TO: Representatives of Governments and Administrations Routine Distribution

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SUBJECT: RECRUITMENT OF SENIOR FISHERIES SCIENTIST (STOCK ASSESSMENT)

1. Applications are invited for the position of Senior Fisheries Scientist (Stock Assessment). 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

SENIOR FISHERIES SCIENTIST (STOCK ASSESSMENT)

Application closing date is March 15, 2006

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 the 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 US$2 billion. Many SPC island members rely heavily on tuna as a source of economic revenue through their own developing fishing industries, as providers of infrastructure to international fleets, and through 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 (and 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 exerted sovereign rights over their surrounding 200-nautical-mile EEZ. With the recent rapid
development of the regional tuna fishery, countries have begun to discharge their responsibilities regarding management of the fisheries in their EEZ. Many have formalised these responsibilities in national tuna fishery management plans in their legislation. At the regional level, SPC members that are also members of the Forum Fisheries Agency (FFA) cooperate in the management of tuna fisheries in their EEZ through the various initiatives of that agency. More recently, SPC members have 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 the management of the fishery (http://www.wcpfc.org/).

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

The Stock Assessment and Modelling Section of OFP undertakes analyses of fisheries and biological data, using models of the dynamics of exploited tuna stocks in the western and central Pacific Ocean to estimate historical patterns of stock abundance and the impacts of the fisheries. The results of this work are used to develop recommendations for management of fisheries at national and regional levels. The main modelling framework used by the section is MULTIFAN-CL, a length-based, age-structured and spatially structured model that utilises a variety of data including catch, effort, size composition and tagging data.

MAIN ROLES AND RESPONSIBILITIES

The Senior Fisheries Scientist (Stock Assessment) will be based at SPC headquarters in Noumea, New Caledonia and will be responsible to the Principal Fisheries Scientist (Stock Assessment).

He/she will work within a team of scientists conducting stock assessments and related research on tuna and related species in the WCPFC statistical area. These assessments provide the basis for scientific advice to WCPFC, FFA and individual SPC members on the status of stocks, the impacts of fishing and the environment on stocks, appropriate levels of catch and effort, and other potential management measures.

The annual work programme for the position is largely determined by the specific research needs identified by WCPFC. These needs include identifying the species for which stock assessments are required and considering the range of potential management options.

More specifically, the Senior Fisheries Scientist (Stock Assessment) will:

* Conduct research on stock assessment methodology, in particular length-based, age-structured models utilising catch, effort, size composition and tagging data
* Conduct stock assessments and related analyses for selected species, assess potential management options, and provide advice (in both written and oral form) on the basis of these assessments to fisheries management authorities, principally WCPFC
* Participate in other scientific work of the programme as required.

SELECTION CRITERIA

Essential
* Relevant tertiary qualification, preferably at PhD level, in fisheries science, population biology, stock assessment modelling, natural resource management, or a related discipline
* Thorough knowledge of fisheries stock assessment principles and techniques and at least five years of practical fisheries stock assessment experience
* At least five years of professional experience in the development of scientific advice for fisheries management
* Strong quantitative analytical skills, including experience in data modelling and programming
* Excellent verbal and written presentation and communication skills in English
* Proven ability to work as part of an interdisciplinary and/or multicultural team
* Ability to meet project deadlines, often under difficult circumstances.

Highly desirable
* Direct experience of tuna fisheries in the Pacific region
* Knowledge of and experience in the use of statistical, length-based, age-structured models in fisheries stock assessment
* Experience in the analysis of tagging data

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 SDR37244834 per month. At prevailing exchange rates these amounts convert into approximately XPF537 000697 000 per month (USD51146638; €45005841).

The organisation subsidises housing. An SPC-owned or SPC-rented house or flat 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 allowance will be paid.
SPC emoluments are not subject to income tax in New Caledonia at the present time.

TENURE
New appointments 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’s 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 of 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 work place.

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 the 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).