



Pacific  
Community  
Communauté  
du Pacifique

- **Suva-based position (Fiji)**
- **Attractive expatriate package**
- **Join the principal development organisation in the region**

*The Pacific Community (SPC) invites applications for the position of **Coordinator – Pacific Vision for Adapted Crops and Soils (PACS)** within its Land Resources Division. This position will be located at its regional office in Suva, Fiji.*

## Description

The **Pacific Community (SPC)** is the principal scientific and technical organisation in the Pacific region, supporting development since 1947. We are an international development organisation owned and governed by our 27 country and territory members. In pursuit of sustainable development to benefit Pacific people, our organisation works across more than 25 sectors. We are known for our knowledge and innovation in such areas as fisheries science, public health, geoscience, and conservation of plant genetic resources for food and agriculture.

The **Land Resources Division (LRD)** provides effective expert scientific advice, capacity building and services on conservation, development and utilization 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. LRD has expertise in genetic resource conservation, resilient agriculture, biosecurity, pest and disease management, agricultural extension, plant pathology, entomology and animal health. It collaborates with governments, regional organisations, civil society and other SPC divisions to pinpoint the needs and priorities of Pacific countries and communities and provide technical expertise to address them. This mission is realized through four main thematic work areas, or pillars, and a progressively integrated approach to programming that works towards achieving SPC's development goals.

The **Pacific Vision for Adapted Crops and Soils (PACS)** seeks to build a resilient food system grounded in diverse, nutritious and climate-adapted crops grown in healthy soils and landscapes. Building this vision is essential as the Pacific stands at the forefront of the impacts of climate change. The 2050 Strategy for the Blue Pacific Continent highlights the many impacts of climate change and disasters and their threats to the future of the region's food security. This strategy also identifies the challenge of addressing high levels of Non-Communicable Diseases (NCDs) in the region and calls for the Pacific Community to build resilience and access to nutritious food.

The role – **Coordinator – Pacific Vision for Adapted Crops and Soils (PACS)** will lead the implementation of the foundational phase of the PACS initiative, ensuring effective coordination of technical activities, governance mechanisms, and partnerships both within pilot countries and at the regional level. This role will also support the development of an evidence-based investment plan and ensures strong visibility and alignment of PACS with regional priorities.

The key responsibilities of the role include:

### Leadership and management

- Provide high-quality strategic and operational leadership to ensure the effective implementation of the PACS foundational phase, with timely and impactful delivery of results to member PICTs and donors, in alignment with agreed priorities and performance expectations.
- Ensure the effective management of the PACS foundational phase to support the development of a robust, evidence-based investment plan, grounded in the lessons learned from the implementation of the three PACS phases.
- Ensure that the GEDSI strategy is resourced and integrated into the implementation of the foundational period.

### Resource mobilisation

- Integrate PACS activities across LRD programs, including those located in SPC subregional offices.
- Support the mobilisation of additional funding and the establishment of strategic partnerships aligned with PACS priorities.
- Develop partnerships with projects implemented in the region, whose outcomes can contribute to the achievement of PACS project objectives.
- Contribute to the co-development of the PACS Investment plan (scale-up), in collaboration with the Sustainable Agriculture Programme Leader.

### Technical advice

- Ensure the timely delivery of technical advice and support to pilot countries and implementation partners on crops, soils, and other key technical areas relevant to the successful implementation of PACS.

### Coordination and communication

- Coordinate and implement the selection process for crops selection.

- Coordinate all technical components of the foundational (pilot) phase in selected countries, including production and consumption assessments, and the co-design of approaches with local governments and partner organisations.
- Facilitate exchanges between learning practice countries and partners to ensure regional ownership of the work and outcomes from the pilot phase.
- Support pilot countries in implementing PACS activities, guiding the selection of local implementing partners, and facilitating technical and institutional dialogue.
- Lead and facilitate PACS governance bodies and coordination mechanisms throughout the foundational phase.

#### Planning, monitoring and evaluation

- Lead the design and implementation of effective planning, monitoring, and evaluation systems to support evidence-based decision-making and adaptive management throughout the PACS foundational phase.

For a more detailed account of the key responsibilities, please **refer to the online job description**.

## Key selection criteria

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#### Qualifications

- Master's degree in agronomy, plant production systems, or a related agricultural science field or equivalent body of knowledge and experience.

#### Technical expertise

- At least 10 years of experience in a similar role or demonstrated expertise in project management and staff supervision.
- Knowledge and understanding of issues related to climate change and nutritional security within the Pacific region.
- Expertise in research relevant to climate change, agrobiodiversity or soils health.
- Experience in fundraising and the development of funding proposals.
- Excellent interpersonal skills and proven ability to motivate inspire and promote teamwork in an interdisciplinary, multicultural, and regional context.
- Strong understanding and expertise in gender, equality and women's economic empowerment.

#### Language skills

- Excellent English communication skills (oral and written) with a working knowledge of French being an advantage.

#### Interpersonal skills and cultural awareness

- Ability to work in a multicultural, inclusive and equitable environment.

## Salary, terms and conditions

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**Contract Duration – Until 31 December 2027** – subject to renewal depending on funding and performance.

**Remuneration** – The **Coordinator – Pacific Vision for Adapted Crops and Soils (PACS)** is a band 11 position in SPC's 2026 salary scale, with a starting salary range of 3,245–4,057 SDR (special drawing rights) per month, which currently converts to approximately FJD 10,028–12,535 (USD 4,349–5,436; EUR 3,924–4,905). An offer of appointment for an initial contract will normally be made in the lower half of this range, with due consideration given to experience and qualifications. Progression within the salary scale will be based on annual performance reviews. Remuneration of expatriate SPC staff members is not subject to income tax in Fiji; Fiji nationals employed by SPC in Fiji will be subject to income tax.

**Benefits for international employees based in Fiji** – SPC provides a housing allowance of FJD 1,500–5,200 per month. Establishment and repatriation grant, removal expenses, airfares, home leave travel, health and life and disability insurances and education allowances are available for eligible employees and their eligible dependents. Employees are entitled to 25 working days of annual leave per annum and other types of leave, and access to SPC's Provident Fund (contributing 8% of salary, to which SPC adds a 10% contribution).

**Languages** – SPC's working languages are English and French.

**Recruitment principles** – SPC's recruitment is based on merit and fairness, and candidates are competing in a selection process that is fair, transparent and non-discriminatory. SPC is an **equal-opportunity employer**, and is committed to cultural and gender diversity, including bilingualism, and will seek to attract and appoint candidates who respect these values. Due attention is given to gender equity and the maintenance of strong representation from Pacific Island professionals. If two interviewed candidates are ranked equal by the selection panel, preference will be given to the **Pacific Islander**. Applicants will be assured of complete confidentiality in line with SPC's Privacy Policy.

## Application procedure

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**Closing Date: 1 March 2026 at 11:59pm (Fiji time)**

**Job Reference: CB000356**

Applicants must apply online at <http://careers.spc.int/>

Hard copies of applications will not be accepted.

For your application to be considered, you must provide us with:

- an updated resume with contact details for three professional referees
- a cover letter detailing your skills, experience and interest in this position
- responses to all screening questions

Your application will be considered incomplete and will not be reviewed at shortlisting stage if all the above documents are not provided. Applicants should not attach copies of qualifications or letters of reference. Please ensure your documents are in Microsoft Word or Adobe PDF format.

For international staff in Fiji, only one foreign national per family can be employed with an entity operating in Fiji at any one given time. SPC may assist on a case-by-case basis with submissions to Fiji Ministry of Foreign Affairs for their consideration and final approval. SPC cannot and does not make any guarantee whatsoever of approval for such applications to Fiji Ministry of Foreign Affairs and where an application is approved, the spouse or partner will be subject to such terms and conditions as may be set from time to time by the Ministry.

**SPC does not charge a fee to consider your application and will never ask for your banking or financial information during the recruitment process.**

**Screening Questions (maximum of 2,000 characters per question):**

1. Building a coalition of diverse actors: governments, development partners, technical and research partners, the private sector and communities, into a coherent and action-oriented movement within less than 24 months is a significant challenge. What key obstacles do you anticipate in bringing these actors together around a shared vision, and how would you foster effective coordination, trust, and local ownership to sustain this coalition over time?
2. In the Pacific context, what key criteria would you use to select 'opportunity crops' that can sustainably improve nutrition by 2050 in a context of climate change and soils degradation? Please provide examples of 2 opportunity crops for the Pacific region and explain the rationale behind your choices.
3. What are the main soil health challenges in the Pacific affecting sustainable food production, and how do they impact the resilience of local food systems in the face of climate change?