



JOB DESCRIPTION

Job Title:	Inland Aquaculture Specialist
Division/Programme and Section:	Fisheries, Aquaculture & Marine Ecosystems Division / Coastal Fisheries & Aquaculture Programme / Aquaculture Section
Location:	Suva, Fiji (<i>or Port Vila, Vanuatu</i>)
Reporting to:	Principal Aquaculture Adviser
Number of Direct Reports:	2-3 direct reports (<i>or no direct reports if in Vanuatu</i>)
Purpose of Role:	Provide technical assistance, support and advice to governments, stakeholders, and private sector in planning and implementing inland aquaculture activities (also known as “land-based aquaculture” or “onshore aquaculture”) in the Pacific region.
Date:	February 2026

Organisational Context and Organisation Chart

The Pacific Community (SPC) is the principal scientific and technical organisation in the Pacific region, proudly supporting 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/>).

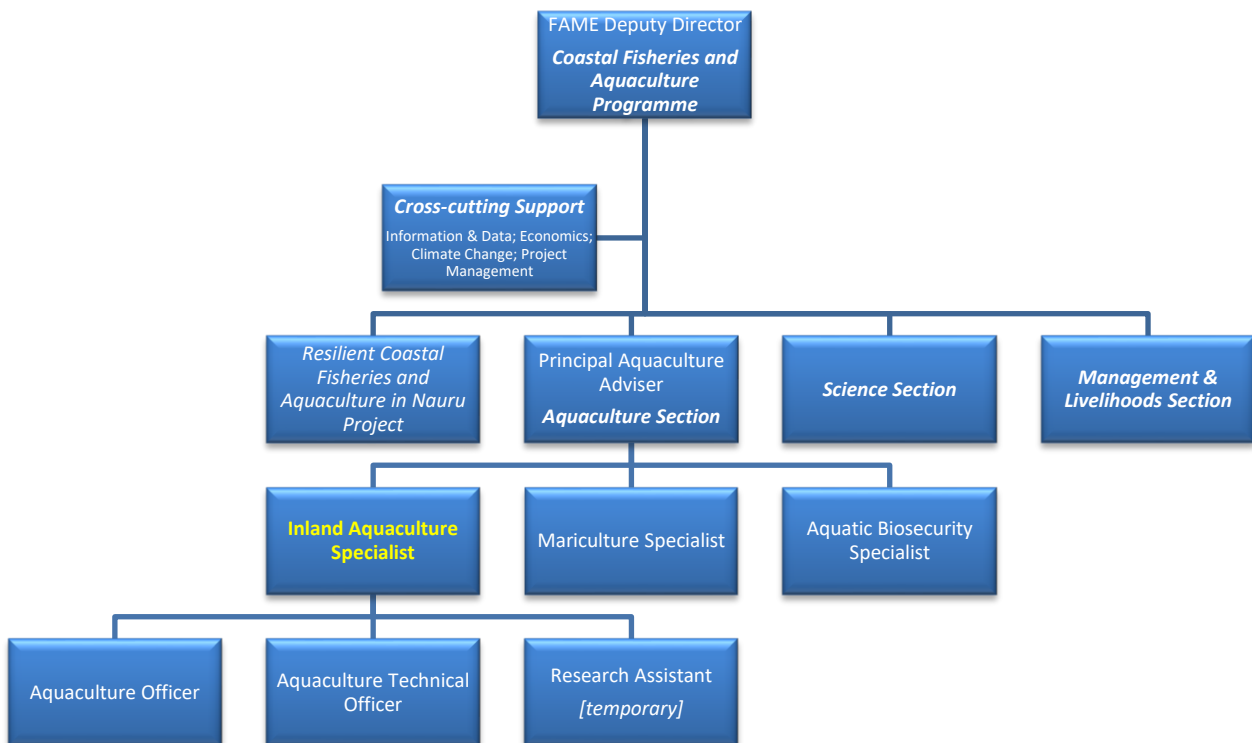
SPC’s Division of Fisheries, Aquaculture and Marine Ecosystems (FAME) capability has been providing scientific and technical expertise to support fisheries management and sustainable development in the Pacific for over 65 years. The goal of SPC FAME is that the fisheries resources of the Pacific island’s 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 SPC FAME CFAP provides science and technical support to PICT governments and administrations to enhance the effective management of coastal fisheries, and the sustainable development of aquaculture and nearshore livelihoods. CFAP assists PICTs to develop scientifically informed and socially achievable coastal fisheries management policies and procedures. CFAP provides PICTs support for sustainable aquaculture, including planning, research and development, aquatic biosecurity and trade, for governments, the private sector, communities and other stakeholders. CFAP assists in developing sustainable nearshore fisheries to provide for food security, sustainable livelihoods, economic growth, assist with climate change adaptation, and address new and evolving challenges to coastal fisheries and aquaculture in the region.

The **Inland Aquaculture Specialist** is a key position in the CFAP Aquaculture Section, providing, supporting and advising on inland aquaculture (also known as “land-based aquaculture” or “onshore aquaculture”) across the Pacific islands’ region.



Key Result Areas (KRAs):

- KRA 1: Increase the skills and knowledge base in the SPC region to maximise the return on investments in aquaculture through innovative, profitable, sustainable, inclusive and biosecure approaches (40%)
- KRA 2: Improve capacity for strategic policy, planning and administration to establish clear priorities and enable the aquaculture sector to meet current and future needs (20%)
- KRA 3: Promote inter-agency networking and cross-sectoral collaboration in aquaculture (20%)
- KRA 4: Section management, administration and communication (20%)

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

Jobholder is accountable for	<i>Jobholder is successful when</i>
<p>KRA 1: Increase the skills and knowledge base in the SPC region to maximise the return on investments in aquaculture through innovative, profitable, sustainable, inclusive and biosecure approaches (40%):</p> <ul style="list-style-type: none"> • Assists PICTs to assess the economic benefit of investments in inland aquaculture. • Providing technical and advisory support to governments, communities and the private sector to enable sustainable and commercially viable inland aquaculture development. • Designing and implementing targeted technical assistance projects in inland aquaculture incorporating aquatic biosecurity, in response to member requests. • Supporting and contributing to research, development, and innovation initiatives that: <ul style="list-style-type: none"> – identify and evaluate new and emerging inland aquaculture commodities, – improve productivity and resilience of existing systems, and – address technical, economic, and biosecurity bottlenecks across value chains. • Facilitate the development, adaptation, uptake and transfer of appropriate inland aquaculture technologies between PICTs, including low-cost, climate resilient and energy efficient production systems. • Delivering and coordinating capacity development and training programmes for government officers, extension services, community groups, and private sector operators in priority inland aquaculture activities. • Participates in national, sub-regional and regional aquaculture workshops as required. • Provides input to developing and updating the regional aquatic biosecurity framework for the inland aquaculture sector, including aquatic animal health management. • Participates in national, sub-regional and regional aquatic biosecurity workshops as required. • Keeps the region informed of advances in food production technology (feed formulation, genetics etc) for inland aquaculture commodities. • Builds capacity for application of the People Centred Approach in inland aquaculture, with four pillars: human rights, gender and social inclusion, Pacific culture and environment sustainability. 	<ul style="list-style-type: none"> • Inland aquaculture in the Pacific islands region demonstrates measurable improvements in innovation, productivity, sustainability and social inclusion. • Inland aquaculture best management practices in production, environmental management and aquatic animal health are widely adopted and routinely applied. • Increased numbers of skilled aquaculturists and managers are available to support the sector. • The region is being regularly updated on emerging technologies, research findings, and good management practices, and can adapt these to local contexts. • National policy and strategy, and on-farm practices, relating to inland aquatic biosecurity are developed in line with the regional aquatic biosecurity framework. • SPC Member countries and territories are up to date with their aquatic health standards for inland aquaculture. • Inland aquaculture investments deliver improved livelihoods, food and nutrition security and climate resilient aquaculture production systems. • Opportunities are identified and implemented for inland aquaculture to become more equitable and inclusive, through strengthened engagement of women, youth, people with disabilities and communities in rural areas. • All technical assistance projects and workshops are undertaken in line with the annual work plan for the Section.
<p>KRA 2: Improve capacity for strategic policy, planning and administration to establish clear</p>	

<p>priorities and enable the aquaculture sector to meet current and future needs (20%):</p> <ul style="list-style-type: none"> • Provides accurate and timely information on inland aquaculture activities and issues. • Contributes technical and strategic inputs to the implementation, and periodic review of the Pacific Regional Aquaculture Strategy (PRAS) as it relates to inland aquaculture. • Provides inland aquaculture advice to regional and national strategic initiatives, including: <ul style="list-style-type: none"> – climate change adaptation and resilience, – aquatic biosecurity and risk management, – sustainable food systems, nutrition, and future food production requirements. • Provides regional and technical advice upon which to develop policy and regulatory frameworks that enable sustainable inland aquaculture development while safeguarding biosecurity and environmental integrity. • Ensures participatory processes and stakeholder consultations using socially inclusive and culturally appropriate approaches in the formulation of inland aquaculture components of plans and policies. • Utilises the PRAS, SPC corporate plans and FAME divisional priorities to guide, prioritise and align inland aquaculture support provided to members. 	<ul style="list-style-type: none"> • Members receive clear, up-to-date, decision-ready inland aquaculture information. • PRAS priorities are reflected in SPC/FAME work programmes and country support. • Regional coordination and information sharing are strengthened. • National policies and plans enable sustainable, biosecure and inclusive aquaculture development • Inland aquaculture is recognised as a strategic contributor to food security, livelihoods and climate resilience in the Pacific.
<p>KRA 3: Promote inter-agency networking and cross-sectoral collaboration in aquaculture (20%):</p> <ul style="list-style-type: none"> • Maintain links and provide advice or supervisory support (as appropriate), in inland aquaculture to other CROP organisations and PICT educational or research organisations. • Collaborate with other relevant agencies, external donors and international organisations, such as Australian Centre for International Agricultural Research ACIAR, Food and Agricultural Organisation FAO, World Organisation for Animal Health WOAH, etc. • Contributing to the design and implementation of joint and co-financed programmes and projects in inland aquaculture and aquatic biosecurity, ensuring complementarity, efficiency, and value-for-money. • Participate in One SPC integrated programmes across other sections and divisions within SPC on issues, such as for the SPC Key Focus Areas of Resilience and Climate Action, Natural Resources and Biodiversity, Food Systems, Equity, Education and Social Development, Sustainable Economies and Livelihoods, and Planetary Health. 	<ul style="list-style-type: none"> • Links are maintained and strengthened with other relevant organisations regarding inland aquaculture. • Joint projects are implemented with other agencies to minimise costs and avoid duplication of work. • Input is provided to joint internal projects where an integrated approach is needed. • Co-supervision is provided for selected regional post-graduate students in aquaculture, and aquaculture interns. • SPC’s ‘people centred approach’ (which consists of: human rights, gender and social inclusion, Pacific culture, and environmental sustainability) and climate resilience are integrated into the Section’s work.

<ul style="list-style-type: none"> Ensures that the cross-cutting SPC 'people centred approach' and appropriate climate resilience are incorporated into the Section's work. 	
<p>KRA 4: Section management, administration and communication (20%):</p> <ul style="list-style-type: none"> Support the Adviser to develop, implement and review the annual work plans and work plan reports for the Aquaculture Section. Maintains up to date corporate and administrative procedures for all activities undertaken. Supporting PRAS monitoring, evaluation, and learning (MEL) through accurate documentation of outputs, outcomes, and performance indicators relevant to inland aquaculture and applied aquatic biosecurity. Contributes where applicable to Programme, Divisional and Corporate publications, such as Fisheries Newsletters, annual reports, and Divisional reports for CRGA. Produces reports for all activities undertaken in the appropriate format including technical reports and trip reports, and input to funding proposals, donor reports. Fills in for the Adviser or other staff when they are on leave or duty travel, when required. 	<ul style="list-style-type: none"> Annual work plans and reports for the Section up to date. All operations and activities undertaken are fully documented and all administrative tasks completed within the set deadline. Input or articles are provided for all Programme, Divisional and Corporate publications within the set deadlines. Reports are produced within two weeks of completing an activity. PRAS-relevant outputs, outcomes, and lessons learned are systematically captured and reported, supporting evidence-based planning and continuous improvement. Acting roles for the Adviser or other staff are successfully fulfilled.

The above performance requirements are provided as a guide only. The precise performance measures for this job will need further discussion between the jobholder and supervisor as part of the performance development process.

Most Challenging Duties Typically Undertaken (Complexity):

<ul style="list-style-type: none"> Assisting PICTs and the private sector to assess inland aquaculture investment proposals and projects and assist or lead as appropriate with the drawing up of practical plans and policies in support of inland aquaculture. Providing capacity building and training to government, private sector and communities in hands-on inland aquaculture activities and projects. Development of national aquaculture policies and regulations (stakeholder consultation, moderating expectations, assessing technical feasibility and economic viability of options). Contributing to national aquatic biosecurity policies and regulations in support of inland aquaculture. Producing reports and reviews based on existing and new information on inland aquaculture activities, for the benefit of local, national, regional and international planning processes.
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Functional Relationships & Relationship Skills:

Key internal and/or external contacts	Nature of the contact most typical
<p>External</p> <ul style="list-style-type: none"> Technical counterparts in fisheries departments and the private sector 	<ul style="list-style-type: none"> Negotiating, influencing and persuading, gaining cooperation, reporting back

<ul style="list-style-type: none"> • Technical partners • Consultants • Regional and international agencies including CROP agencies, ACIAR, WorldFish, FAO, NACA etc. • Universities and other aquaculture research agencies operating within the region • International NGOs and national NGOs 	<ul style="list-style-type: none"> • Liaising, gaining cooperation, formal negotiation • Working with, facilitating, advising
<p>Internal</p> <ul style="list-style-type: none"> • FAME Director • CFAP Deputy Director and Aquaculture Adviser • Professional staff and PA • FAME Planning, Monitoring, Evaluation and Learning unit • Inter-divisional counterparts in relevant One SPC integrated programmes • Corporate services 	<ul style="list-style-type: none"> • Explaining, gaining cooperation, resolving minor conflicts • Liaising, working collaboratively

Level of Delegation:

Routine Expenditure Budget: Manages up to EUR 200,000 per year.

Budget Sign off Authority without requiring approval from direct supervisor: EUR 50

Personal 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 position holder 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:	Desirable:
<ul style="list-style-type: none"> • Master’s degree in a field relevant to inland aquaculture or equivalent body of knowledge and experience 	<ul style="list-style-type: none"> • PhD in aquaculture or related field

Knowledge/Experience

Essential:	Desirable:
<ul style="list-style-type: none"> • At least 8 years of practical hands-on experience in the field of inland aquaculture. • Experience in working with Pacific Island private sector and government systems. • Excellent skills in cross-cultural communication (written and oral) and teamwork with people from different ethnic and educational backgrounds. • Experience in writing reports, reporting against project work plans and managing project expenditure. • Demonstrated experience in working as part of a team or alone with minimal supervision. 	<ul style="list-style-type: none"> • Experience of working in a Pacific Island fisheries department • Working knowledge of both of SPC’s official languages (English and French). • Working knowledge of at least one Pacific island language • Experience in developing project funding proposals • Experience in mariculture, in addition to inland aquaculture

<ul style="list-style-type: none"> • Willingness to travel and undertake overseas assignments in SPC member countries. • Experience working with PC computer systems and MS Word, Excel and PowerPoint software. 	
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Key Skills/Attributes/Job Specific Competencies

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

Expert level	<ul style="list-style-type: none"> • Inland aquaculture development, planning and policy
Advanced level	<ul style="list-style-type: none"> • Aquaculture methods and technologies appropriate to the Pacific • Inland aquaculture finance and pricing
Working knowledge	<ul style="list-style-type: none"> • Crosscutting issues such as food systems, gender and social inclusion, and climate change resilience • Aquaculture education, for example co-supervision of postgraduate researchers • Aquaculture legislation • Biosecurity and trade issues for inland aquaculture farms and products
Awareness	<ul style="list-style-type: none"> • Broader fisheries management and development issues • Relevant social and economic issues in the Pacific

Key Behaviours

All employees are measured against the following **Key Behaviours** as part of Performance Development:

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

Personal Attributes

- High level of professional integrity and ethics
- Friendly demeanour
- Demonstrated high level commitment to customer service

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.