

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

*The Pacific Community (SPC) invites applications for the position of **Social Scientist (Coastal Fisheries and Aquaculture)**, 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 Social Scientist (Coastal Fisheries and Aquaculture) will provide social and demographic scientific and technical support and advice to governments, stakeholders and the private sector in planning and implementing value-chain activities, focusing on the social and community aspects and implications in developing and managing livelihood activities.

The key responsibilities of the role include the following:

Support PICTs to undertake the assessment of socio-economic, cultural and demographic aspects of coastal fisheries and aquaculture to inform improvements in fisheries and aquaculture management and development

- Provide advice to fisheries authorities and key partners to undertake socio-economic, cultural and demographic research on coastal fisheries, fisheries management, including community-based and their associated uses and markets. (Whenever relevant, this should be in collaboration with other key coastal fisheries and aquaculture staff such as the economic specialist, climate change specialist, CBFM and livelihoods specialists).
- Leads review and application of socio-economic module in Ikasavea for improved data collection.
- Review existing fisheries monitoring schemes involving socio-economic, cultural, market and creel surveys and assist with designing new schemes to monitor changing priorities (e.g. climate change vulnerability and resilience), particularly of regional interest.
- Identifies value-chain and livelihood opportunities and addressed barriers through targeted value-chain activities.
- Assist with training of fisheries officers, fishers, CBFM practitioners and key partners to assess, monitor and report on socio-economic and cultural aspects of fisheries, fisheries management and development.
- In coordination with relevant SPC staff and external partners, support the development and implementation of databases in support of data collection and monitoring systems for socio-economic, cultural, demographic and market aspects of coastal fisheries at various levels required.
- Identify gaps in training and information needs, and conduct training of local staff in-country or online in all areas of social science data collection, the use of databases and data analysis for specific coastal fisheries that are being monitored.

In collaboration with SPC's GESDI experts, support the integration of gender and social inclusion lenses in social economic activities at regional and national levels including coastal fisheries, value-chain and livelihoods assessment and support for development opportunities, fishing activities, marketing and seafood consumption patterns

- Assesses social and demographic aspects including GESI and human rights dimensions of coastal and community fisheries and aquaculture to inform management.
- Support fishery characterisation studies on catch, effort and economic performance of specific coastal fisheries with emphasis on women, youth and disadvantaged people.
- Support the assessment of the roles of men, women, youth and minorities in coastal fisheries and associated value-chains to identify gaps and provide advice to alleviate blockages.
- Undertake assessments of development opportunities, fisheries usage and consumption according to key social factors like gender, age, social status, etc.
- Support fisheries diversification, fair resource sharing and the promotion of fisher/value-chain actors collectives, for example women's groups.

Provide practical assistance to members in the designing and targeting of appropriate training, awareness raising and educational information

- In collaboration with the Fisheries Information Unit and other components of the PEUMP programme, develop materials such as training manuals, guidelines and other educational information.
- Provide input on social aspects to awareness raising and educational materials focused on livelihoods as well as community-based fisheries management to ensure sustainability.
- Organise training or provide support in the delivery of relevant material during workshops, webinars and courses (online or face to face),

- In collaboration with CFAP team and other SPC divisions, manage the development of a course on socio-economic methods, tailored to Pacific fisheries and natural resource management officers.

Promote internal and external inter-agency networking and cross-sectoral collaboration in bridging gaps and alleviating blockages in fisheries and aquaculture management and development

- Lead, promote and expand the Socio-Economic Community of Practice (SECoP) for increased capacity building through learning and exchange opportunities.
- Advance the objectives of the Socio-economic Community of Practice Action Plan: increase collaboration, capacity, awareness of the importance of socioeconomics, and financial resources. Key actions include maintaining communications with members, operational meetings, feeding social media channels and curating the webpage, among others.
- Maintain communications with SocMon global and contribute to the regional leadership, particularly through SECoP.
- Work with CROP agencies, PICT government staff, donor agencies, academic institutions, NGOs, CSOs, private sector and communities on socio-economic issues relating to coastal fisheries management and development, encouraging collaborations, including through SECoP.
- Liaise and work closely with other component areas under the PEUMP programme and CFAP.
- Develop and promote collaborations with other Divisions within SPC on issues such as food systems, small-scale livelihoods, climate change, national statistics, etc.

Section management, administration and communication

- Maintain up to date corporate and administrative procedures, including training data for all activities undertaken.
- Contributes where applicable to Programme, Divisional and Corporate publications.
- Produces reports for all activities undertaken in the appropriate format for the activity including technical reports and trip reports, and input to funding proposals, donor reports and updates to members during regional meetings.

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

Key selection criteria

Qualifications

- Postgraduate degree or equivalent experience in a social science, socio-economics, or related development discipline or equivalent body of knowledge and experience.

Technical expertise

- At least 10 years' of direct experience relevant to social aspects of Pacific Island coastal and/or community fisheries.
- Demonstrated capability for collaborating and working in an institution with integrated programmes and involving colleagues from several different countries and cultures.
- Experience in establishing purposeful monitoring programmes, including household and socio-economic, market and creel surveys, that also disaggregate gender and youth information.
- Experience designing studies, collecting and analyzing quantitative and qualitative data, reporting results and drawing key recommendations.
- Understanding of current community-based fisheries management approaches, gender issues and human rights-based approaches, especially in the Pacific.
- Proven ability to design, plan and facilitate workshops and other trainings.
- Experience working with PC systems and MS Word, Excel, GIS, and PowerPoint software, and software programmes for data entry and management.

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

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

Remuneration – the **Social Scientist (Coastal Fisheries and Aquaculture)** is a band 11 position in SPC's 2026 salary scale, with a starting salary range of SDR (special drawing rights) 4,397-5,400 per month, which converts to approximately XPF 634,433-779,190 (USD 5,892-7,236; EUR 5,317-6,530). 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 bilinguism, 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: 10 May 2026 – 11:00 pm (Noumea time)

Job Reference: CR000580

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. Describe a socio-economic monitoring programme you have designed and implemented, including household surveys, market surveys or creel surveys. What methodologies did you use, and how did you ensure data quality and local ownership of the programme?
2. Give a concrete example of how you have integrated gender, equity, disability and social inclusion (GEDSI) or a human rights-based approach into your social science work in a fisheries or natural resource management context.
3. Describe an example where you provided social advice and guidance to a fisheries and/or aquaculture strategic planning process that resulted in the incorporation of appropriate social components?