TO: Representatives of Governments and Administrations
Routine Distribution

FILE: STF DATE: 4 January 2006

SUBJECT: RECRUITMENT OF PRINCIPAL FISHERIES SCIENTIST (TUNA ECOLOGY & BIOLOGY)

1. Applications are invited for the position of Principal Fisheries Scientist (Tuna Ecology and Biology). The closing date is **15 March 2006**.

2. The attached statement sets out the duties, responsibilities, qualifications, experience and skills required for the position plus the terms and conditions of employment. This is a three-year appointment with the possibility of renewal of contract for a further three years.

3. Recruitment for the position will follow standard selection procedures, with the successful candidate being chosen by the Director-General on the basis of merit.

Yves Corbel
Acting Director-General

Attach.

Original text: English
SECRETARIAT OF THE PACIFIC COMMUNITY

POSITION DESCRIPTION

PRINCIPAL FISHERIES SCIENTIST (TUNA ECOLOGY & BIOLOGY)

BACKGROUND

The Secretariat of the Pacific Community (SPC) provides technical and policy advice and assistance, training and research services to its Pacific Island members. It works in a wide range of sectors including natural resources, health, statistics, information communication technology and social issues. Established in 1947 as an international organisation, SPC has 26 member countries and territories. English and French are its working languages. The organisation has been expanding rapidly and now has approximately 290 staff and a total annual budget of XPF3.4 billion (approximately USD34 million). SPC has its headquarters in Noumea, New Caledonia, and a regional office in Suva, Fiji Islands. Another, smaller regional office is being established in Pohnpei, Federated States of Micronesia.

SPC has gained a reputation for providing ‘real solutions to real problems’ in the Pacific. The organisation is known for the high quality of its services and its general professionalism, integrity and pragmatism. Additional information on SPC can be found on its website: www.spc.int.

The Oceanic Fisheries Programme (OFP) is an applied research programme making up half of SPC’s Marine Resources Division, with a current staff complement of 26. Its goal is that “fisheries exploiting the region’s resources of tuna, billfish and related species are managed for economic and ecological sustainability using the best available scientific information”.

Tuna is the region’s most valuable natural resource. Total catches in the western and central Pacific — a large proportion of which comprises the exclusive economic zones (EEZ) of SPC members — have approached 2 million tonnes in recent years with a total catch value in excess of USD2 billion. Many SPC island members rely heavily on tuna as a source of economic revenue through their own developing fishing industries, the provision of infrastructure to international fleets, and licence fees charged to foreign vessels fishing in their EEZs. It is generally recognised that for many SPC island members, the tuna resource provides a major (in some cases the only) opportunity for future economic development.

The realisation of this opportunity is contingent upon the long-term conservation and sustainable utilisation of the resource. Since the late 1970s, SPC members have exercised sovereign rights over the 200 nautical-mile EEZs surrounding their countries. With the rapid development of the regional tuna fishery, they have also begun to discharge their responsibilities regarding management of the fisheries in their EEZs. Many countries now have legislation formalising these responsibilities in national tuna fishery management plans. At the regional level, SPC members that are also members of the Forum Fisheries Agency (FFA) cooperate in managing the tuna fisheries in their EEZs through the various initiatives of that agency. More recently, SPC members joined with major fishing nations and adjacent Southeast Asian coastal states (Indonesia and Philippines) to form the Western and Central Pacific Fisheries Commission (WCPFC), which now provides the legal framework for international cooperation in managing the fishery (http://www.wcpfc.org/).

The OFP provides scientific support to these national and regional management processes. In particular, the programme has recently been mandated to provide data management and stock assessment services to the WCPFC.

The objective of the OFP Tuna Ecology & Biology Section is to improve understanding of pelagic ecosystems in the western and central Pacific Ocean, with a focus on the western
tropical Pacific. The section undertakes research on the biology of selected tuna and by-catch species and on the ecosystem in which they live. Information on tuna biology, such as age and growth and vertical habitat utilisation, is incorporated directly into regional tuna stock assessments. The nature and impacts of ocean climate variability on tuna fisheries are also a focus of the section’s work, with modelling techniques used to integrate basin-scale observations and models of physical and biological oceanography with the biology and physiology of tunas. Research is also underway to characterise and model the western tropical Pacific warm pool ecosystem in a holistic way, focusing on defining trophic relationships among the broad assemblage of pelagic species inhabiting the system. During the next three years, the work will include examining the significance of seamounts as a habitat of special importance in the pelagic ecosystem and implementing a major tuna tagging programme in the region.

**Main Roles and Responsibilities**

The Principal Fisheries Scientist (Tuna Ecology & Biology) will be based at SPC headquarters in Noumea, New Caledonia, and will be responsible to the OFP Manager.

He/she will provide direction and leadership to the Tuna Ecology & Biology Section, participate in all aspects of work programme planning, project development and implementation, and undertake individual research in support of OFP objectives.

More specifically, as head of the OFP Tuna Ecology & Biology Section, the Principal Fisheries Scientist (Tuna Ecology & Biology) will:

- supervise the work of the Section, including participation in work programme planning, project development, reporting and staff supervision;
- participate in ecological and biological research activities (preference may be given to applicants with expertise in modelling relationships between tuna fisheries, tuna populations and their physical and biological environment);
- document the results of research for publication as scientific papers, technical reports and country reports, and present findings to regional and scientific meetings;
- in collaboration with other senior OFP staff, provide advice to SPC members on the ecosystem impacts of regional tuna fisheries and provide scientific support for the adoption of an ecosystem approach to fisheries management;
- participate in other scientific work of the Programme as required.

**Selection Criteria**

**Essential**

- PhD or equivalent in fisheries science, ecology, oceanography or a related discipline, with considerable post-doctoral experience;
- Experience in staff management, team leadership, project development and project management;
- Extensive research experience in fisheries oceanography and/or fisheries ecology/biology, preferably in pelagic fisheries such as tuna;
- Detailed knowledge of ecosystem approaches to fishery resource assessment and management;
- Excellent verbal and written communication skills, including technical/scientific report writing skills, in English.

**Highly desirable**

- Direct experience or knowledge of tuna fisheries in the Pacific region;
• Highly developed skills in statistical analysis and modelling of fishery, biological and ecological data;
• Experience in working in a culturally mixed environment;
• A working knowledge of French would be advantageous.

**SALARY, TERMS AND CONDITIONS**

**SALARY AND ALLOWANCES**

The starting salary will depend on experience and qualifications and will be in Grade J of SPC’s salary scale.

Professional salaries at SPC are set in SDR (Special Drawing Rights) and paid in the local currency, i.e. the French Pacific Franc (XPF) in New Caledonia. The salary range for this grade is SDR3724–4834 per month.

At prevailing exchange rates these amounts convert to approximately XPF537 000–697 000 per month (USD5114–6638; EUR4500–5841).

The organisation subsidises housing. An SPC-owned or SPC-rented house or apartment will be made available with the staff member contributing 25 per cent of the normal rental.

In addition, an establishment grant will be payable to non-residents of New Caledonia. Where appropriate, other allowances such as child and education allowances will be paid.

SPC emoluments are not subject to income tax in New Caledonia at the present time.

**TENURE**

This appointment will be for a period of three years, subject to a one-year probationary period, with the possibility of renewal for a further three years, subject to performance and continued funding availability.

**DUTY STATION**

Noumea, New Caledonia.

**LEAVE**

Annual leave will accrue at the rate of 25 working days per annum. For expatriate staff members, home leave fares are payable after 18 months of service.

Sick leave is 30 working days per annum.

**MEDICAL BENEFITS**

SPC’s Staff Medical Insurance reimburses doctors’ fees, the cost of prescribed medicines, surgical and hospital costs, etc. up to certain percentages and limits. Supplementary medical insurance is available to increase these percentage reimbursements and limits.
PROVIDENT FUND

The appointee will be eligible for membership of SPC’s Staff Provident Fund. Staff members contribute 8 per cent of their base salary, to which SPC adds a matching contribution.

FARES AND REMOVAL EXPENSES

For an appointee recruited outside New Caledonia, the cost of air fares by the most direct and/or economic route for the appointee and recognised dependants, and reasonable removal expenses by sea for personal and household effects, will be met by SPC on appointment and termination.

COMPUTING ENVIRONMENT

SPC has a standardised computing environment based on Microsoft Office running under Microsoft Windows.

SMOKE-FREE ENVIRONMENT

Smoking is not permitted in the workplace.

EQUAL OPPORTUNITIES

SPC is an equal-opportunity employer. Recruitment is based on merit. If two shortlisted candidates are judged to be equally qualified, preference will be given to Pacific Island nationals.

ADDRESS AND CLOSING DATE FOR APPLICATIONS

Applications should be addressed to the Director-General, Secretariat of the Pacific Community, PO Box D5, 98848 Noumea Cedex, New Caledonia, to arrive by 15 March 2006.

Applicants should provide their curriculum vitae and address the selection criteria for this position in their covering letter. They should also provide names and contact details of three referees.

Applications may be submitted by fax (+687 26 38 18) or email (spc@spc.int — preferably as an electronic attachment in Microsoft Word format).