sampling of fish to estimate their growth and calculate daily feeding rates • trouble-shooting aquaculture systems for any problems or faults • record keeping and data entry into logbook or spreadsheet • operation of a tilapia incubator hatchery system, and aquaponics system • implementation of a tilapia brood stock management plan • general upkeep of tilapia hatchery and farm work areas • provision of mentoring and advice to commercial- and community-aquaculture farmers
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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>Gaining hands-on skills in fish husbandry and aquaculture systems operation</p> <p>Participating in provision of advice and mentoring to external partners of SPC in government, commercial and community-based aquaculture farms</p> <p>Gaining practice in record-keeping and provision of progress reports</p>
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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"> • Technical counterparts in fisheries departments and the private sector 	<ul style="list-style-type: none"> • Working with, advising
<p>Internal</p> <p>Key internal contacts are:</p> <ul style="list-style-type: none"> • CFAP Deputy Director and Aquaculture Adviser • Professional staff and PA 	<ul style="list-style-type: none"> • Contributing to, learning from • Liaising, working collaboratively

Level of Delegation:

N/A

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">• Eligibility is limited to applicants who are enrolled at a tertiary institution in Fiji in a program of study that has an aquaculture work experience attachment requirement that the applicant must fulfil in order to graduate OR graduated from their undergraduate or postgraduate degree in aquaculture within the previous 12 months.•	

Knowledge/Experience

Essential:	Desirable:
<ul style="list-style-type: none">• Some level of knowledge about, and interest in, aquaculture as a vocation.	

Key Skills/Attributes/Job Specific Competencies

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

Expert level	
Advanced level	
Working Knowledge	Aquaculture education
Awareness	

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.