

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

*The Pacific Community (SPC) invites applications for the position of **Principal Fisheries Scientist (Ecosystem Based Management)**, in its Fisheries, Aquaculture and Marine Ecosystems (FAME) Division, 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 **Fisheries, Aquaculture and Marine Ecosystems (FAME)** division is composed of three programmes: the Coastal Fisheries and Aquaculture Programme (CFAP); the Oceanic Fisheries Programme (OFP); and the Marine Ecosystems Programme (MEP). The Director's Office provides implementation support and strategic direction across the three programmes and cross-cutting projects. Working with all 22 PICTs, SPC FAME has strong partnerships with regional, sub-regional and national entities working in the marine sector. SPC FAME staff are based in New Caledonia, Fiji, Federated States of Micronesia, Solomon Islands, and Tonga, with most of the staff being based in New Caledonia.

The **Principal Fisheries Scientist (Ecosystem Based Management)** will lead and develop the Ecosystem-based Management section in accordance with the FAME priority projects and Business Plan to provide the highest possible quality scientific advice and capacity-building support to Pacific Island government fisheries managers and, to the WCPFC.

The key responsibilities of the role include the following:

Lead and develop the Ecosystem-based Management section in accordance with the FAME priority projects and Business Plan to provide the highest possible quality scientific advice and capacity-building support to Pacific Island government fisheries managers and, to the WCPFC.

- Assists FAME's Deputy Directors in strategic planning to ensure that the fisheries science work meets the needs of SPC members and other Programme clients and partners.
- Coordinates reporting for projects supervised by the position to associated project management units, steering committees, and other bodies, as appropriate.
- Oversees procurement of goods and services for activities supervised by the position, ensuring compliance with SPC policies.
- Oversee (as required) the disbursement of funds to project partners and sub-grantees and monitor expenditure and associated reporting obligations.
- Develops, in consultation with PMU Coordinators and FAME's Deputy Directors and other senior FAME staff, the annual fisheries science work plan and work plan reports consistent with the FAME Business and strategic plans and available funding.
- Manages the activities directly supervised by the position consistent with annual work plans and available funding.
- Supervises the implementation of the SPC staff performance planning and management system for direct and indirect reports and facilitates ongoing professional development of staff.
- Contributes to Programme, Divisional and Organisational publications and reports.
- Prepares and review papers for publication in peer reviewed journals, books chapters or other resources, and support the coastal fisheries science staff to publish.
- Present, and support the staff to report, the results and findings of the SPC-FAME work at appropriate fora.

Oversight and promotion of strategic direction of FAME Science to support current and emerging science needs and priorities of member and regional fisheries policy, management and sustainable development

- Consults effectively with SPC member fisheries administrations regarding their fisheries applied science needs and priorities.
- Oversees the strategic direction and focus of FAME Science to support members' fisheries applied science needs and priorities.
- Ensures the Science team that is supervised provides appropriate and relevant scientific support to other FAME sections.
- Oversees and supports the delivery of the objectives of specific projects which the position is required to implement, either additional to or supporting the regular work programme.
- Ensure that the cross-cutting SPC 'people centred approach', appropriate climate resilience, and the Precautionary Approach are incorporated into work.
- Oversee the coordination of communications, MEL, and gender/human rights in all work undertaken and supervised by the position.

Lead the research, development, application, and capacity-building of innovative and appropriate methods and tools in support of SPC member fisheries applied science needs

- Oversee, support and assist the section's work on developing and implementing methods and tools to support advice on the regional fisheries and stocks.
- Oversee, support and assist in the ongoing application of technical and analytical approaches that maintain high scientific standards.
- Consult and participate in national, regional and organisational processes of relevance to the section to support regional oceanic fisheries management.
- Directly contribute to the fisheries science outputs of FAME in relevant areas of specific scientific expertise and support fisheries science staff to write and publish work as appropriate.

Prepare or support the Director and deputies in the preparation of sustainable financing to build fisheries science and operational capacity to meet increasing SPC member applied science needs for evidence-based fisheries management and sustainable development

- Develops, in consultation with FAME's Deputy Directors funding and/or cost-recovery proposals to secure funding to support fisheries science work plans.
- Works closely with other FAME staff to develop and enhance science support for their activities.
- Assists the FAME Director, Deputy Director's, and SPC resource mobilisation staff with the preparation of FAME-wide, and/or cross-Divisional proposal preparation, as required.

Engage in internal and inter-agency and regional networking and collaboration in support of better fisheries science

- 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 fisheries applied science, to minimise the risk of duplication of work.
- Present, and support staff to report, the results and findings of their work at appropriate forums.
- Advocate at regional and global forums on behalf of the Pacific islands' region fisheries applied science interests.

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

Key selection criteria

Qualifications

- PhD degree in natural resource sciences, or a relevant scientific field or equivalent body of knowledge and experience.

Technical expertise

- At least 10 years' experience in managing scientific staff, strategically leading a team towards a long-term objective, developing and maintaining a client-oriented research programme, and managing projects.
- At least 5 years' experience in the development and delivery of scientific programmes including sampling design, data collection, analysis, reporting and advising end-users in applying the results to management and sustainable development.
- Demonstrated experience of engaging in collaboration between institutions
- Understanding of Pacific fisheries issues, particularly science aspects.
- Experience in planning and facilitating workshops and training activities.
- Experience in effectively collaborating and working with people from different ethnic, cultural and educational backgrounds.
- Experience working with PC systems, MS Office/365 software, and statistical and mathematical software.

Language skills

- Excellent English language communication ability and demonstrated record of producing written material and reports for fisheries administrations, meetings, donors, training courses etc.

Interpersonal skills and cultural awareness

- Willingness and ability to travel and undertake overseas assignments in SPC member countries and territories, sometimes under difficult conditions.

Salary, terms and conditions

Contract Duration – This contract is budgeted until 31 March 2029 and is subject to renewal depending on funding and performance.

Remuneration – the **Principal Fisheries Scientist (Ecosystem Based Management)** is a band 13 position in SPC's 2026 salary scale, with a starting salary range of SDR (special drawing rights) 5,690-7,016 per month, which converts to approximately XPF 821,017-1,012,403 (USD 7,625-9,402; EUR 6,880-8,484). 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. 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 private policy.

Application procedure

Closing date: 3 May 2026 – 11:00 pm (Noumea time)

Job Reference: CR000570

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 are two emerging priority science needs to support advice for a sustainable western and central Pacific Ocean fishery and ecosystem, and why did you choose them?
2. How would you approach building the Section's capacity and capability to develop evidence-based advice to address those issues?
3. Describe how you have translated complex scientific findings into clear, actionable management advice for policymakers or stakeholders.