

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

*The Pacific Community (SPC) invites applications for the position of **Senior Coastal Fisheries Scientist**, 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 role – the Senior Coastal Fisheries Scientist will work with the Principal Fisheries Scientist to develop fisheries science in accordance with the FAME Business Plan and priority projects, particularly the implementation of the Agence Française de Développement – Pacific Ocean Initiative, in close coordination with the complementary Pacific European Union Marine Partnership Programme II and GIZ Blue Pacific Economy projects; and Pacific Island Country and Territory member (PICT) requests, and to provide the highest possible quality scientific advice and capacity-building support to PICT government and community fisheries managers.

The key responsibilities of the role include the following:

Coordinate and implement research, development and capacity-building for the application and dissemination of appropriate methods and tools in support of SPC member coastal and nearshore fisheries applied science needs

- Take a leading role in the science team's work on the development and implementation of coastal fishery monitoring and analytical methodologies, standard operating procedures and tools appropriate to PICT coastal and nearshore fisheries and for implementation by small fisheries administrations and community fishery managers, particularly ecosystem-based approaches to management.
- Promote the standardisation of data collection and assists with the expansion of standardised data collection and/or monitoring systems for reef fisheries (finfish, invertebrates and habitat) and programmes at the national level, ensuring these are in line with management needs of each country or territory.
- Directly contribute to the fisheries science outputs of FAME in relevant areas of specific scientific expertise and assisting SPC member fisheries staff to write and publish work as appropriate.

Design, oversee and participate in assessments of coastal and nearshore fishery (fish and invertebrate) stocks, and the evaluation of their management systems as necessary, and participate in providing training and capacity development in these areas

- Organise and implement fieldwork at the request of, and in collaboration with SPC PICT fisheries administrations to gather data to assess the status of, or risks to priority coastal fishery stocks.
- Assist in the implementation of databases in support of stock and risk assessments and monitoring systems for reef fisheries (finfish, invertebrates and habitat) at the national and regional level.
- Analyse available scientific data on finfish and invertebrate fisheries, habitat and coastal and nearshore fisheries production to provide desk-based updates on the status of coastal fishery resources, where adequate data exist and to support applied ecosystem-based approaches to management. This might also include providing advice based on experience in similar locations for areas where no data exists.
- Take part in the delivery of an annual regional capacity-building workshop on understanding coastal and nearshore fisheries health/stock assessments.

Provide scientific input to the development, operation and evaluation of management arrangements, including mechanisms for addressing international trade requirements of coastal fisheries and the review of coastal fisheries legislation

- Work closely with the CFAP Management and Livelihoods Section to provide scientific support for the development of national coastal fishery management plans, policies and regulations.
- Contribute support to member PICTs in understanding and facilitating international trade requirements for coastal fisheries products, including CITES Non-Detriment Findings and Productivity Susceptibility Analyses where appropriate.
- Prepare and review papers for publication in peer reviewed journals, book chapters, SPC Fisheries Newsletter or other publications, and assisting other coastal fisheries science staff to publish, including PICT co-authors where appropriate.
- Prepare papers, presentations, and session support, etc., for the annual Regional Technical Meeting on Coastal Fisheries And Aquaculture (RTMCFA), the Heads of Fisheries (HoF) meeting, and the Regional Fisheries Ministers Meeting (RFMM).
- Contribute to the section's MEL (monitoring, evaluation and learning) activities and ensure that the cross-cutting SPC 'people centred approach' (including gender, equality, disability, social inclusion/human rights - GEDSI), climate resilience, and the Precautionary Approach are incorporated as appropriate into work undertaken by the position.

Engage in SPC and inter-agency networking and collaboration in support of better Pacific Island Country and Territory coastal and nearshore 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 resilience and adaptation, human rights, gender, equality, disability and social inclusion.
- Maintain links with other CROP agencies, universities, NGOs and CSOs regarding fisheries applied science, to encourage collaborations and minimise the risk of duplication of work.
- Moderate, and coordinate the further development of the multi-stakeholder Pacific Islands Regional Small-scale fisheries and Aquaculture Science Network, including the agreement of standardised methodologies, online linkages to databases and experts, and a library of analytical tools and capacity-building resources.

Section planning, management, administration, resource mobilisation and communication

- Work with the Principal Fisheries Scientist to consult with SPC member fisheries administrations about their coastal and nearshore fisheries applied science needs and priorities.
- Identify gaps in scientific information needs and availability during fieldwork missions so that programmes and systems can be developed and put in place to address them.
- Assist the Principal Fisheries Scientist in developing proposals to secure grant or cost-recovery funding to support CFAP fisheries science work.
- Address administrative requirements of the post and assisting supervised staff to address their own, including annual personal performance monitoring, travel organisation, statutory inception courses, serving on recruitment panels, organising procurements, taking part in committees, etc.

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

Key selection criteria

Qualifications

- PhD in fisheries science, marine biology, or a relevant field of scientific research; or an MSc and current enrolment in a relevant PhD programme at a reputable University or equivalent body of knowledge and experience.

Technical expertise

- At least 7 years' experience in designing and conducting fishery science, marine biology, programmes, including sampling design, data collection (particularly in data-limited environments), analysis (data-limited assessment methods), reporting and advising end-users in applying the results to management and sustainable development.
- Experience in applied science related to small-scale and artisanal coastal and nearshore fisheries.
- Understanding of Pacific Islands regional coastal and nearshore fisheries issues, particularly relating to their scientific support needs.
- Demonstrated experience of engaging in collaboration between institutions.
- Demonstrated record of producing written material and reports for fisheries administrations, meetings, donors, training courses etc.
- 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 software.
- Willingness to apply a people-centred approach to the job, taking account of the community-based management, gender and human rights issues involved in fisheries management.

Language skills

- Excellent English language communication ability (most SPC coastal fisheries work involves English speakers).

Interpersonal skills and cultural awareness

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

Salary, terms and conditions

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

Remuneration – the **Senior Coastal Fisheries Scientist** is a band 12 position in SPC's 2026 salary scale, with a starting salary range of SDR (special drawing rights) 5,012-6,169 per month, which converts to approximately XPF 723,251-890,185 (USD 6,717-8,267; EUR 6,061-7,460). 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: CR000574

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 do you see as the current and emerging coastal science issues, needs and priorities in support of Pacific Islands' coastal fisheries policy, management and sustainable development?
2. What do you understand by 'data limited fisheries', and what innovative and appropriate assessment methods and tools might assist with addressing Pacific Islands' coastal fisheries applied science needs?
3. SPC Pacific Island country and territory members are increasingly requesting support and advice on how to more effectively manage and sustainably develop their coastal fisheries resources. How would you approach the urgent need for SPC FAME CFAP to mobilise resources to be better able to support and advise members given the scale of the region and the range of target species?