



APPLICATION INFORMATION PACKAGE  
**Project Implementation Officer (PIO)**

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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 130 staff. There are SPREP offices in Fiji, the Republic of the Marshalls Islands and Vanuatu.

SPREP has an annual budget of approximately USD30 million in 2021.

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**

## **PROJECT COORDINATION UNIT (PCU)**

The overall mission of the PCU is to support SPREP to provide high quality project development and management support for the benefits of its Members, and deliver on SPREP's role as an Accredited Entity / Regional Implementing Entity (RIE) for the Green Climate Fund (GCF) and Adaptation Fund (AF). The PCU manages the following work streams:

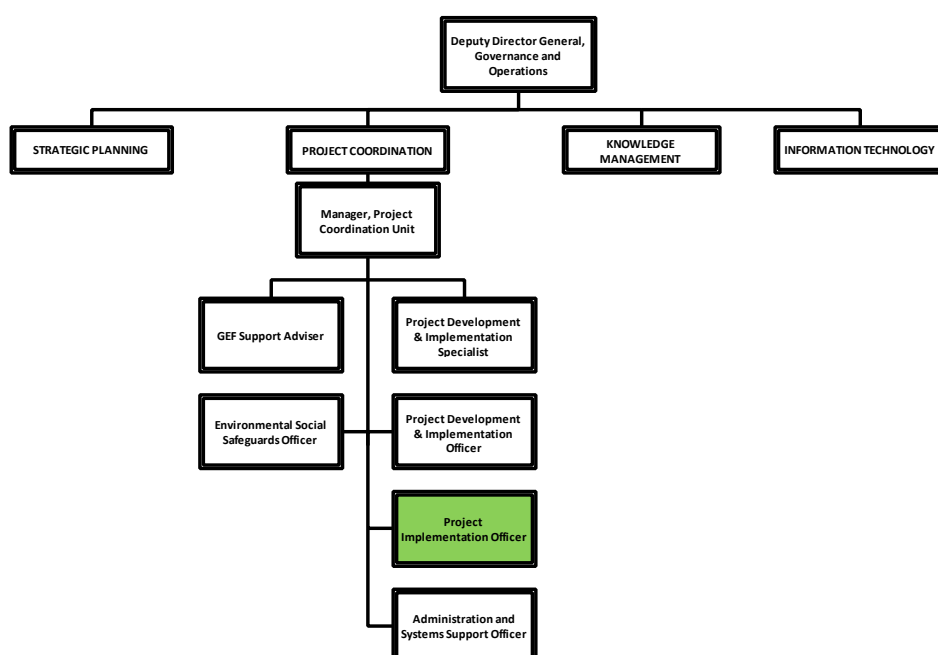
- i. Effective delivery as an accredited entity for the Green Climate Fund and Adaptation Fund.
- ii. Effective project development and implementation of projects for the Green Climate Fund, Adaptation Fund and Global Environment Facility.
- iii. Provide strategic support to Members' engagement with the Global Environment Facility (GEF).
- iv. Leadership, guidance, advice and support to SPREP Programmes / Projects on project design, development and implementation.
- v. Ongoing strengthening and operation of SPREP's internal policies, procedures and systems, and overall capacity relating to the project cycle management and portfolio management.

To achieve these, the PCU is required to undertake negotiations and decision-making on behalf of SPREP as an accredited entity; work in a collaborative, cross cutting manner with other SPREP technical programmes and departments; as well as engage and work closely with a range of stakeholders including SPREP Member countries, Donors, international and regional entities, and public and private sectors.

## B. JOB DESCRIPTION

<b>Job Title:</b>	Project Implementation Officer (PIO)
<b>Department:</b>	Governance and Operations (GO)
<b>Team:</b>	Project Coordination Unit (PCU)
<b>Responsible To:</b>	Manager, PCU
<b>Responsible For: (Total number of staff)</b>	None
<b>Job Purpose:</b>	<p><b>This job exists to:</b> Manages SPREP's Readiness Portfolio and supports the implementation of PCU's project portfolio. This includes:</p> <ul style="list-style-type: none"> <li>• Undertake the development and implementation of Readiness and Preparatory Support projects.</li> <li>• Undertake project implementation activities including project management, building partnerships, ensuring compliance and quality assurance.</li> <li>• Support PICs in the implementation of priority projects / programmes.</li> </ul>
<b>Date:</b>	December 2021

### Organisation Context



## Key Result Areas

The position of **Project Implementation Officer (PIO)** addresses the following Key Result Areas:

1. Project implementation and management
2. Project planning and development
3. Networking, partnerships and collaboration
4. Project and financial management support and reporting
5. Reporting and capacity building

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

Jobholder is accountable for	Jobholder is successful when
<b>1. Project implementation and management</b> <ol style="list-style-type: none"> <li>a) Manage the implementation of Readiness and Preparatory Support projects, in partnership with the Readiness Adviser and Member Countries,</li> <li>b) Perform the function of the Implementing Entity Task Manager for nominated GCF &amp; AF Projects on projects under implementation, working closely with the executing agency project management unit (PMU) to ensure projects are implemented as per Donor and IA requirements including:</li> <li>c) Contribute to the management of the Project Funded Activity Agreement (FAA) between SPREP and donors <ul style="list-style-type: none"> <li>• Provide support to the Manager PCU and Project Development &amp; Implementation Specialist in managing the Executing Entity Partner Agreement as the IA Task Manager</li> <li>• Ensure all project documentation including project results and deliverables are of high standards and in line with donor and SPREP requirements</li> <li>• Monitor project implementation as per reporting requirements under the FAAs</li> <li>• Assist the Executing Entity (including SPREP Programmes) PMUs in the monitoring, reporting and evaluation of projects</li> <li>• Provide guidance to PMUs to finalize annual /progress reports for PRMG screening</li> </ul> </li> </ol>	<ul style="list-style-type: none"> <li>• Readiness programmes are funded, and implementation progressed</li> <li>• Projects are implemented effectively through the management, guidance and advice provided by the Task Manager</li> <li>• Project implementation are on track and achieving deliverables as planned within timeframes and budgets</li> <li>• Reporting requirements are undertaken as per FAA</li> <li>• SPREP's project management systems, policies and procedures are updated in-line with international best practice in project management</li> <li>• Project documents, results and deliverables are of high-quality standards as per Donor and SPREP requirements</li> <li>• PMU annual and progress reports are completed and submitted to PRMG as scheduled</li> <li>• Project progress reporting are submitted on time to the Donors</li> <li>• Project execution are in compliant to Donor and SPREP processes, procedures, policies and systems</li> </ul>

<ul style="list-style-type: none"> <li>• Assist project management units to execute projects as per SPREP and Donor processes, procedures, policies and systems</li> <li>• Oversight financial management and reporting.</li> </ul> <p>d) Lead stakeholder engagement in the implementation of projects as required</p> <p>e) Work with the Manager, PCU to ensure the SPREP systems, policies and procedures align to best practice for project management including alignment to Donor requirements for implementing entities</p> <p>f) Support the Manager PCU and Project Development &amp; Implementation Specialist (PDIS) to coordinate midterm and terminal reviews and evaluation for projects assigned under the position's responsibility</p> <p>g) Provide advice to SPREP Programmes and staff on project implementation policies as required</p>	
<p><b>2. Project planning and development</b></p> <p>a) Work with the Readiness Adviser to develop Readiness and Preparatory Support proposals as required by Countries.</p> <p>b) Support the PCU Team to design, develop, provide technical advice and assistance on priority projects for submission to Donors (primarily, GCF, AF &amp; GEF).</p>	<ul style="list-style-type: none"> <li>• Readiness and Preparatory Support projects are developed as per GCF guidelines and submitted for approval</li> <li>• SPREP pipeline of projects developed with appropriate documentations for PRMG and SLT discussions</li> <li>• Project concept notes /proposals developed with clear implementation /execution plans</li> </ul>
<p><b>3. Networking, partnerships and collaboration</b></p> <p>a) Establish and maintain relationships with partners and donors to access financial support</p> <p>b) Develop and maintain relationships with Members to support the implementation of projects</p> <p>c) Support the Manager and PDIS to ensure that SPREP is up to date with donor and funding landscape and provide advice of any anticipated changes, risks or opportunities that may arise during project implementation as a result of changes to donor and funding policies</p> <p>d) Assist in updating the SPREP engagement strategy with donors and partners</p>	<ul style="list-style-type: none"> <li>• Relationships with partners and donors strengthened</li> <li>• Projects are implemented /executed with Members' inputs</li> <li>• Regular briefs are provided on policy changes, if any, including potential impacts of these changes to project implementation</li> <li>• Engagement strategy updated as per Donor and partner situation /opportunities</li> </ul>



<p><b>4. Project and financial management support and reporting</b></p> <p>a) Contribute to ensuring that projects are implemented in accordance to SPREP and donor policies</p> <p>b) Support the Manager, PCU to implement the SPREP ESS Screening process and assist Programmes and the PRMG to make recommendations to SLT on project progress including issues that require the attention of SPREP as an implementing agency</p> <p>c) Work with PCU Team and SPREP Programmes in updating the PMIS and promote the effective use of the system</p>	<ul style="list-style-type: none"> <li>• Projects implemented /executed and are compliant to SPREP policies as per accreditation requirements</li> <li>• SPREP ESS screening process and as an implementing agency functions are effective and efficient</li> <li>• PMIS updated for projects managed by the PCU</li> </ul>
<p><b>5. Reporting and capacity building</b></p> <p>a) Provide guidance and plans for SPREP staff and Members on the implementation of GCF and AF (and other donors) projects</p> <p>b) Contribute to the capacity building priorities of SPREP staff and Members on project implementation / execution</p> <p>c) Provide updates / regular reports on progress against the SPREP project pipeline and project implementation</p> <p>d) Provide updates / project reports for PRMG screening and recommendation to SLT on addressing any issues that may arise from project implementation /execution</p>	<ul style="list-style-type: none"> <li>• Guidance on implementation /execution requirements provided as required</li> <li>• Training provided to SPREP staff and PIC members on the implementation /execution of projects</li> <li>• Projects in the pipeline progressed and project implementation on schedule</li> <li>• PRMG updated on project implementation status</li> </ul>

### **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 Supervisor/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:

- Consultation with and advice to national government stakeholders on climate change priorities and opportunities in line with GCF (and other donor) requirements.
- Technical design and implementation of projects based on research, consultation and expert advice (project planning, technical, social including gender mainstreaming), and financial advice and judgement.
- Securing funding and resources to effectively and efficiently implement projects
- Provide advice on project implementation /execution particularly on SPREP's functions as an implementing agency

### Functional Relationships & Related Skills

Key internal and/or external contacts	Nature of the contact most typical
<b>External</b> <ul style="list-style-type: none"> <li>• SPREP Members</li> <li>• Donors / Partners</li> <li>• Professional / Scientific organisations</li> <li>• Regional / International organisations</li> </ul>	<ul style="list-style-type: none"> <li>• Advice and assistance</li> <li>• Consultations and collaboration</li> <li>• Negotiations Fundraising</li> <li>• Capacity Building</li> <li>• Communications and reporting</li> </ul>
<b>Internal</b> <ul style="list-style-type: none"> <li>• Executive</li> <li>• Project Manager and Project Team</li> <li>• All SPREP Staff</li> <li>• SPREP Legal Counsel</li> <li>• Communications and Outreach Adviser</li> <li>• Finance and Administration Department</li> </ul>	<ul style="list-style-type: none"> <li>• Advice and support</li> </ul>

### Level of Delegation

#### The position holder:

- Does not manage an operational budget
- Can seek funding opportunities for work programme activities
- manages and has oversight of Readiness Project budgets

## 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 project management, environmental sciences, climate change, international development, social sciences or relevant field.

### Knowledge / Experience

#### Essential

2. At least 5 years of experience in the development and implementation of international development projects, preferably with a climate change mitigation, adaptation and resilience focus.
3. Demonstrated experience in project management including the implementation and monitoring of programmes / projects against project log frames, budgets, risk plans, monitoring and evaluation plans, gender action and environmental and social safeguard management plans.
4. Knowledge of climate change and environmental issues in the Pacific island context, including key emerging issues and challenges, with an understanding of regional policy and strategic frameworks.
5. Excellent written and verbal communication skills including high level of presentation and inter-personal skills, strategic collaboration and networking with donors and partners with demonstrated experience in developing and maintaining effective relationships with a diverse group of people and as part of a team within a multi-disciplinary and multi-cultural working environment.
6. Demonstrates initiative and ability to think outside the box in dealing with multiple tasks and demanding deadlines as well as excellent understanding and appreciation of environmental ethics, values and priorities within the workplace

## 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>• Analytical skills</li><li>• Environment knowledge</li><li>• Project implementation, monitoring and evaluation</li><li>• Synergies and linkages with key multilateral environmental agencies</li></ul>
Advanced level	<ul style="list-style-type: none"><li>• Climate change issues in the Pacific islands region</li><li>• Emerging environmental issues and challenges</li><li>• Inter-cultural communications, preferably in the Pacific region</li><li>• Multi-disciplinary teamwork.</li><li>• Framework for Resilient Development in the Pacific</li></ul>
Working Knowledge	<ul style="list-style-type: none"><li>• General management principles</li></ul>
Awareness	<ul style="list-style-type: none"><li>• SPREP Strategic Plan</li><li>• SPREP Performance Implementation Plan</li><li>• SPREP Work Programmes</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 of 3 years only in line with the project time frame. Any possible extension beyond this timeframe will be subject to confirmation of any project extension, availability of funds and performance during the initial term.

**Salary:** Salary is denominated in International Monetary Fund Special Drawing Rights (SDRs). Remuneration for this post falls within Band 10 of SPREP’s salary scale. Starting salary will be SDR29,499 per annum. This is currently equivalent to Samoan Tala \$112,576 (USD\$46,907) per annum. Upon confirmation of probation, salary will be adjusted to SDR33,186 which is equivalent to SAT126,648 (USD52,770) 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 of SDR4,194 will be paid to the successful candidate. The current equivalent in Samoan Tala is SAT\$16,006 (USD\$6,669) per annum. Upon confirmation of probation, this will be adjusted to SDR4,505 which is equivalent to SAT17,192 (USD7,164) per annum. 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\$2.40

**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 TERMS APPLY:**

**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 dependent(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\$1,749).

**Temporary Accommodation and Assistance:** On arrival in Apia, the appointee and (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.

**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 TERMS APPLY:**

**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\$6,500) per annum per dependent child, with an overall maximum of Samoan Tala \$46,800 (USD\$19,500) per annum per family of 3 or more eligible children.

**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.

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

**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\$2,850 (USD\$1,188) 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\$1,000) 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 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 employees are required to contribute to the Samoa National Provident Fund. An expatriate internationally recruited staff member has the option to nominate another recognised Fund for their superannuation. SPREP will pay the minimum legal requirement of basic salary to the Samoa National Provident Fund or another approved nominated Fund.

### **Learning and Development**

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

### **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.

'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.

## D. 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 Implementation Officer” 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 Implementation Officer”

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 Roger Warren on telephone (685) 21929 ext 325 or Email:  
[rogerw@sprep.org](mailto:rogerw@sprep.org)

**Closing date:** **Friday, 28<sup>th</sup> January 2022**: Late applications will not be considered.

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