



SPREP

Secretariat of the Pacific Regional
Environment Programme

APPLICANT INFORMATION PACKAGE **HUMAN RESOURCES OFFICER (HRO)**

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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 other SPREP offices in Fiji, the Republic of the Marshalls Islands and Vanuatu.

SPREP has around 150 staff and has an annual budget of approximately USD35 million in 2022.

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	▪ Northern Marianas
▪ Cook Islands	▪ Palau
▪ Federate States of Micronesia,	▪ Papua New Guinea
▪ Fiji	▪ Samoa
▪ French Polynesia	▪ Solomon Islands
▪ Guam	▪ Tokelau
▪ Kiribati	▪ Tonga
▪ Marshall Islands	▪ Tuvalu
▪ Nauru	▪ Vanuatu
▪ New Caledonia	▪ Wallis and Futuna
▪ Niue	

and 5 'metropolitan' member countries with direct interests in the region:

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

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

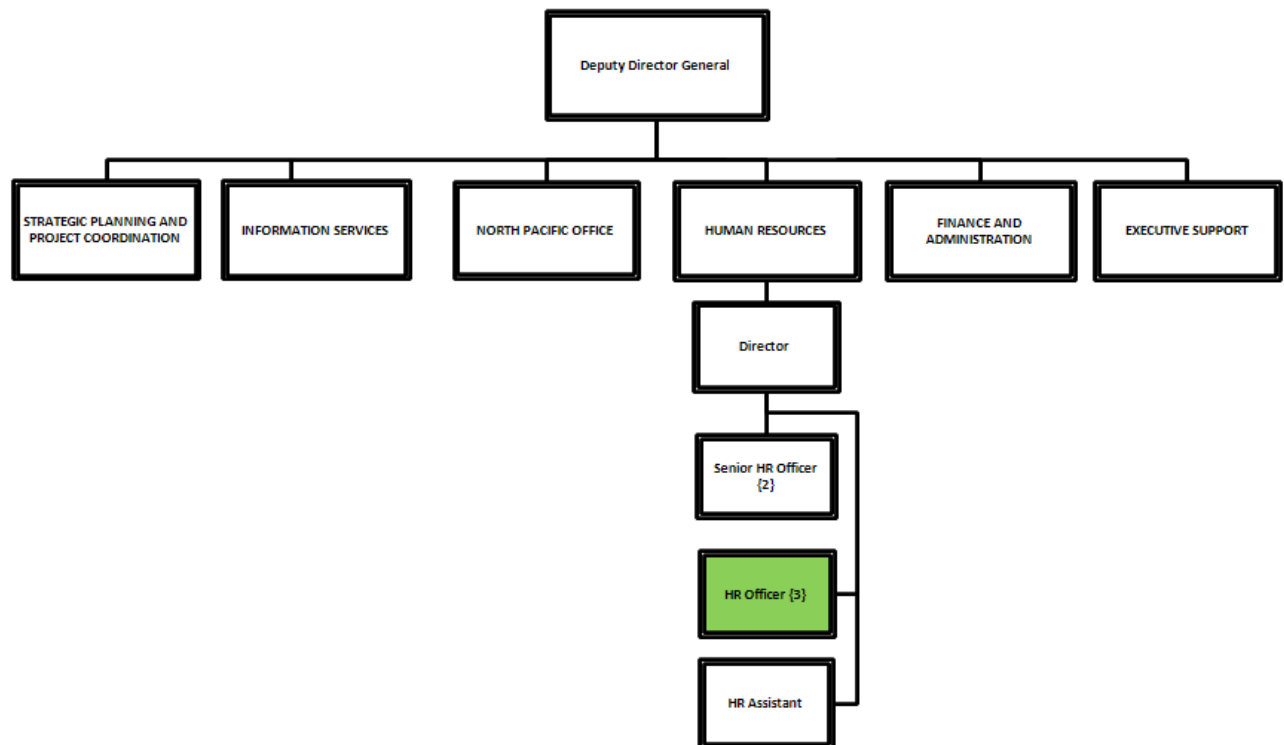
SPREP approaches the environmental challenges faced by the Pacific guided by four simple **Values**. These values guide all aspects of our work:

- We value the **Environment**
- We value our **People**
- We value high quality and targeted **Service Delivery**
- We value **Integrity**

B. JOB DESCRIPTION

Job Title:	Human Resources Officer (HRO)
Department:	Human Resources
Team:	Human Resources
Responsible To:	Director, Human Resources
Responsible For: (Total number of staff)	N/A
Job Purpose:	This job exists to: <ul style="list-style-type: none">• Provide advice, guidance, services and support on Human Resources policies, issues and procedures
Date:	May 2022

Organisation Context



Key Result Areas

The position of **Human Resources Officer (HRO)** addresses the following Key Result Areas:

1. People Strategy
2. Human Resources Advisory & Support
3. Staff Regulations and HR Policies, Systems and Processes
4. Payroll, PayGlobal and Human Resources Information Systems
5. Communications, capacity building and coordination
6. General HR support and administration

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

Jobholder is accountable for	Jobholder is successful when
1. People Strategy <ol style="list-style-type: none"> a) Participate actively in the implementation and activities of the People Strategy b) Provide support and assistance in the implementation of the People Strategy c) Work with relevant People Strategy Outcome Leads to carry out research, implement workplan activities and provide secretarial support to selected Working Groups 	<ul style="list-style-type: none"> • Effective participation in the implementation and activities of the People Strategy • Support and assistance is provided to the implementation of the People Strategy • Research, support to workplan activities and secretarial support is provided effectively to selected Working Groups and respective People Strategy Outcome Leads
2. Human Resources Advisory and Support <ol style="list-style-type: none"> a) Provide advice, assistance and support on the Staff Regulations and all HR policies, systems and processes b) Provide guidance to staff on HR issues and all staffing matters including compliance with HR practices and processes c) Take part and provide guidance in relevant HR policies and processes and other institutional panels and processes requiring HR presence and input d) Ensure risk management principles and practices are integrated into HR policies, processes, systems and activities 	<ul style="list-style-type: none"> • Advice, assistance and support is provided on the Staff Regulations and all HR policies, systems and processes • Guidance and advice are provided on all HR issues and staffing matters • Staff comply with HR policies, practices and processes • Effective input and participation in Recruitment and Selection, procurement processes and other institutional processes • Risk management principles and practices are integrated across all HR policies, processes, systems and activities
3. Staff Regulations and HR Policies, Systems and Processes <ol style="list-style-type: none"> a) Contribute to the development and review of the Staff Regulations, HR policies, systems and processes b) Implement the Staff Regulations and HR policies, systems and processes across the organisation 	<ul style="list-style-type: none"> • Advice and support provided to the Staff Regulations and HR policies, systems and processes implementation, review and development • Staff are aware of HR policies and procedures

<ul style="list-style-type: none"> c) Review, process and provide relevant advice on all staff claims and entitlements in accordance with the Staff Regulations d) Attend to the relocation and repatriation procedures, induction programme and other employment requirements for all staff e) Monitor and advise on the Performance Development System and Process 	<ul style="list-style-type: none"> • Processes are completed in an efficient and effective manner • Staff queries are responded to in a timely manner including relevant guidance and support provided to all staff and partners • Positive feedback from staff is provided regarding advice and services provided • HR guidance is provided in recruitment and selection processes, procurement process and all other • Relocation and repatriation processes, induction programme and all other HR processes are implemented on time
<p>4. Payroll, PayGlobal and Human Resources Information System</p> <ul style="list-style-type: none"> a) Process payroll in an efficient and effective manner b) Ensure the staff and payroll data are up-to-date in PayGlobal c) Assess all claims, advise staff on key payroll issues and prepare the fortnightly and monthly payrolls d) Check that data is correct for fortnightly and monthly payrolls e) Report any irregularities relating to the data and system f) Ensure the PayGlobal system is up to date g) Attend to queries from staff 	<ul style="list-style-type: none"> • The Staff Payroll is processed on time • Staff claims are processed in a timely manner and according to established policies and procedures • PayGlobal is up to date and issues are addressed in a timely manner • Irregularity reports and problems are identified and addressed at the earliest possible • Staff queries are addressed and resolved at the earliest possible opportunity
<p>5. Communications, Capacity Building and Coordination</p> <ul style="list-style-type: none"> a) Communicate all relevant and critical HR information to staff and to the SPREP community b) Ensure all staff are aware of HR policies and processes and all other essential employment issues c) Provide timely advice and information to Finance and all staff on payroll and remuneration issues; d) Develop and circulate the HR Newsletter e) Ensure all essential information on the HR common folder are up-to-date and that regular briefings and programmes are coordinated and carried out for staff information 	<ul style="list-style-type: none"> • Critical and relevant information is relayed to staff on time • Staff refresher sessions are organised, coordinated and delivered to ensure staff have access to up-to-date information on all HR matters • Newsletter is prepared, edited and circulated on a monthly basis • Newsletter is informative, up-to-date and accurate • HR databases are maintained and updated • Effective and efficient support and assistance is provided to the Emergency Response Team

<ul style="list-style-type: none"> f) Carry out HR refresher sessions on all HR matters as part of the in-house staff learning programmes g) Provide support and assistance to the Emergency Response Team in the implementation of the COVID-19 Emergency Preparedness and Response Contingency Plan 	
<p>6. General HR support and administration ;</p> <ul style="list-style-type: none"> a) Provide regular updates to the DHR and Team on the status of the HR processes b) Ensure all relevant records are updated and maintained and all Personnel Files safeguarded and kept confidential at all times; c) Attend to the administration requirements for the HR section including procurement of supplies, travel and other office matters; d) Participate and provide support to other institutional activities that require HR and staff inputs 	<ul style="list-style-type: none"> • Monthly progress updates are provided to DHR and Team • All HR and Staff Records are maintained and safeguarded • Office and administration requirements are implemented in line with established policies and procedures • Active participation and effective support is provided to other institutional processes and activities

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 Plan.

Work Complexity

Most challenging duties typically undertaken:

- Providing effective support and active participation in the activities and implementation of the People Strategy
- Dealing with the HR demands of a diverse multi-disciplinary and multi-cultural workforce
- Ensuring HR policies and procedures are implemented and that staff are aware and comply with them
- Ensuring the payroll is processed efficiently and effectively and that it complies with HR policies and procedures and in accordance with SPREP's staff regulations
- Providing timely advice and support to staff in outposted offices
- Staff issues and official HR correspondences are kept confidential at all times

Functional Relationships & Related Skills

Key internal and/or external contacts	Nature of the contact most typical
External <ul style="list-style-type: none"> Public and Businesses Media outlets HR sections of CROP agencies Private and Public organisations Insurance providers 	<ul style="list-style-type: none"> Advertisement and payments Discussions and information sharing Meetings Business transactions Communications
Internal <ul style="list-style-type: none"> Executive Senior Leadership Team SPREP staff SPREP community 	<ul style="list-style-type: none"> Advice and support Guidance Processing claims Reporting

Level of Delegation

The position holder:

- Can sign off on the HR budget in line with financial delegation for Officers

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. A Bachelor degree in Human Resources / Management / Business Administration or relevant discipline (*Certified qualification and membership from a recognised HR Institute would be an advantage – this includes the Samoa HR Institute and other HR professional bodies in the Pacific region and the CIPD in the UK*)

Knowledge / Experience

Essential

2. At least 3 years extensive experience in Human Resources / Business Management operations, preferably within the Pacific region (***New graduates with no work experience but have lots of energy to be creative and shows lots and lots of initiative are strongly encouraged to apply!***)

3. Excellent knowledge and appreciation of the HR profession and functions in an organisation with experience in HR policies, systems and processes including policy advisory work, strong research and analytical work and understanding of organisational policies, systems, processes and databases
4. Excellent organisational and planning skills with demonstrated ability to exercise good sense of judgment, diplomacy and tact in dealing with diverse sensitive situations and confidential information
5. Good knowledge of current and emerging Human Resources issues and challenges in the Pacific islands region as well as sound understanding and appreciation of environmental ethics, values and priorities
6. Excellent written and verbal communication skills with good command of spoken and written English, high level of presentation and inter-personal skills and networking with diverse stakeholders within a multi-disciplinary and multi-cultural team environment
7. Good understanding and appreciation of team work and performance culture with a positive approach to diverse opportunities and challenges including commitment to continuous learning and development

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"> • HR best practices • Occupational Health and Safety issues • Learning & Development • Organisational Administration • Monitoring and evaluation • People skills • Communications and Public Relations • Reporting
Advanced level	<ul style="list-style-type: none"> • Advisory and analytical skills
Working Knowledge	<ul style="list-style-type: none"> • Recent developments and initiatives in HR
Awareness	<ul style="list-style-type: none"> • SPREP Strategic Plan • SPREP Work Programmes • SPREP People Strategy • Environmental issues in the Pacific islands region • Emerging environmental issues and challenges

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. Under the SPREP COVID-19 Emergency Preparedness and Response Contingency Plan (CV-19EPRCP), all SPREP staff must be fully vaccinated, and vaccination cards must be presented prior to confirmation of appointment”.

Duty Station: Apia, Samoa.

Duration: Appointment is for a term of 3 years with possibility of renewable for a further term(s) based on the needs of SPREP at the time, its funding situation and proven merit and work performance.

Salary: Remuneration is at Band 8 of SPREP's salary scale for locally recruited staff. Starting salary will be SAT46,509 per annum. This will be adjusted to SAT52,322 upon successful confirmation of probation. All positions have been evaluated to reflect the level of responsibilities and level of experience and qualifications required.

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 SAT1,000.

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 dependents are entitled to have all reasonable medical, dental and optical expenses met, under the terms and conditions of the existing SPREP Medical Insurance.

Superannuation: All staff are required to contribute to a Superannuation Fund. 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 by 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.

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:

'Dependent' 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.

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 Human Resources Officer**” and send to 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 Human Resources Officer**”

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

For further enquiries, contact Roger Warren on telephone (685) 21929 ext 325 or Email:
rogerw@sprep.org

Closing date: Friday, 24th June 2022: Late applications will not be considered.

SPREP is an Equal Opportunity Employer
