

- Noumea-based position
- Attractive expatriate package
- Join the principal development organisation in the region

The Pacific Community (SPC) invites applications for the position of **Communication, Engagement and Outreach Advisor** within its Climate Change and Environmental Sustainability Programme. This position will be located at its headquarters in Noumea, New Caledonia.

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 unique organisation works across more than 25 sectors. We are known for our knowledge and innovation in such areas as fisheries science, public health surveillance, geoscience, and conservation of plant genetic resources for food and agriculture.

The **Climate Change and Environmental Sustainability Programme (CCES)** was established to enable SPC to strengthen and streamline its actions on climate change by bringing together work already undertaken by the organisation under a coherent strategic and technical leadership. In addition, it leads the actions of SPC on climate change and environmental sustainability, works with the Organisation's regional and international partners and promotes the integration of these issues into all development activities conducted by the Organisation's divisions.

The role – the **Communication, Engagement and Outreach Advisor** will provide communications support to the Climate Change Flagship (CCF), coordinated by CCS, while also serving the broader communications and advocacy needs of CCS. The role maintains a dual strategic function providing communications coordination for the cross-SPC Climate Change Flagship (CCF) and associated visibility of climate action across SPC, while ensuring the CCS Division has clear visibility, alignment to KFA7, and strong donor and stakeholder engagement. The role will carry a driving responsibility under the management team of CCS and in coordination with Corporate Communications. It ensures SPC's climate change and resilience work is positioned strategically at regional and international levels, amplifying Pacific voices, increasing visibility for SPC's leadership, and strengthening donor and partner engagement.

The key responsibilities of the role include the following:

Climate Change Flagship and CCS Communications

- Designing, implementing, and reviewing the CCF communication and outreach strategy, ensuring it demonstrates results and amplifies Pacific voices at regional and global levels and mainstreamed across climate change.
- Coordinating internal communications alignment across SPC divisions contributing to climate change, ensuring "One SPC" storytelling.
- Integrating CCS strategic communications priorities across climate change organisationally (e.g., Nature-based Solutions, climate finance, Loss and Damage, PICFO, just transition) including with wider CCF communications
- Advising CCS Director, Programme Managers, and SPC leadership on positioning SPC's climate change and sustainability work in global fora (COP, ICJ Advisory Opinion follow-up, CRGA, PIOC) and lead coordination with SPREP and OneSPC integrated climate change communications and outreach
- Ensuring that Flagship communications reinforce SPC's "One Pacific" approach and strengthen cross-divisional storytelling and institutional effectiveness under KFA 7.
- Ensuring CCS divisional achievements, partnerships and donor-funded results are profiled as part of Climate Change Flagship outcomes, reinforcing CCS's role in institutional effectiveness under KFA7.
- Supporting preparation of high-level advocacy content including statements, speeches, op-eds, and talking points.
- Supporting regional advocacy initiatives, campaigns, and member engagement activities.
- Strengthening media relations and partnerships to enhance SPC's regional and international profile.
- Coordinating with regional partners (PIFS, SPREP, CROP agencies) to ensure SPC advocacy is coherent and influential.
- Developing innovative tools and digital platforms to enhance SPC's climate change storytelling.
- Collaborating with the Pacific Data Hub, ICT, and MEL teams to translate evidence and results into accessible communications outputs.

Partnerships, engagement and visibility

- Contributing to advocacy and visibility approaches that position SPC as a trusted, science-based Pacific voice on climate change, resilience, and sustainability.
- Ensuring members needs and voices are clearly reflected.
- Ensuring member priorities actively inform messaging, content planning and advocacy across CCF and CCS portfolios.
- Ensuring donor visibility requirements are in compliance with both donor and SPC policies. met, high-level advocacy materials, and success stories (MFAT Anchor, DFAT, GCF, EU, Kiwa Initiative).

Monitoring, Evaluation and Learning for Communications

- Integrating MEL approaches into CCS and CCF communications strategies.
- Tracking and reporting visibility outcomes for donors and partners.
- Measuring communications reach and impact to inform continuous improvement.

Corporate Communications

- Participate and commit to co-development of SPC Strategic Communications Community of Practice

- Prepare and attend the weekly editorial meeting and support organisational wide coordination of SPC communications clearance in line with assigned tasks each week.
- Support and coordination for One SPC priorities and SPC key activities where required for CRGA/Conference and other determined priorities developed by SLT and Executive each year.
- Ensure all divisional communications content meets brand guidelines, as well as content co-developed with partners (for projects led by SPC)
- Follow digital branding guidance based on best practice and use of sprout in effective ways
- High-quality images and videos are loaded in Resource Space in the appropriate manner and ensure meta data is accurately recorded in line with the agreed saving mechanism.
- Contribute to SPC communications aligned reporting templates monthly and ensure the correct donor, country, project, division tags are linked on all systems such as sprout and resource space to support better organisational annual reporting
- Provide guidance, respond to, or identify spokespeople for comment in a timely manner on relevant issues for media questions, executive speeches, corporate campaigns.
- Coordinate key SPC celebrated days specific to division in an inclusive and OneE SPC manner co-developed with other teams.
- Ensure events are up to date in the Intranet and SPC website and coordinate support with Centralised Communications as early as possible when support is required.

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

Key selection criteria

Qualifications

- Postgraduate qualifications in communications, media, journalism, or international relations or equivalent body of knowledge and experience.

Technical expertise

- At least 7 years' experience in communications, advocacy, or international development communications, ideally in the Pacific.
- Proven ability to design and coordinate divisional/organisational communications strategies.
- Experience translating science and policy into accessible content.
- Track record of high-level advocacy, donor visibility, and media engagement.
- Exceptional writing and editing skills across platforms.
- Ability to position SPC's voice in global fora.
- Relationship management skills with donors, partners, and media.

Language skills

- Good communication skills in English.

Interpersonal skills and cultural awareness

- Knowledge of Pacific Island countries and territories is an advantage.

Salary, terms and conditions

Contract Duration – This contract is budgeted until 31 March 2027 and is subject to renewal depending on funding and performance.

Remuneration – the **Communication, Engagement and Outreach Advisor** is a band 10 position in SPC's 2026 salary scale, with a starting salary range of SDR (special drawing rights) 3,727-4,562 per month, which converts to approximately XPF 537,766-658,322 (USD 4,994-6,114; EUR 4,506-5,517). SPC salaries are not presently subject to income tax in New Caledonia. 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.

Benefits for Staff in a position advertised internationally (EPAI) whose duty station is Noumea – SPC provides housing support in Noumea and will reimburse excess accompanied luggage of up to two additional bags. Airfares, medical and life insurance are available for eligible employees. 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 private policy.

Application procedure

Closing date: 29 March 2026 – 11:00 pm (Noumea time)

Job Reference: CR000555

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.

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. What is the importance of strategic communications in climate change work?
2. What is your motivation and skillsets that make you a good candidate for this role?
3. Please outline one strategy or impact in your work you are most proud of and the process you followed to achieve this