SPREP
Secretariat of the Pacific Regional Environment Programme

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PROTECT PACIFIC WHALES – OCEAN VOYAGERS

The Pacific environment, sustaining our livelihoods and natural heritage in harmony with our cultures.

APPLICANT INFORMATION PACKAGE

BIODIVERSITY ADVISER (BA)

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A. Background Information on SPREP

SPREP is the regional organisation established by the Governments and Administrations of the Pacific charged with protecting and managing the environment and natural resources of the Pacific. The head office is based in Apia, Samoa with about 100 staff. There is also a SPREP office in Fiji with four staff as well as SPREP Officers stationed in the Federated States of Micronesia, Republic of the Marshall Islands, Solomon Islands and Vanuatu. SPREP has an annual budget of USD $15 million in 2017.

The establishment of SPREP sends a clear signal to the global community of the deep commitment of Pacific island Governments and Administrations for better management of the environment within the context of sustainable development.

The strategic direction for SPREP is clearly set out in the 2017-2026 SPREP Strategic Plan. The Plan outlines the mandate, vision and programmes for the organisation, and places strong emphasis on effective delivery of services to SPREP Member countries and territories.

Mandate
SPREP's **mandate** is to promote cooperation in the Pacific region and provide assistance in order to protect and improve its environment and to ensure sustainable development for present and future generations.

Vision
SPREP is guided by its **vision for the future:** "A resilient Pacific environment, sustaining our livelihoods and natural heritage in harmony with our cultures".

Members
SPREP has 21 Pacific island member countries and territories (American Samoa, Cook Islands, Federated States of Micronesia, Fiji, French Polynesia, Guam, Kiribati, Marshall Islands, Nauru, New Caledonia, Niue, Northern Marianas, Palau, Papua New Guinea, Samoa, Solomon Islands, Tokelau, Tonga, Tuvalu, Vanuatu and Wallis & Futuna) and 5 developed countries (Australia, France, New Zealand, United Kingdom and United States of America) with direct interests in the region.

Four regional goals to achieving resilience and sustainable Pacific communities:
- **Regional Goal 1**: Pacific people benefit from strengthened resilience to climate change
- **Regional Goal 2**: Pacific people benefit from healthy and resilient island and ocean ecosystems
- **Regional Goal 3**: Pacific people benefit from improved waste management and pollution control
- **Regional Goal 4**: Pacific people and their environment benefit from commitment to and best practice of environmental governance

These define the core priorities and focus of SPREP in the areas of:
1. Climate change resilience
2. Ecosystem and Biodiversity Protection
3. Effective Waste Management and Pollution Control
4. Environmental Governance

SPREP approaches the environmental challenges faced by the Pacific guided by four simple **Values.** These values guide all aspects of our work.
- We value the **Environment**
- We value our **People**
- We value high quality and targeted **Service Delivery**

- We value **Integrity**

The SPREP Secretariat continues to strengthen and realign its institutional capacities, competencies, and systems to best support its Members by delivering more integrated, responsive, and cost-effective services to Members and partners and by better coordinating regional efforts.

Organisation Goal 1: SPREP has information, knowledge, and communications systems that get the right information to the right people at the right time and influence positive organisational, behavioural and environmental change.

Organisation Goal 2: SPREP has multi-disciplinary processes in programme delivery and in supporting Members to develop national and regional policies and strategies.

Organisation Goal 3: SPREP has a reliable and sustainable funding base to achieve environmental outcomes for the benefit of the Pacific islands region and manages its programmes and operations to stay within its agreed budget.

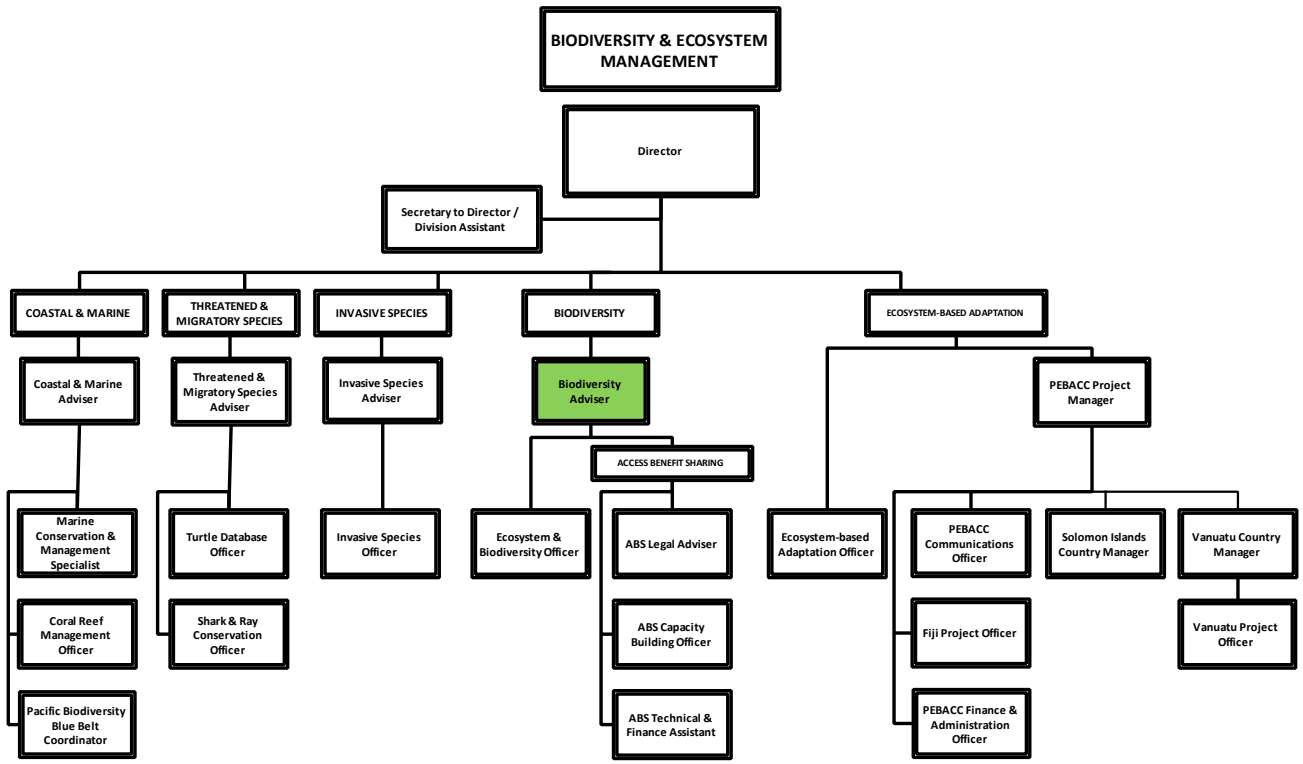
Organisation Goal 4: SPREP is leading and engaged in productive partnerships and collaboration.

Organisation Goal 5: SPREP has access to a pool of people with the attitudes, knowledge, and skills to enable it to deliver on its shared regional vision.

B. JOB DESCRIPTION

Job Title:	Biodiversity Adviser (BA)
Division:	Biodiversity & Ecosystem Management
Team:	Biodiversity
Responsible To:	Director, Biodiversity & Ecosystem Management
Responsible For: **(Total number of staff)**	4 staff
Job Purpose:	**This job exists to**: • Lead the Biodiversity Team and to provide strategic, policy, and technical advice to SPREP Members to support their priorities for conservation and sustainable use of biological diversity
Date:	April 2017

Organisation Context



Key Result Areas

The position of **Biodiversity Adviser (BA)** addresses the following Key Result Areas:

1. Leadership and management
2. Strategic, policy and technical advice and assistance
3. Networking, partnerships and collaboration
4. Fundraising, resourcing and project management/support
5. Monitoring, evaluation and reporting
6. Communications and capacity building

The requirements in the above Key Result Areas are broadly identified below.

Jobholder is accountable for	Jobholder is successful when
1. Leadership & Management a) Provide leadership and management of the Biodiversity team b) Develop and manage the implementation of the Team's Annual Work Plan and Budget (AWP&B) to support the Division's Annual Work Plan including the planning and management of the team's human and financial resources. c) Provide technical guidance and advice to the team as well as quality control of their work d) Lead and work with the staff of the Biodiversity team in the development, monitoring and assessment of Performance Development Plans as well as the necessary learning and development to support their work e) Provide management oversight of the work of the team including compliance with key internal policies	• The Biodiversity team is a high performing team that delivers its on its Annual Work Plan and Budget (AWP&B) objectives and meets strategic priority targets • The team's work is well integrated and understood across all SPREP programmes • Staff Performance Development Plans are developed and assessed on time • Staff issues including learning and development needs are addressed in a timely and effective manner • Joint divisional planning, delivery and monitoring and evaluation in close consultation with the Director of the Division • Fully accountable to corporate responsibilities including budget management, financial reporting, staffing issues and other general management requirements
2. Strategic, policy and technical, advice and assistance a) Provide strategic, policy and technical advice and assistance on all biodiversity and related matters that support SPREP's leading role in ecosystem and biodiversity protection in the region, including the Convention on Biological Diversity, National Biodiversity Strategies and Action Plans (NBSAPs), and the Framework for Nature Conservation and Protected Areas in the Pacific Islands region 2014-2020 b) Provide strategic, technical and policy advice on key emerging biodiversity and	• Well researched, relevant and timely technical and policy advice on all biodiversity matters is provided • Technical and policy advice supports SPREP's role in ecosystem and biodiversity protection in the region • SPREP programmes and projects across the Secretariat value and take into consideration biodiversity inputs • Strategic biodiversity technical input is coordinated and included in consideration of key institutional decisions as well as in

related issues and their potential implications on the work of the Secretariat on ecosystem and biodiversity protection c) Coordinate and provide relevant advice to SPREP Members and key stakeholders on biodiversity and related issues including possible solutions to address these d) Coordinate and facilitate the SPREP Biodiversity team inputs on organisational strategic and technical matters to inform key institutional decisions e) Coordinate partnership and collaboration with relevant partner organisations including development partners and donors to support the implementation of the Convention on Biological Diversity, NBSAPs and the Framework for Nature Conservation and Protected Areas in the Pacific Islands region 2014-2020 and SPREP's Strategic Plan objectives and goals.	advice to key regional and international negotiations and processes
3. Networking, partnerships and collaboration a) Lead in supporting Pacific Island Members and Territories (PICTs) in their work under key relevant global and regional instruments in particular the Convention on Biological Diversity and, the Framework for Nature Conservation and Protected Areas in the Pacific Islands region 2014-2020 b) Lead in supporting Pacific Island Members in relevant regional and international negotiations, in particular the Convention on Biological Diversity c) Lead and guide the coordination of activities of the Secretariat of the Pacific Islands Roundtable for Nature Conservation (PIRT). d) Lead the planning, organising of, delivery and fund raising for the 10th Conference on Nature Conservation in the Pacific Islands region scheduled in liaison with the PIRT Chair and Management Group.	• Support and advice is provided to Pacific Island Members on relevant global conventions including improved process, quality and timeliness of work • Improved PICTs awareness of negotiations outcomes and their implications • Strengthened regional and national awareness and implementation of biodiversity strategies • Improved and strengthened regional partners networking, coordination and collaboration in support of PICTs biodiversity priorities • Active engagement of PIRT members and successful preparation and organisation of the 10th Nature Conference
4. Communications and capacity building a) Coordinate communication and information sharing of outcomes and results from biodiversity initiatives from	• Reports with data and information are disseminated through relevant networks and audiences for awareness and

biodiversity programmes and initiatives. b) Provide guidance and advice on key capacity building and training needs including opportunities in biodiversity and related thematic areas c) Work with key partners to develop capacity building initiatives and opportunities for SPREP Members	promotion of SPREP's biodiversity programmes and projects in the region • Timely reports provided to SMT, partners and donors where necessary • Relevant capacity building and training initiatives provided to strengthen SPREP and Member's positions and capabilities
5. Monitoring, evaluation and reporting a) Contribute and provide technical advice to SPREP Senior Management Team on the development, implementation and monitoring and evaluation of the Secretariat's strategic plans and work programmes and budget b) Prepare technical and performance reports to Senior Management Team and Donors, where necessary c) Provide reports to donors, partners and SPREP Members on key biodiversity priorities, challenges and opportunities including lessons learned and good practices on biodiversity d) Provide project management oversight and guidance including technical advice on biodiversity and related projects e) Undertake periodic programme and project level monitoring using internal project management tools and systems (PMIS and PMRG) as well as convening project management review meetings as necessary	• Relevant and timely biodiversity advice, policy submissions and reports are provided to SPREP SMT and to members, where necessary • Effective and timely reporting to donors, partners and participating countries • Effective project management monitoring systems in place including compliance with SPREP and donor requirements
6. Fundraising, resourcing and project management/support; a) Identify and actively pursue secured funding and partnership opportunities b) Design, develop and coordinate funding concepts and proposal developments that support SPREP and Member biodiversity priorities c) Provide project development and management support of projects implemented by the Biodiversity team	• New funding concepts developed and submitted • Existing and new funding opportunities are secured for division and team activities • New partnership for implementation with resources secured • Project development and management support is provided to SPREP projects, where necessary

Note

The above performance standards are provided as a guide only. The precise performance measures for this position will need further discussion between the Jobholder and Director as part of the Performance Development System.

This section may be copied directly into the Performance Development Plans.

Work Complexity

Most challenging duties typically undertaken:
• Provision of timely and accurate briefings and advice to Senior Management Team and Members • Leading and managing a technically complex work area and providing timely guidance to the Biodiversity Team and the BEM Division • Coordination and collaboration with other regional agencies and stakeholders • Securing funding and resources

Functional Relationships & Related Skills

Key internal and/or external contacts	**Nature of the contact most typical**
External • SPREP Members • Donors / Partners • Professional / Scientific organisations • Regional / International organisations	• Advice and assistance • Consultations and collaboration • Negotiations • Fundraising • Communications and reporting
Internal • Executive • Senior Management Team • All staff	• Leadership and management • Supervision and delegation • Advice and support

Level of Delegation

The position holder:
• manages an operational budget • can authorise costs in own budget • can carry out negotiations on behalf of SPREP • can seek funding opportunities for work programme activities

Person Specification

This section is designed to capture the expertise required for the role at the 100% fully effective level (this does not necessarily reflect what the current jobholder has). This may be a combination of knowledge / experience, qualifications or equivalent level of learning through experience or key skills, attributes or job specific competencies.

Qualifications

Essential
1. Minimum qualifications of a Master degree in biodiversity-related environmental science, environmental management, resource management or related natural science discipline OR a Bachelor degree in lieu, with applied relevant work experience in excess of the minimum required relevant work experience.

Knowledge / Experience

Essential
2. At least 7 years of experience in biodiversity work and other relevant areas, preferably in the Pacific islands region, with at least 5 of those years at the senior leadership and advisory level
3. Extensive knowledge of global and regional environmental issues, in particular: a) the Convention on Biological Diversity, Framework for Nature Conservation and Protected Areas in the Pacific islands region 2014-2020, and familiarity with other relevant multi-lateral environment agreements (understanding of the work of the Pacific Islands Roundtable for Nature Conservation and other regional conservation initiatives would be an advantage) b) Accepted and emerging environment issues specifically in nature conservation relevant to Pacific island countries and territories. c) GEF and other multilateral and bilateral funding opportunities for biodiversity in the Pacific region.
4. Extensive leadership and management experience including high level advisory and analytical skills as well as leading and nurturing teams of diverse technical backgrounds and expertise in multicultural and multi-disciplinary environments
5. Excellent project management and leadership experience including the development of funding proposals, design and delivery of integrated work programme activities, monitoring and evaluation of performance, resource management as well as a good understanding of synergies and inter-linkages across multilateral environmental agreements
6. Excellent relationship management and fundraising skills and experience that demonstrate a high level of professional and constructive engagement with a diverse range of stakeholders as well as an excellent understanding of key donor partners and funding institutions with proven fundraising experience
7. Excellent experience at strategic and high level communication, negotiation and reporting across diverse audiences, as well as extensive experience in capacity building, particularly in the Pacific

setting

Excellent

Key Skills / Attributes / Job Specific Competencies

The following levels would typically be expected for the 100% fully effective level:

Expert level	• Leadership and Management • Analytical and Advisory • Project development, management, monitoring and evaluation • Work programme planning, budgeting and implementation • Personnel management and professional development • Fundraising and partnership coordination • Synergies and linkages with other priority areas and including key multilateral environmental (MEAs) • Biodiversity issues and key agreements and conventions
Advanced level	• Environmental issues in the Pacific islands region • Emerging environmental issues and challenges
Working Knowledge	• General management principles
Awareness	• SPREP Strategic Plan • SPREP Work Programmes • Convention on Biological Diversity • Framework for Nature Conservation and Protected Areas in the Pacific island region 2014-2020

Key Behaviours

All staff are expected to uphold SPREP's Organisational Values and Code of Conduct which are Key Behaviours forming part of the Performance Development:

- Environmental Leadership
- Service Delivery
- Valuing our People
- Integrity

All managers and supervisors are expected to uphold SPREP's established Leadership and Management Behaviours forming part of the Performance Development Plan.

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 our work environment– including technological requirements or statutory changes. This Job Description may be reviewed as part of the preparation for performance planning for the annual performance cycle or as required.

C. REMUNERATION PACKAGE – TERMS & CONDITIONS

Duty Station: Apia, Samoa.

Duration: Appointment is for a term of 3 years initially with possible renewal up to a maximum of 6 years subject to performance during the initial term, continuity of related programme activities and availability of funds.

Salary: Salary is denominated in International Monetary Fund Special Drawing Rights (SDRs). Remuneration for this post falls within Band 11 of SPREP's salary scale. Starting salary will be in the range of SDR35,440 to SDR39,870. Currently, the equivalent in Samoan Tala is SAT$135,250 (USD$52,019) to SAT$152,156 (USD$58,521) per annum. All positions have been evaluated to reflect the level of responsibilities and level of experience and qualifications required. Progress in the salary scale will be based on annual performance reviews.

Cost of living differential allowance (COLDA): A Cost-of-Living Differential Allowance within the range of SDR4,695 to SDR 5,068 will also be paid to the successful candidate. The current equivalent in Samoan Tala is SAT$17,917 (USD$6,891) to SAT$19,343 (USD$7,439). Cost-of-living differential allowance reflects the comparative cost of living difference between Suva and Apia. This allowance is reviewed periodically based on data determined by an independent reviewer.

Adjustments: Salaries and allowances for internationally recruited staff are paid in Samoan Tala and adjusted every month based on the monthly average in the value of the SDR relative to the Samoan Tala (SAT) at the time the salary payment is processed. SDR movement however is limited to within 5% above or below a reference point set annually. Remuneration is paid monthly in SAT equivalent. The international currency exchange rate at the time of writing is approximately USD1.00 = SAT$2.60

Term: For staff recruited from outside Samoa, the term begins from the day the appointee leaves his or her home to take up the appointment. Appointment is subject to a satisfactory medical examination, as well as a 6-month probationary period.
An appointment is terminated by (i) completion of term of contract (ii) one month's notice by either party (iii) without notice by either party paying one month salary in lieu of notice or (iv) dismissed with or without notice as a disciplinary measure.

Performance Reviews: Annual performance assessments and performance rewards will be based on the Secretariat's Performance Development System.

FOR STAFF RECRUITED FROM OUTSIDE SAMOA, THE FOLLOWING APPLIES*:*

Relocation Expenses: SPREP will meet certain appointment and termination expenses for staff recruited from outside Samoa, including transport and accommodation en-route for the appointee and accompanying dependant(s) between point of recruitment and Apia, and return, by the shortest and most economical route. This includes:

- economy class airfares;
- reasonable cost of packing, insuring, shipping and transporting furniture, household and personal effects on a 20ft container; and,
- up to 20 kilos of excess baggage each for the appointee and family.

Establishment Grant: A lump sum of SDR1,100 is payable upon taking up appointment and arrival in Apia. This is currently equivalent to SAT$4,198 (USD$1,615).

Temporary Accommodation and Assistance: On arrival in Apia, the appointee and dependent(s) are entitled to temporary accommodation at a suitable hotel or other fully furnished accommodation for up to 6 working days. The appointee will be assisted to settle into Apia. This will include help in finding suitable rental accommodation.

School Holiday Travel: One return economy class flight each year between the place of education (taken to be recognised home) and Apia by (i) each dependent child being educated outside Samoa or (ii) the staff member or spouse to visit the child, providing the journey is not made within the final 6 months of the contract.

Home Leave Travel: Return economy class airfares between Apia and the recognised home for the staff member and dependants after completing 18 months of service for 3-year contracts providing no travel is undertaken within the final 12 months of the contract.

Privileges and Immunities: SPREP remuneration is tax-free for non-citizens or non-residents of Samoa, including duty-free importation of household and personal effects which have been owned and used by them for no less than six months, within 6 months of taking up appointment.

Repatriation allowance: The appointee is entitled to a repatriation allowance equivalent to two week's salary, upon successful completion of contract, provided the contract is not extended or renewed.

FOR ALL INTERNATIONALLY RECRUITED STAFF, THE FOLLOWING APPLIES:

Education Allowance: Education expenses maybe reimbursed against actual receipts for dependent children, to cover up to 75% of the actual costs, as stipulated under SPREP's Education Allowance policy. Currently the allowance is up to a maximum of Samoan Tala $15,600 (USD$6,000) per annum per dependent child, with an overall maximum of Samoan Tala $46,800 (USD$18,000) per annum per family of 3 or more eligible children.

Housing Assistance: Internationally recruited staff shall receive housing assistance of 75% of the typical rent payable in Samoa for expatriate executive furnished housing. The current rate is SAT$2,328 (USD$895) per month. This assistance shall be reviewed annually and adjusted on relative movement in the local rental market.

Security Assistance: Security-related expenses maybe reimbursed against actual receipts up to SAT$2,400 (USD$923) per annum as stipulated under SPREP's Security Assistance policy.

Annual Leave: 25 working days a year (up to a maximum accumulation of 50 days).

Sick Leave: 30 working days a year (up to a maximum accumulation of 90 days).

Other Leave: Provisions also exist for maternity, compassionate, paternity, examination and special leave (without pay).

Duty Travel: SPREP meets travelling expenses at prescribed rates necessarily incurred by staff

required to travel away from Apia on official business.

Life and Accidental Death and Disability Insurance: All employees are covered by SPREP's 24 hour Life and Accidental Death and Disability Insurance Policy.

Medical Benefits: All employees and their dependants are entitled to have all reasonable medical, dental and optical expenses met, under the terms and conditions of the SPREP in-house Medical Treatment Scheme.

Superannuation: An expatriate internationally recruited staff member will receive a superannuation allowance of 7% of basic salary. For nationals of Samoa, SPREP will pay 7% of basic salary to the Samoa National Provident Fund.

Learning and Development
Learning and development opportunities will be based on the approved SPREP Performance Development System and individual Performance Development Plans.

Definitions:
'Dependant' means the spouse and financially dependent children of an employee.

'Dependent child' means an employee's unmarried, financially dependent, natural or legally adopted child who is:

- under the age of 16 years; or
- under the age of 19 years if undertaking full-time study at a secondary school; or
- under the age of 25 years if enrolled and undertaking full-time study at a university or other tertiary institution; or
- mentally or physically incapacitated.

'Expatriate' means an internationally recruited staff member, who is not a citizen or permanent resident of Samoa, and who resides in Samoa only by virtue of employment with SPREP.

Equal Opportunities: SPREP is an Equal Opportunity Employer. Men and women are equally eligible for all posts in SPREP.

General: Appointment will be under the terms and conditions of SPREP's Staff Regulations, a copy of which will be made available to the successful applicant.

4. ADMINISTRATIVE INFORMATION

ESSENTIAL: Applications should include:

1. Completed Application Form – can be downloaded from the Employment Section of our website (***you are required to complete in full all areas requested in the Form rather than referring us to your CV***);
2. A detailed Curriculum Vitae.

Applications that do not complete the SPREP Application Form and submit all the requirements stated above will not be considered.

Submitting applications:

a) **BY EMAIL**: Subject matter to be clearly marked "**Application for Biodiversity Adviser**" and send to recruitment@sprep.org (***MOST PREFERRED OPTION***) OR

b) **BY POST OR FAX**: Application to be addressed and sent to: The Director General, SPREP, P.O. Box 240, Apia or fax number (685)20231 and clearly marked "**Application for Biodiversity Adviser**"

More Information on SPREP and its work in the region can be found on the SPREP website www.sprep.org

For further enquiries, contact Ms Jolynn Managreve-Fepuleai on telephone (685) 21929 ext 325 or Email: jolynnf@sprep.org.

Closing date: Friday, 26th May 2017: Late applications will not be considered.

SPREP is an Equal Opportunity Employer