



**SPREP**  
Secretariat of the Pacific Regional  
Environment Programme



10th Pacific Islands Conference

**NATURE CONSERVATION  
AND PROTECTED AREAS**

*Nature Conservation Action for a Resilient Pacific*

APPLICANT INFORMATION PACKAGE  
**Project Support Officer, Sustainable Waste Actions in the**  
**Pacific**  
**(PSO,SWAP)**

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## A. Background Information on SPREP

The *Secretariat of the Pacific Region Environment Programme* (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 over 100 staff. There are SPREP offices in Fiji, Republic of the Marshalls Islands and Vanuatu as well as SPREP Officers stationed in Solomon Islands.

SPREP has an annual budget of approximately USD37 million in 2020.

The establishment of SPREP in 1993 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 to Pacific island countries and territories 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 and Futuna;

and 5 'metropolitan' member countries:

- Australia,
- France,
- New Zealand,
- United Kingdom and
- the United States of America;

with direct interests in the region.

### ***SPREP Goals and Objectives***

The 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.

SPREP's Pacific and metropolitan members agreed that SPREP's Strategic plan should span 10 years to address critical environmental and related social and governance strategic priorities, which are reflected in the strategy's regional and organisational goals and objectives, as well as in SPREP's core 'Values'.

#### ***Regional Goals***

- **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.

#### ***Organisational Goals***

- **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.

## **SPREP's Values**

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**

## **AFD funded Regional Project: Sustainable Waste Actions (SWAP) in the Pacific**

SPREP has received funding from the **French** Development Agency (**French**: Agence française de développement, AFD) to address waste and pollution issues in selected Pacific Island Countries and Territories

Pacific Island Countries and Territories (PICTs) offer some of the richest areas of biodiversity on the planet. Fragile ecosystems of coral reefs, mangroves, lagoons and tropical forests are found throughout the Pacific Region. These areas, and their island communities, are under increasing pressure from development and growing human population, and the social and economic pressures associated with this growth. Increased populations and urbanisation have led to increased product importation, production, and waste generation. Much of the waste generated through these imported products cannot be managed economically due to issues of small and isolated populations; economic volatility; geographical isolation from large economies; limited institutional, financial and human capacity; and inadequacy of infrastructure to capture and process waste materials. Poor waste management poses risks to the economies of PICTs, as most rely heavily on clean environments for agricultural and fishery activities and a vibrant tourism industry, therefore polluted and degraded environments pose a significant threat to PICTs.

*The Pacific - AFD Waste Management Programme*, referred to hereafter as Sustainable Waste Actions in the Pacific (SWAP) will address cost effective and sustainable management of waste and pollution. The SWAP project builds on the work undertaken by the previous AFD funded Solid Waste Management Initiative in the Pacific, and will contribute to the regional delivery of the Pacific Regional Waste and Pollution Management Strategy 2016 – 2025 (Cleaner Pacific 2025) and enhances and strengthens parallel initiatives under existing regional waste projects such as SWAP, J-PRISM2 and pipeline projects including the Pacific Ocean Litter Project (POLP) and the GEF7 ISLANDS Project.

The overall objective of SWAP is to “to improve sanitation, environmental, social and economic conditions in Pacific Island Countries and Territories through proper waste management”. The project will address the objective by achieving the project goals geared at developing good practices on waste management in the Pacific Region by helping communities and local authorities develop capacity and institutional mechanisms for targeted waste streams (used oil, disaster wastes, marine debris), and promote sustainable financing mechanisms. It also seeks to provide opportunities to disseminate outcomes across the region through a Community of Practice. The sustainable waste actions will be linked to the conservation of biodiversity, climate change mitigation and adaptation, gender inclusiveness and the health and wellbeing of Pacific island communities.

The project duration is 4 years with a €3 million budget stretched across the region in the following countries: Fiji, Samoa, Solomon Islands, Tonga, and Vanuatu and two French Territories namely: French Polynesia and Wallis and Futuna.

The SWAP project will improve management of the following priority waste streams and mechanisms:

- Used oil
- Disaster waste
- Marine litter
- Sustainable financing

The project will have three technical components:

- Training to build capacity of communities and local authorities to manage used oil, disaster wastes and used oil, and to institute sustainable financing mechanisms;
- Implementation of pilot projects including development of management plans for used oil management and provision of support for infrastructure and logistics to manage the targeted waste streams, and
- Community of Practice which will strengthen engagement with stakeholders and allow dissemination of project outcomes to the wider region.

SWAP project will be successful when all seven (7) Pacific Island Countries have demonstrated a shift from poor to good waste management practices for the targeted waste streams, with flow-on benefits for climate change mitigation and adaptation, biodiversity conservation and the health, prosperity and wellbeing of Pacific communities.

## **The role of the Project Support Officer**

SPREP is seeking to engage a Project Support Officer to provide support and assistance to the management and administration of the SWAP Project.

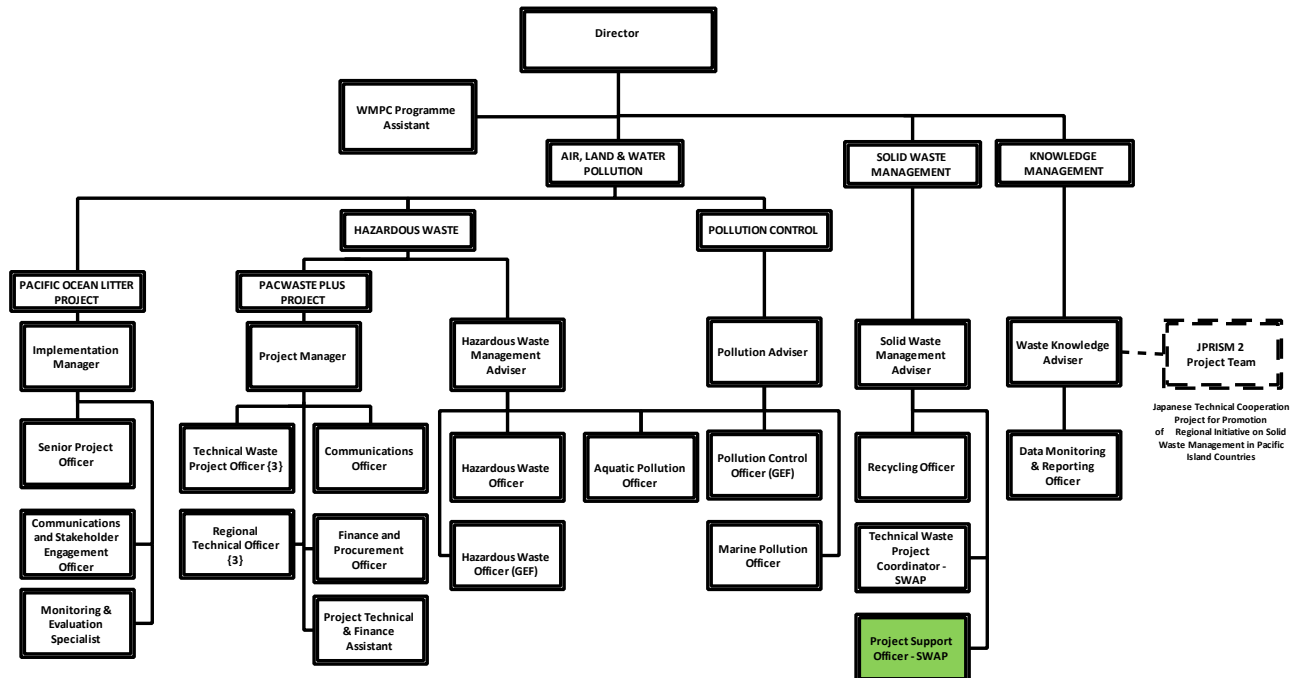
We seek to build the SWAP Project team to ensure that the specified objectives and goals of the project can be effectively and efficiently delivered within the agreed budget and timeline. The successful applicant will work closely with the Technical Advisers in the Waste Management and Pollution Control Programme of SPREP and other regional and sub-regional Project staff of SWAP, J-PRISM and other relevant Project Offices.

Applicants are encouraged to provide specific examples of how their expertise has been developed and utilised in real-world examples.

## B. JOB DESCRIPTION

<b>Job Title:</b>	Project Support Officer, SWAP
<b>Programme:</b>	Waste Management & Pollution Control
<b>Team:</b>	SWAP Project
<b>Responsible To:</b>	Solid Waste Management Adviser
<b>Responsible For: (Total number of staff)</b>	N/A
<b>Job Purpose:</b>	<b>This job exists to:</b> <ul style="list-style-type: none"> <li>Provide project assistance and support in the management and implementation of the SWAP Project</li> </ul>
<b>Date:</b>	April 2020

### Organisation Context



## Key Result Areas

The position of **Project Support Officer, SWAP** addresses the following Key Result Areas:

1. Project management support
2. Project implementation support
3. Logistical, administrative and secretariat support
4. Communications and outreach
5. Project management information system

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

Jobholder is accountable for	Jobholder is successful when
<b>1. Project management support</b> <ol style="list-style-type: none"> <li>a) Assist the SWAP Technical Waste Project Coordinator to provide financial analysis and information on the project's financial status, budget overviews and ensure all relevant project information and financials are up-to-date for the preparation of project financial reports in consultation with the Project Management Unit and SPREP Finance team;</li> <li>b) Compile and ensure all information is up-to-date and available for the preparation of narrative progress reports, project implementation reports and other substantive reports as required for the project</li> <li>c) Assist the Project Coordinator in preparing work plans and budgets for the project;</li> <li>d) Maintain and keep records of all project budget revisions</li> <li>e) Assist with the monitoring and tracking of project progress and delivery of project outputs;</li> <li>f) Assist the Project Coordinator to follow up on audit reports and assist in coordinating responses on issues that may be raised from the audit reports;</li> <li>g) Prepare necessary paperwork, process and follow up payments for project activities;</li> <li>h) Upload and process requests for payments and purchase orders on the Financial Management Information System (FMIS);</li> </ol>	<ul style="list-style-type: none"> <li>• Clear financial overviews of project expenditure are regularly provided to the Project Coordinator</li> <li>• Financial and narrative reports including other required project reports are prepared and submitted to AFD in a timely manner</li> <li>• Project disbursements and expenditures are in line with approved work plan and budget</li> <li>• All payments and other financial requirements of the project are completed on time</li> <li>• Project work plan is current and effective</li> </ul>



<p>i) Maintain a filing system for all invoices, receipts and related documents.</p>	
<p><b>2. Project implementation support</b></p> <p>a) Provide technical assistance and support in implementing project and related activities</p> <p>b) Undertake research and analytical work as required for the project</p> <p>c) Support project workshops, seminars and training including official meetings with partners and stakeholders</p> <p>d) Assist in capacity building, awareness raising and raising the profile of the project through regular communication outputs</p> <p>e) Assist the Project Coordinator in the following:</p> <ol style="list-style-type: none"> <li>Obtain quotations for goods and services as per the SPREP Procurement Manual;</li> <li>Coordinate processes required to evaluate and select service providers</li> <li>Register and file all project contracts, agreements, deliverables/outputs and other related documents;</li> <li>Maintain a register/inventory of all project procured assets and equipment.</li> </ol> <p>f) Verify requests for purchase orders, supporting documents and account codes for validity, accuracy and completeness and prepare timely and accurate purchase orders;</p>	<ul style="list-style-type: none"> <li>• Consultants' work is on time on budget and reported to the Project Coordinator monthly</li> <li>• Project procurements are effectively documented and managed according to SPREP procurement procedures</li> <li>• Effective technical and finance assistance and input is provided to the project to ensure the project implementation is on target</li> <li>• Research work is completed and provides constructive contribution to activities of the project</li> <li>• Reports prepared for project related events and activities are available in a timely manner</li> <li>• Reports and information on any of the project activities are made available on time</li> </ul>
<p><b>3. Logistical, administrative and secretariat support</b></p> <p>a) Organise and arrange all travel requirements of the project in line with SPREP's Travel and Procurement Policies;</p> <p>b) Arrange and organise logistics for all project meetings, visits, workshops and events to ensure all are completed and ready on time;</p> <p>c) Provide administrative and secretariat support to the project and all meetings including the Steering Committee;</p>	<ul style="list-style-type: none"> <li>• All project activities and logistics (including travel arrangements) are organised in an efficient and cost effective manner</li> <li>• Workshops and project activities are well received by stakeholders and government officials, and stakeholders exhibit improved understanding of SWAP and its project components.</li> <li>• Meeting minutes and reports are prepared on time and shared with members of the</li> </ul>

<ul style="list-style-type: none"> <li>d) Set-up, maintain and update project e-filing and record keeping on a regular basis; and</li> <li>e) Prepare meeting notes and reports for project specific and related meetings.</li> <li>f) Assist with organising SWAP Steering Committee meetings, and other project meetings as required.</li> <li>g) Assist with the planning and implementation of WMPC events as required (e.g. Clean Pacific Roundtable).</li> </ul>	<p>Steering Committee, Director, WMPC and staff</p> <ul style="list-style-type: none"> <li>• An effective project filing system and record keeping are up to date and accessible to the project team and WMPC staff</li> <li>• Project logistics and administrative activities comply with SPREP policies and processes</li> </ul>
<p><b>4. Communications and outreach</b></p> <ul style="list-style-type: none"> <li>a) Set up a project webpage on the SPREP website in consultations with the IT team and Communications Officer;</li> <li>b) Maintain and update information on the SWAP Project webpage, develop webpage content materials based on project outputs and deliverables</li> <li>c) Liaise closely with the SPREP Communications team in carrying out project communication and outreach activities</li> <li>d) Contribute to the preparation of media releases and communication materials to raise the profile of the project, key results and achievements;</li> <li>e) Disseminate project knowledge products and information materials;</li> <li>f) Assist in carrying out project communication and outreach activities.</li> </ul>	<ul style="list-style-type: none"> <li>• Project participating countries, and SPREP Senior Management are fully aware of project outcomes and results</li> <li>• Project outputs and results are widely disseminated through the website and other means</li> </ul>
<p><b>5. Project Management Information System (PMIS)</b></p> <ul style="list-style-type: none"> <li>a) Compile project data and relevant information required for updating the PMIS and for the preparation of narrative progress reports, project implementation reports and other substantive reports as required by AFD and SPREP</li> <li>b) Ensure information is correct and accurate before uploading on the PMIS and assist with the monitoring and tracking of project progress and delivery of project outputs</li> <li>c) Review project information on PMIS and report on gaps and issues that need to be addressed</li> </ul>	<ul style="list-style-type: none"> <li>• SWAP Project information on PMIS is accurate and up to date</li> </ul>

d) Ensure follow up on project information gaps so that data on PMIS is relevant and up-to-date	
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### **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 Immediate Supervisor / Director as part of the Performance Development System.

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

## **Work Complexity**

<b>Most challenging duties typically undertaken:</b>
<ul style="list-style-type: none"> <li>• Understanding donor financial and narrative reporting requirements and ensure that these requirements are adhered to</li> <li>• Ensuring SPREP policies on procurement, travel and other related policies are followed</li> <li>• Identifying potential project risks and issues and managing these in an effective and efficient manner</li> <li>• Provision of timely and accurate advisory support and assistance to stakeholders</li> <li>• Communicating materials in a format that is easily understood by stakeholders at different levels</li> </ul>

## **Functional Relationships & Related Skills**

<b>Key internal and/or external contacts</b>	<b>Nature of the contact most typical</b>
<b><i>External</i></b> <ul style="list-style-type: none"> <li>• SPREP member countries</li> <li>• SWAP project national focal points</li> <li>• Project collaborating partners and organisations</li> <li>• Suppliers and Vendors</li> </ul>	<ul style="list-style-type: none"> <li>• Providing and receiving information, advice and assistance</li> <li>• Capacity building</li> <li>• Answer queries</li> <li>• Respond to correspondences</li> <li>• Facilitation and coordination</li> <li>• Reporting and collaboration</li> <li>• Facilitation of travel arrangements</li> </ul>
<b><i>Internal</i></b> <ul style="list-style-type: none"> <li>• SWAP Project Coordinator</li> <li>• SWAP Project Team</li> <li>• WMPC Programme</li> <li>• Finance and Administration Department</li> <li>• Information Services</li> </ul>	<ul style="list-style-type: none"> <li>• Reporting</li> <li>• Receiving and providing financial input</li> <li>• Assistance and Support</li> <li>• Facilitation</li> <li>• Meetings and discussions</li> </ul>

<ul style="list-style-type: none"> <li>Communications and Outreach Team</li> </ul>	<ul style="list-style-type: none"> <li>Coordination and collaboration</li> <li>Facilitation of travel arrangements</li> </ul>
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### Level of Delegation

#### The position holder:

- Has no delegation of authority

### 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 Bachelor degree in Management, Administration, Finance, Accounting or other relevant discipline

#### Knowledge / Experience

##### Essential

2. At least three years relevant practical experience in the administration side of project-related work and/or in a management support role.
3. Excellent research, analytical and reporting skills including strong organisational, office management and problem solving skills and the ability to work with integrity and exercise good sense of judgement, diplomacy and tact within a multi-disciplinary and multi-cultural team environment
4. Excellent knowledge and experience of project environment work, financial and administration systems and processes including procurement and tender works, financial management information systems and databases and appreciation of organisational policies, systems, processes and databases
5. Excellent experience in event organisation including travel arrangements for participants, venue hire, catering and programme logistics as well as ability to multi-task and meet deadlines with minimal supervision, has strong self-motivation and initiative to think outside the box
6. Excellent knowledge of accepted and emerging issues and challenges in administration of a regional project in the Pacific islands region as well as good understanding and appreciation of environmental ethics, values and priorities

7. Excellent communication and diplomacy skills with high command of spoken and written English including demonstrated experience with media, publications, communications and networking with diverse stakeholders ranging from local community members to high-level government officials

## 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"> <li>• English language (spoken and written)</li> <li>• Professionalism</li> <li>• Organisational, public relations and problem solving skills</li> <li>• Interpersonal and communication skills</li> <li>• Research skills</li> <li>• Analytical and conceptual skills</li> <li>• Time management skills</li> </ul>
Advanced level	<ul style="list-style-type: none"> <li>• Understanding of financial and organisational policies and procedures</li> <li>• Diplomacy and tact with ability to apply discretion when handling sensitive and financial information</li> <li>• Computer skills particularly MS Outlook, MS Excel, MS Word, and MS PowerPoint</li> </ul>
Working Knowledge	<ul style="list-style-type: none"> <li>• Accounting practices</li> <li>• Financial and procurement system software</li> <li>• Project management tools and approaches</li> <li>• Waste management issues in the Pacific</li> <li>• Communications and networking</li> </ul>
Awareness	<ul style="list-style-type: none"> <li>• SPREP Strategic Plan 2017-2026</li> </ul>

## 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

## **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

*“Due to the current COVID-19 situation affecting the region, and the priority the Secretariat places on its staff safety, health and well-being, please note that there may be delays in taking up the appointment. There will be an opportunity to discuss this matter thoroughly with the successful candidates and any appointment and on-boarding would only proceed when regional conditions permit the deployment of new staff”.*

**Duty Station:** Apia, Samoa.

**Duration:** Appointment is for a term up to June 2023. There is no expectation of renewal at the end of contract as this is a project specific position.

**Salary:** Remuneration is at Band 8 of SPREP's salary scale for locally recruited staff. Starting salary will be SAT\$45,374 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.

**Term:** Appointment is subject to a satisfactory medical examination and clean police report, as well as a 6 months 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.

**Education Allowance:** Education expenses may be reimbursed against actual receipts for dependent children, to cover up to 75% of the actual costs. Currently the annual allowance is up to a maximum of Samoan Tala \$1,000.

**Annual Leave:** 15 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 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:** SPREP will pay the Samoa minimum legal requirement of basic salary to the Samoa National Provident Fund.

**Overtime:** Locally recruited staff at Band 8 and below may claim overtime or time off in lieu of overtime for the hours they are required to work in excess of their normal working hours. A meal allowance and transport assistance are also available subject to terms and conditions set out in the Staff Regulations.

**Gratuity Payment:** The appointee is entitled to a gratuity payment equivalent to two week's salary, upon successful completion of 2 consecutive 3-year contracts, provided the contract is not extended or renewed. For project positions, upon successful completion of the project.

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

**Transport:** Transport from and to central Apia before and after work is provided.

**Definitions:**

'Dependant' means the financially dependent spouse or dependent child 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.

**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, particularly the Statements to demonstrate you meet the criteria – DO NOT refer us to your CV. Failure to do this will mean your application will not be considered*);
2. A detailed Curriculum Vitae.

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

**Submitting applications:**

- a) **BY EMAIL (MOST PREFERRED OPTION)**: Subject matter to be clearly marked “**Application for Project Support Officer, SWAP**” and send to [recruitment@sprep.org](mailto:recruitment@sprep.org) 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 Project Support Officer, SWAP**”

More Information on SPREP and its work in the region can be found on the SPREP website  
[www.sprep.org](http://www.sprep.org)

For further enquiries, contact Ms Marion Chan Chui on telephone (685) 21929 ext 328 or  
Email: [marionc@sprep.org](mailto:marionc@sprep.org)

**Closing date: Friday, 15<sup>th</sup> May 2020**: Late applications will not be considered.

<b>SPREP is an Equal Opportunity Employer</b>
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