

- Noumea-based position
- Attractive expatriate package
- Join the principal development organisation in the region

*The Pacific Community (SPC) invites applications for the position of **Organisation Design and Change Management Specialist** within its Office of the Deputy Director-General (Operations and Integration). This position will be located at its headquarters in Noumea, New Caledonia.*

Description

The **Pacific Community (SPC)** is the principal scientific and technical organisation in the Pacific region, supporting development since 1947. We are an international development organisation owned and governed by our 27 country and territory members. In pursuit of sustainable development to benefit Pacific people, our unique organisation works across more than 25 sectors. We are known for our knowledge and innovation in such areas as fisheries science, public health surveillance, geoscience, and conservation of plant genetic resources for food and agriculture.

The role – the **Organisation Design and Change Management Specialist** will be part of the OneSPC Transformation Programme Team. It drives the co-design and implementation of a structured change transformation management strategy to enhance integration, operational efficiencies, and financial sustainability. This role will ensure value-led, inclusive stakeholder engagement, anchor a culture of adaptability, and embed best practices in change management to contribute to long-term institutional resilience.

The key responsibilities of the role include the following:

Change Strategy Development and Implementation

- Design and execute a comprehensive change management strategy aligned with the OneSPC Transformation programme's objectives.
- Develop frameworks, tools, and methodologies to facilitate smooth transitions and the adoption of new Operations and Integration (O&I) processes.
- Ensure alignment with organisational policies, governance structures, and stakeholder expectations.

Stakeholder Engagement & Communication

- Lead inclusive stakeholder mapping, engagement, and consultation to anchor ownership at all levels of the organisation.
- Develop tailored communication and engagement plans to articulate transformation and change initiatives' vision, benefits, and progress.
- Design and facilitate workshops, training, and feedback mechanisms to address concerns and build consensus.

Operational Efficiency & Process Optimization

- Identify bottlenecks and inefficiencies in current systems, recommending data-driven improvements.
- Work with cross-functional teams to redesign workflows for enhanced productivity and cost-effectiveness.
- Monitor implementation of new processes and track performance against KPIs.

Capability Building & Sustainability

- Develop and deliver change management training for leaders and staff to build internal capacity.
- Co-design monitoring & evaluation mechanisms to ensure long-term sustainability of changes.
- Foster a culture of continuous improvement and innovation.

For a more detailed account of the key responsibilities, please **refer to the online job description**.

Key selection criteria

Qualifications

- Master's degree in a relevant field such as public administration, organisational development, international development, business administration, commerce or equivalent body of knowledge and experience.
- Certification in Change Management (e.g., Prosci, Certified Change Management Professional) or Project Management (e.g., PRINCE2, PMP).

Technical expertise

- More than 15 years of relevant experience in institutional strengthening programmes, leadership, project management, policy development and advice.
- Senior-level experience with proven track record in leading large-scale transformation programmes in the public sector or multilateral organisations, preferably within the Pacific region or small island developing states.
- Demonstrated success in designing and implementing strategies across the four pillars of institutional resilience: people/culture, planning/resource allocation, digital transformation, and sustainable finance.
- Experience leading institutional adaptations during crises (e.g. pandemics, natural disasters), including rapid process redesign and staff reskilling.

- Strategic thinker with well-developed analytical skills and attention to detail.
- Knowledge of Pacific regional governance structures and mechanisms.

Language skills

- SPC's official working languages are English and French. Fluency in English is required for this role.

Interpersonal skills and cultural awareness

- Ability to work in a multi-cultural and gender-sensitive environment

Salary, terms and conditions

Contract Duration – This vacant position is budgeted for 3 years and is subject to renewal depending on performance and funding.

Remuneration – the **Organisation Design and Change Management Specialist** is a band 13 position in SPC's 2025 salary scale, with a starting salary range of SDR (special drawing rights) 5,438-6,701 per month, which converts to approximately XPF 794,753-979,374 (USD 7,232-8,912; EUR 6,660-8,207). An offer of appointment for an initial contract will normally be made in the lower half of this range, with due consideration being given to experience and qualifications. Progression within the salary scale is based on annual performance reviews. SPC salaries are not presently subject to income tax in New Caledonia.

Benefits for international staff employees based in New Caledonia – SPC provides subsidised housing in Noumea. Establishment and repatriation grant, removal expenses, airfares, home leave travel, health and life and disability insurances and education allowances are available for eligible employees and their eligible dependents. Employees are entitled to 25 working days of annual leave per annum and other types of leave, and access to SPC's Provident Fund (contributing 8% of salary, to which SPC adds a 10% contribution).

Recruitment principles – SPC's recruitment is based on merit and fairness, and candidates are competing in a selection process that is fair, transparent and non-discriminatory. SPC is an **equal-opportunity employer**, and is committed to cultural and gender diversity, including bilinguism, and will seek to attract and appoint candidates who respect these values. Due attention is given to gender equity and the maintenance of strong representation from Pacific Island professionals. If two interviewed candidates are ranked equal by the selection panel, preference will be given to the **Pacific Islander**. Applicants will be assured of complete confidentiality in line with SPC's private policy.

Application procedure

Closing date: 15 June 2025 – 11:00 pm (Noumea time)

Job Reference: CR000420

Applicants must apply online at <http://careers.spc.int/>

Hard copies of applications will not be accepted.

For your application to be considered, you must provide us with:

- an updated resume with contact details for three professional referees
- a cover letter detailing your skills, experience and interest in this position
- responses to all screening questions

Your application will be considered incomplete and will not be reviewed at shortlisting stage if all the above documents are not provided.

Applicants should not attach copies of qualifications or letters of reference.

Please ensure your documents are in Microsoft Word or Adobe PDF format.

SPC does not charge a fee to consider your application and will never ask for your banking or financial information during the recruitment process.

Screening questions (maximum of 2,000 characters per question):

1. Describe a time you co-designed an organization restructuring or process optimization initiative in a resource-constrained environment. How did you adapt global best practices to local context? What measurable impact did this have on operational efficiency or financial stability?
2. In transformation efforts, conflicts often arise between leadership priorities and staff/community needs. Give an example where you mediated such a conflict while ensuring the change remained inclusive and values-driven (e.g., equity, transparency). How did you reconcile competing demands, and what was the outcome?
3. Organizational resilience requires embedding long-term behavioural change. Share how you've institutionalized adaptability (e.g., agile mindsets, continuous improvement) after a transformation initiative. What structures or mechanisms did you put in place to ensure sustainability?