

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

*The Pacific Community (SPC) invites applications for the position of **Seafood Handling and Post-Harvest Adviser**, in its Fisheries, Aquaculture and Marine Ecosystems (FAME) Division, located in Honiara, Solomon Island.*

## 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 role – the Seafood Handling and Post-Harvest Adviser** will provide expert guidance and support to strengthen regional cooperation and capacity for improved fish handling and post-harvest practices in the work programme of the Coastal Fisheries and Aquaculture Programme with an initial focus on Solomon Islands. This includes close collaboration with Solomon Islands Ministry of Fisheries and Marine Resources (MFMR) national and sub-national staff to strengthen national fish handling and post-harvest programmes, encompassing key areas such as strategy development, regional exchange activities, development of information materials, monitoring and data collection, post-harvest improvements, and market access opportunities.

**The key responsibilities of the role include the following:**

### **Strengthen alignment and coordination between regional initiatives to enable effective support for improved fish handling programs**

- Participate in regional integration workshop(s) to coordinate workplans between ACIAR and GCF RTP projects.
- Support the integration of fish handling programming and training into regional workplans among SPC CFAP on Aquaculture, scaling-up national anchored Fish Aggregating Devices (aFAD) and Community-Based Fisheries Management (CBFM) programmes.
- Provide technical advice and practical training for national staff to deliver fish handling and post-harvest components within of aFAD and CBFM programmes.

### **Support national-level planning and capacity building for fish-handling programs in Solomon Islands and other Pacific Island countries and territories**

- Conduct national assessments to identify opportunities and priorities for strengthening fish-handling programs in Tonga and Vanuatu.
- Collaborate with national agencies and GCF-RTP advisers to co-develop plans for fish handling program development and scaling.
- Facilitate island-to-island learning exchanges and follow-up activities to support national program rollouts.

### **Develop and disseminate regionally relevant knowledge products to support post-harvest fish-handling improvements**

- Coordinate the development of communication materials (e.g., videos, briefs) in collaboration with partners and national agencies
- Curate and promote fish-handling resources through SPC's Echoes of Oceania platform.
- Conduct regular monitoring and evaluation of scaling efforts and summarise lessons learned in a regional report to inform strategic planning.

### **Contribute to effective administration, communication, and collaboration within CFAP, FAME and across SPC divisions, programmes, members, and partners**

- Supporting the Principal Fisheries Adviser (Management and Livelihoods) and the Nearshore Fisheries Development & Livelihoods Specialist (FDLS) to prepare the CFAP annual work plans, budgets and reports.
- Complying with all SPC procedures in carrying out activities.
- Contributing, where applicable, to programme, divisional, and corporate publications, such as fisheries newsletters, annual reports, and divisional reports for Heads of Fisheries and the Regional Technical Meeting on Coastal Fisheries and Aquaculture.
- Preparing inputs for all required donor reports and duty travel reports using the appropriate templates.
- Establish and maintain effective working relationships with colleagues, key project partners, actors and stakeholders.
- Provide guidance, support to, and mentoring of Solomon Islands National and Provisional Fisheries Officers

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

## Key selection criteria

### Qualifications

- A recognised degree in fisheries development, fisheries training, seafood technology, nautical science or a related discipline or equivalent body of knowledge and experience

#### Technical expertise

- At least 7-8 years' experience in work relating to fish handling programming, or other national agency-led programming
- Knowledge and experience in developing effective training and communication material for diverse audiences
- Experience with training and mentoring counterparts and supervising, mentoring attachments and staff
- Knowledge and experience in a range of small-scale and medium-scale nearshore fishing methods and associated their requirements for fish handling and hygienic practices, and value adding
- Experience in regional cooperation and convening of exchange activities among Pacific Island partners and agencies
- Experience in managing development assistance issues in a small island context
- Experience working with PC systems and MS Office/365 and Teams software

#### Language skills

- Excellent interpersonal and communication skills (oral and written) in English, with the capacity to engage effectively with government, public and community audiences

#### Interpersonal skills and cultural awareness

- Willingness and demonstrated capacity to travel and undertake overseas assignments in SPC member countries, sometimes under difficult physical conditions

## Salary, terms and conditions

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**Contract Duration** – This contract is budgeted for 3 years and is subject to renewal depending on funding and performance.

**Remuneration** – the **Seafood Handling and Post-Harvest Adviser** is a band 10 position in SPC's 2026 salary scale, with a starting salary range of 3,500–4,300 SDR (special drawing rights) per month, which currently converts to approximately USD 4,690– 5,762. An offer of appointment for an initial contract will normally be made in the lower half of this range, with due consideration being given to experience and qualifications. Progression within the salary scale is based on annual performance reviews. SPC international salaries are not presently subject to income tax in Solomon Islands.

**Benefits for Staff in a position advertised internationally (EPAI) whose duty station is Honiara** – SPC provides a housing allowance of USD 1,000–2,000. Establishment and relocation grant, removal expenses, airfares, home leave, medical and life insurance, and education allowance are available for eligible employees and their recognised dependents. Employees are entitled to 25 days of annual 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

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

**Job Reference:** CR000575

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. Please provide an example of how you have collaborated with national agencies, civil-society organisations, community groups, or private-sector actors to strengthen post-harvest initiatives or enhance market linkages for marine products?
2. Describe an instance in which you supported fisheries personnel or coastal communities to strengthen post-harvest practices for nearshore pelagic species, coral reef fish, or invertebrates?
3. Describe the approach you used to design and deliver learning materials for fisheries stakeholders, including which resources you developed and how you adapted them for audiences with varying technical capacities?