JOB DESCRIPTION

Job Title:	**PACIFIC ISLAND FISHERIES PROFESSIONAL (COASTAL FISHERIES DEVELOPMENT AND LIVELIHOODS)**
Division/Programme:	Fisheries, Aquaculture & Marine Ecosystems Division (FAME) / Coastal Fisheries & Aquaculture Programme (CFAP) / Management and Livelihoods section
Location:	Noumea (with regular travel to Subregional Offices, FSM, Tonga, Vanuatu).
Reporting to:	Nearshore Fisheries Development and Livelihoods Specialist
Number of direct reports:	0
Purpose of role:	The Pacific Island Fisheries Professional (Coastal Fisheries Development and Livelihoods) provides practical exposure to planning, procurement, fabrication, deployment, monitoring, and reporting of national Fish Aggregating Device (FAD) programmes. The role supports SPC technical teams, National fisheries officers, and community partners while developing the skills in fisheries development and livelihoods operations, data management, field surveys, and stakeholder engagement.
Date:	November 2026

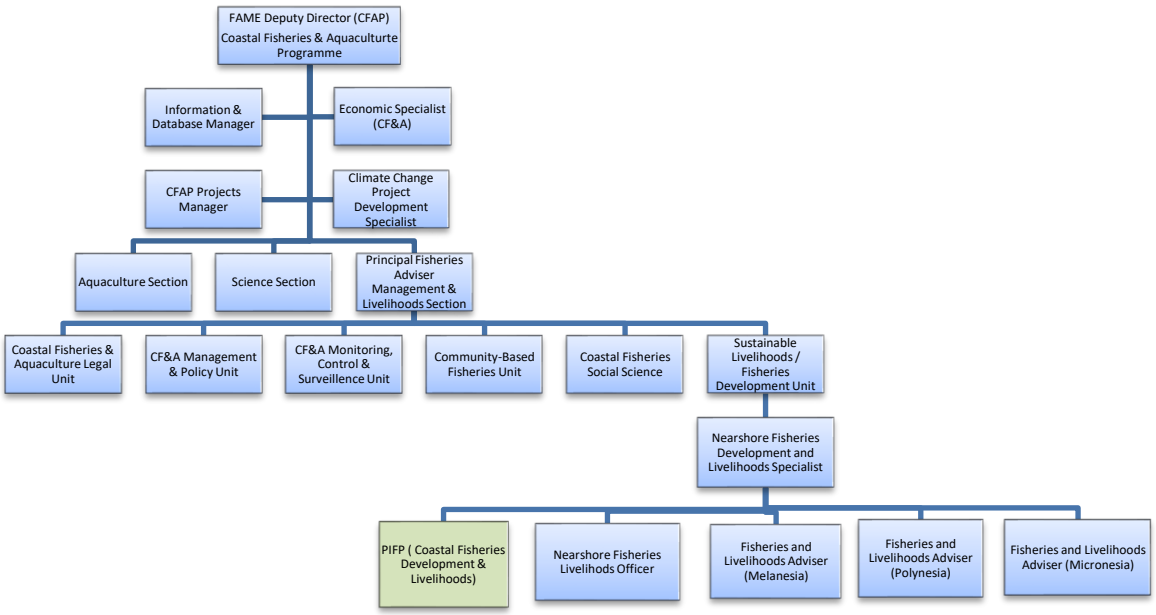
Organisational Context

The **Pacific Community (SPC)** is the principal scientific and technical organisation in the Pacific region, supporting sustainable development since 1947. We are an international development organisation owned and governed by our 27 Members. We work for the well-being of Pacific people through the effective and innovative application of science and knowledge, guided by a deep understanding of Pacific Island contexts and cultures (https://www.spc.int/).

SPC's **Division of Fisheries, Aquaculture and Marine Ecosystems (FAME)** capability has been providing scientific and technical expertise to support fisheries management and sustainable development in the Pacific for over 65 years. The goal of SPC FAME is that the fisheries resources of the Pacific island's region are sustainably managed for economic growth, food security and environmental conservation. In pursuit of this goal, SPC FAME provides scientific and management advice to Pacific Island Countries and Territories (PICTs) and regional agencies to support the management of sustainable oceanic fisheries, coastal fisheries, marine ecosystems and aquaculture development. Along with addressing the challenges in the management of the region's marine resources, there are also significant opportunities to derive greater economic and social benefits from them. Deriving greater benefits from the tuna fisheries, the development of aquaculture in the region, along with alternative livelihoods in coastal fisheries, hold significant potential. SPC FAME provides technical assistance to support PICTs to maximise these sustainable development opportunities in the marine sector and in some parts of the freshwater sector.

SPC FAME 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 and aquaculture sectors. 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 **Pacific Island Fisheries Professional (Coastal Fisheries Development and Livelihoods)** position in the CFAP, provides support in efforts to assist improvements towards a sustainable national fish aggregating device and related activities programme.



Key Result Areas (KRAs)

The position encompasses the following major functions:

KRA 1. FAD Programme orientation, induction and assessment (20%)

KRA 2. FAD field surveys, fabrication, deployment, preparation and operations (30%)

KRA 3. Support training and/or train-the-trainer in safe nearshore fishing techniques, the use of boat safety equipment and post-harvest activities (30%)

KRA 4. Monitoring, reporting, project management (20%)

The performance requirements of the Key Result Areas are broadly described below

Jobholder is accountable for	Jobholder is successful when
KRA 1. FAD Programme Orientation, Induction and Assessment. (20%) • Reviewing FAD national policies, deployment records, and safety operations protocols. • Supporting coordination of introductory meetings with national FAD, fisheries development offices and partners. • Assisting with national FAD audits.	• Understands the structure, objectives, and operational processes of FAD programmes. • Demonstrates familiarity with FAD standards, safety requirements, and reporting systems. • Accurate and up-to-date FAD records are maintained.

• Supporting inventory checks of FAD, sea safety and post-harvest materials and equipment. • Contributing to national FAD programme diagnostic summaries and gap identification. • Strengthen national capacity in the understanding and use of the Regional FAD registry. • Support catch, effort data collection and biological sampling.	• Diagnostic inputs are clear, timely, and useful for programme planning. • Regional FAD registry is regularly populated, updated by National FAD programmes manager.
KRA 2. FAD field surveys, fabrication, deployment, preparation and operations. (30%) • Support site identification, mapping, and survey planning. • Participating in FAD programme consultations, field surveys and data collection. • Assist with procurement preparation, logistics and FAD construction deployment, maintenance operations and documentation. • Assist with the planning and implementation of national FAD annual work plans.	• Field activities are well supported and documented. • Deployment records are complete, accurate and meet national and donor requirements. • At least 3 national FAD programmes strengthen. • At least five FADs deployed during contract period and onsite for at least 12 months.
KRA 3 Support training and/or train-the-trainer in safe nearshore fishing techniques, the use of boat safety equipment and post-harvest activities. (30%) • Providing technical advice and hands-on training in FAD fishing techniques, ensuring the integration of traditional knowledge. • Assist national sea safety authorities (e.g. Maritime Authority) to procure sea safety equipment and in providing training to fishing communities in the use of sea safety equipment. • Assist in providing inputs to efforts to improve sea safety for small-scale fishers. • Assist and support training efforts in fish hygiene, onboard fish handling, post-harvest methods including cold storage.	• At least 20 persons training in FAD fishing techniques. • Assistance, support provided to national sea safety authorities. • At least 20 persons training in sea food post-harvest activities.

KRA 4. Monitoring, Reporting, Project management. (20%) • Participating in induction meetings with national and regional fisheries teams. • Assist in the preparation of Regional Tuna Project quarterly and annual reports. • Support training workshops and awareness activities. • Produce reports for all activities undertaken in the appropriate format for the activity, including training, technical and trip reports. • Maintain up to date corporate and administrative procedures records for all activities undertaken. • Acquit any cash advances for fieldwork and training activities, with receipts to justify all expenses.	• Understand the Regional Tuna Project objective, outcomes and activities • Monitoring logs are maintained and accessible. • Reports are submitted on time and meet quality expectations. • All of the operations and activities undertaken are fully documented and all administrative tasks completed within the set deadline.

Most Challenging Duties Typically Undertaken (Complexity):

- Learning technical field skills and applying them in real-world marine environments.
- Supporting multi-stakeholder coordination across regional and national levels.
- Working with new teams, administrative procedures, data systems and reporting templates

Functional Relationships & Relationship Skills

Key internal and/or external contacts	Nature of the contact most typical
External: • CROP agencies, government technical staff, NGOs and private sector • Regional Fisheries Officers. • Community fishers and leaders. • Navy Hydrography Unit, NGOs, Meteorology & Transport Authorities.	• Liaising, gaining cooperation, reporting • Supporting fieldwork, surveys, and community engagement. • Assisting with data collection and reporting. • Coordinating logistics and information sharing
Internal: • Deputy Director FAME (Coastal Fisheries and Aquaculture Programme)	• Receiving guidance and training.

• Coastal Fisheries & Aquaculture Programme staff • Other SPC professional and support staff	• Keeping abreast of issues and providing support • Collaborating on data management and reporting. • Exchanging information, supporting programme implementation

Level of Delegation

Routine Expenditure Budget: None.

Budget Sign off Authority without requiring approval from direct supervisor: None.

Person Specification

Qualifications

Essential	Desirable
• A recognised degree in fisheries, marine science, biology, or related fields or equivalent body of knowledge and experience.	• Boat Masters qualifications. • Current open water SCUBA diving certificate and medically fit and able to dive in a range of environments. • Training or coursework in GIS, data management, or marine operations.

Knowledge / Experience

Essential:	Desirable:
• At least two years' direct relevant experience in PICT FAD programme (procurement, fabrication, deployment, maintenance, monitoring). • Interest in coastal fisheries, community engagement, or marine resource management. • Understanding of current Pacific Island regional coastal fisheries Development or management, and experience of working with gender issues relating to fisheries • Excellent communication skills (oral and written) in English • Excellent interpersonal skills, ability to work in a team as well as undertake unsupervised work, and communicate	• Willingness to learn new skills such as rope / wire cable work, basic seamanship, sea safety. • Valid driver's license. • Valid SCUBA dive certificate. • First Aid certified.

with people from various ethnic, cultural and educational backgrounds • PC based computer skills (Microsoft Word, Excel, PowerPoint and Outlook) • Willingness to travel and undertake overseas assignments in SPC member countries, sometimes under difficult physical conditions.	

Key Skills / Attributes / Competencies

Advanced level	• Ability to organise tasks, manage time, and work collaboratively.
Working Knowledge	• Basic understanding of fisheries concepts and data collection. • Good written and verbal communication skills.
Awareness	• Commitment to safety at sea and adherence to organisational policies. • Practical and adaptability • Relevant social and economic issues in the Pacific • Gender issues and human rights-based approaches to coastal fisheries • Crosscutting issues such as food security and climate change

Key Behaviours

- Change and Innovation.
- Interpersonal Skills.
- Teamwork.
- Promotion of Equity and Equality.
- Judgement.

Personal Attributes

- Motivated and eager to learn.
- Respectful and community-minded.
- Conscientious and reliable.
- Able to work in diverse cultural settings.
- Resilient and adaptable.

Change to Job Description

From time to time, it may be necessary to consider changes in the job description in response to the changing nature of the work environment – including technological requirements or statutory changes. Such change may be initiated as necessary by SPC. This Job Description may also be reviewed as part of the preparation for performance planning for the annual performance cycle.