



Pacific
Community

Communauté
du Pacifique

JOB DESCRIPTION

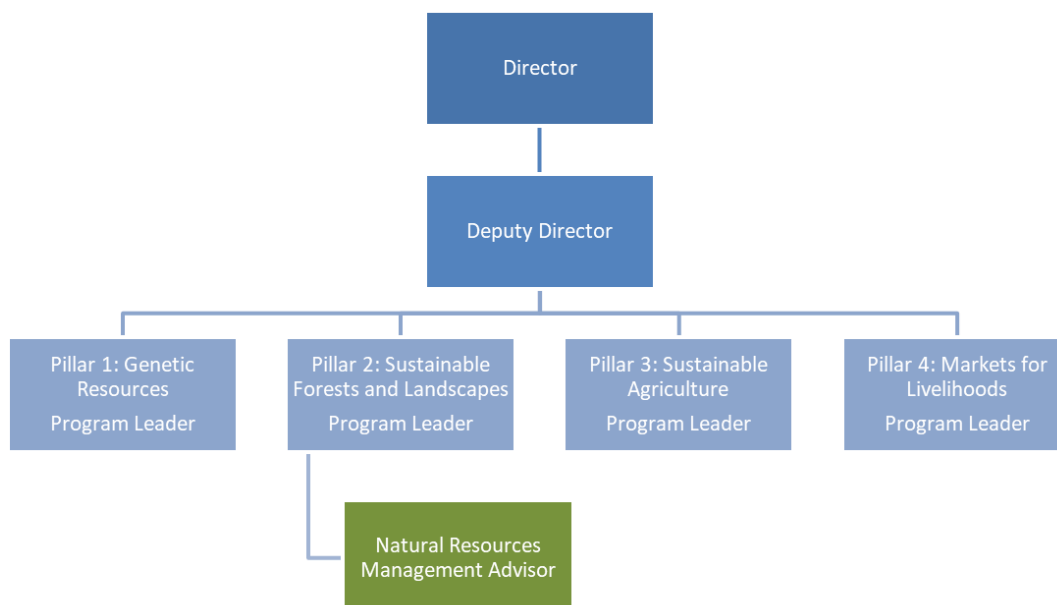
Job Title:	Natural Resource Management Adviser
Division	Land Resources Division
Location:	Suva, Fiji
Reporting To:	Programme Leader – Sustainable Forests and Landscapes
Direct Reports:	3
Purpose of Role	The Natural Resources Management Adviser is responsible for providing overall strategic technical advisory, policy, and research direction to the Division and to member countries and territories on sustainable forest, landscape management practises, amplifying the importance of ecosystem services, working closely with the national and regional priorities of member countries and territories.
Date:	November 2024

Organisation Context and Organisation Chart

The Pacific Community (SPC) is the principal scientific and technical organisation in the Pacific region, supporting sustainable development since 1947. It is an international development organisation owned and governed by its 27 members, which include 22 Pacific Island countries and territories. SPC works for the well-being being of the Pacific peoples through the effective and innovative applications of science and knowledge, guided by a deep understanding of the Pacific Island context and cultures. (www.spc.int)

This position is located in the Land Resources Division (LRD) which provides expert scientific advice, capacity building and services on conservation, development and utilisation of plant genetic resources, forest and landscape management, resilient agricultural systems, diversification of livelihood strategies and access to markets to maintain ecosystem services and improve land productivity and the food, nutrition security and resilience of Pacific communities (www.spc.int/lrd) This mission is realised through four main thematic work areas, or pillars, and a progressively integrated approach to programming that aims to achieve SPC's development goals.

The position of **Natural Resources Management Advisor** is integral to advancing the LRD's mission to ensure that Pacific communities have access to well-managed natural resources, which will contribute to their food security and overall resilience against climate change challenges.



Key Result Areas (KRAs)

- KRA 1: Lead resource mobilisation (25%)**
- KRA 2: Lead research, policy, and technical advisory (25%)**
- KRA 3: Support coordination and communication (25%)**
- KRA 4: Support monitoring and evaluation (25%)**

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

The jobholder is accountable for	Jobholder is successful when
<p>KRA 1: Lead resource mobilisation (25%)</p> <ul style="list-style-type: none"> • Coordinate and lead resource mobilisation efforts (i.e. fund raising for projects/programmes), developing strategic partnerships with regional and international organisations to support the priorities of member countries and territories. • Develop and coordinate multidisciplinary and interdisciplinary grant proposals in close collaboration with Program Leaders, relevant technical staff from LRD programs, and regional and international partners related to natural resource management, focusing on forestry and landscape management. • Coordinate stakeholder engagements and collaborate with regional and international agencies to foster partnerships that enhance sustainable forestry and landscape management efforts. 	<ul style="list-style-type: none"> • New funding opportunities are identified and pursued to support member countries and territories national priorities in sustainable forestry and landscape management. • Grant proposals are developed in a timely manner ensure relevant stakeholders internal to LRD and external are consulted as and when required. • Strengthen existing partnerships and nurture new partnerships to progress relevant initiatives
<p>KRA 2: Lead research, policy, and technical Advisory (25%)</p>	

<ul style="list-style-type: none"> • Contribute to formulating policy advice that supports to sustainable forestry and land use management practise, ensuring alignment to national and regional priorities. • Provide strategic and expert technical advice to member countries, and regional and international stakeholders on sustainable forestry and land use management matters. • Lead the planning, design, establishment, monitoring, analysis of research that addresses critical issues in sustainable forestry and landscape management, including identifying research gaps and formulating research concepts and proposals that meet the needs of the region. • Ensure research in sustainable forestry and landscape management follows best practice protocols and is in line with the Data Governance Policy. • Assess, identify and deliver targeted capacity building interventions when required. • Work closely with the R&D Adviser, Peer Reviewers and key LRD team members to advise and progress research activities related to sustainable forestry and landscape management research priorities arising from the Regional Research Agenda. 	<ul style="list-style-type: none"> • Timely provision of policy advice aligned to national and regional priorities. • Key research gaps in line with national priorities are identified and relevant proposals developed in a timely manner. • Guidelines and relevant capacity building tools developed or updated to support with ongoing capacity needs of the PICTs. • Technical advice and coordination assistance are provided in an effective and timely manner. • Rights based approaches are applied ensuring at a minimum 'no harm'. Ensure relevant gender and social inclusion interventions are considered when designing projects.
<p>KRA 3: Support Coordination and communication (25%)</p> <ul style="list-style-type: none"> • Coordinate and facilitate key regional technical meetings to progress sustainable forestry, and landscape management activities, and other key policy and research issues. • In collaboration with member countries and territories, lead the facilitation of the forestry professionals' network as a regional network. • Disseminate relevant knowledge and information regarding research findings, project outcomes, policies, and best practices in sustainable forestry and landscape management. This includes reports, presentations, and other targeted communication materials to support with upscaling and adoption pathways for good practices identified. 	<ul style="list-style-type: none"> • Improved and coordinated approaches to regional governance of forestry and landscape management issues across the region. • Heads and Ministers of Forestry are kept abreast of the sector. • Regional forestry network functioning efficiently and effectively. • Relevant knowledge and information is shared regularly.
<p>KRA 4: Support Monitoring, evaluation and learning (25%)</p> <ul style="list-style-type: none"> • Monitor, evaluate and report on the effectiveness of forestry initiatives, ensuring 	<ul style="list-style-type: none"> • Research outcomes published through targeted communication channels.

<p>compliance with relevant regulations and standards.</p> <ul style="list-style-type: none"> • Develop, implement, and monitor forestry and landscape management projects, managing budgets and resources, using appropriate governance and risk frameworks, performance measures, reporting standards and assessment tools to achieve project milestones and deliverables. • Support monitoring and evaluation reviews for natural resource management initiatives, including but not limited to sustainable forestry and landscape management-related projects. 	<ul style="list-style-type: none"> • Robust impact pathways established for measuring the adoption of sustainable forestry and landscape practices in the region. • Position papers and peer reviewed papers developed, published, and promoted where required. • Timely preparation of technical reports following closure of relevant initiatives for learning and dissemination purposes. • Actively and in a timely manner contribute results to LRD results framework.
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The above performance standards are provided as a guide only. The precise performance measures for this position 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"> • Limited capacity of human resources and high staff turnover in some of the countries can affect project implementation, especially with projects requiring technical research skills. • Ensuring that communication, understanding and eventual adoption of sustainable forestry and landscape management occurs at all levels. • Working in complex remote areas and field environments. • Establishing effective coordination mechanisms within and outside of LRD taking a facilitation role in addressing sustainable forestry and landscape management concerns in the short and long term

Functional Relationships & Relationship Skills:

Key internal / external contacts	Nature of the contact most typical
<p>External</p> <ul style="list-style-type: none"> • Member country Governments and other national stakeholders. • Private companies, research institutes, training institutes • Donors and development partners • International agencies and research institutions • CROP agencies and other regional bodies and associations • NGOs 	<ul style="list-style-type: none"> • Collaboration and joint approaches for complementary project activities and on-going /planned activities with those of other stakeholders • Representation of PICTs' interests and priorities. • Stakeholder engagement and advice • Facilitation and extension
<p>Internal</p> <ul style="list-style-type: none"> • LRD Directorate and Pillar Teams • Technical Advisors • LRD and SPC Staff 	<ul style="list-style-type: none"> • Project implementation, reporting and monitoring • Integrated approach to implementation of LRD programmes • Contribute to the delivery of the Division's business plan.

Level of Delegation:

Routine Expenditure Budget: EUR **150,000 per annum**

Budget Sign off Authority without requiring approval from direct supervisor: **EUR 50**

Person Specification:

Qualifications

Essential:	Desirable:
<ul style="list-style-type: none"> • A degree in Natural Resources Management, forestry science or agriculture economics. 	<ul style="list-style-type: none"> • Master's or PhD qualification in forestry or natural resource management. • Demonstrated experience in a senior management role within a public sector or regional/international organisation.

Knowledge / Experience

Essential:	Desirable:
<ul style="list-style-type: none"> • At least 10 years of demonstrated experience in a similar role. • Expertise in research and implementation of interventions in forestry /landscape and natural resources management • Understanding of national and regional issues related to forestry • Demonstrated capability in policy formulation. • Experience in implementation, monitoring and evaluating sustainable forestry management. • Experience in computational and statistical tools for the management of forestry information. • Demonstrated ability to publish in international peer-reviewed scientific journals. • Experience in fund-raising, proposal preparation and project management. • Proficiency in spoken and written English with excellent communication skills. 	<ul style="list-style-type: none"> • Demonstrated experience in a senior advisory role within a public service or regional/international research organisation. • Demonstrated understanding of emerging issues relating to Forestry, Climate Change, Sustainable Production Intensification and Markets.

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"> • Coordinating and Negotiations • Analytical and problem solver • Report writing, planning and organizing • Research and analysis with in-depth knowledge in natural resources management specially forestry and/ landscape management.
Advanced level	<ul style="list-style-type: none"> • Interpersonal skills • Attention to detail with high computer literacy • Communication and responsiveness to needs of stakeholders • Advocacy with demonstrated initiative and ability to think laterally to identify innovative solutions
Working knowledge	<ul style="list-style-type: none"> • Using data analysis software and information management systems • SPC SP, LRD Business Plan • Country forestry and natural resources management policies and plans and national strategic action plans
Awareness	<ul style="list-style-type: none"> • SPC policies and procedures • LRD Office Procedures • Country Protocols and procedures

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 a 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.