

## **REQUEST FOR EXPRESSIONS OF INTEREST (INDIVIDUAL CONSULTING SERVICES)**

**Country:** Federated States of Micronesia

**Project:** Pacific Islands Regional Oceanscape Program – Economic Resilience (PROPER)

**Grant No.:** IDA-E371-FM

**Assignment Title:** Fisheries Management Expert

**Reference No.** (*as per Procurement Plan*): FM-NORMA-450780-CS-INDV

The National Government of the Federated States of Micronesia (FSM) has applied for financing from the World Bank toward the cost of the Pacific Island Oceanscape Program – Second Phase for Economic Resilience and intends to apply part of the proceeds for consulting services.

The consulting services (“the Services”) include providing fisheries technical oversight and expert advice on the FSM PROPER Project in collaboration with the PIU. The Fisheries Management Expert will report to the Project Manager and provide support to the IAs, for an initial one (1) year period commencing in January 2025. This is a full-time position and may be extended based on “satisfactory performance” i.e. satisfactory performance as determined through a performance evaluation against agreed key performance indicators and availability of funds. The position supports the FSM PROPER Project implementation phases of the project.

The detailed Terms of Reference (TOR) for the assignment is on the DOFA website at [dofa.gov.fm](http://dofa.gov.fm) and at the NORMA website at [norma.fm](http://norma.fm).

The FSM National Oceanic Resource Management Authority (NORMA) now invites eligible individuals (“Consultants”) to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services (attach curriculum vitae, copies of degrees and relevant certificates with description of experience in similar assignments, similar conditions, etc.).

The attention of interested Consultants is drawn to paragraph 3.14, 3.16 and 3.17 of the World Bank’s Procurement Regulations for IPF Borrowers dated September 2023 (“the Regulations”), setting forth the World Bank’s policy on conflict of interest.

Further information can be obtained at the address below during office hours 0800 to 1700 hours Pohnpei local time.

Expressions of interest must be delivered in a written form to the address below (in person, or by mail, or by e-mail) preferably by November 15<sup>th</sup>, 2024.

FSM National Oceanic Resource Management Authority

Attn: Mr. OKean Ehmes, PROPER Project Manager

PO Box PS 122 Pohnpei, FM 96941 Federated States of Micronesia

Telephone: (691) 320-2700/5181

E-mail: [okean.ehmes@norma.fm](mailto:okean.ehmes@norma.fm) and copy to [crawford.nimea@norma.fm](mailto:crawford.nimea@norma.fm)

## **FSM Pacific Regional Oceanscape Program – Economic Resilience (PROPER) Project Terms of Reference - Fisheries Management Expert**

### **A. BACKGROUND**

The National Government of the Federated States of Micronesia (FSM) has partnered with the states and several government departments to implement development activities within the FSM.

The FSM Pacific Islands Regional Oceanscape Program – Economic Resilience (PROPER) Project is an FSM Government led Fisheries project where the primary objective is to strengthen the shared management of selected Pacific Island oceanic and coastal fisheries, and the critical habitats upon which they depend, for economic recovery and resilience. The project consists of three key components, namely Oceanic Fisheries, Coastal Fisheries, and Marine Habitats and Waste. Each component focuses on specific activities and interventions aimed at addressing the unique challenges faced in their respective areas.

To support the implementation of FSM PROPER, a Project Implementation Unit (PIU) consisting of a Project Manager, Project Officer and Project Assistant will work in the already established PIU in FSM NORMA. State Coordinators and Project officers addressing communications, monitoring and evaluation (M&E) and safeguards will be part of the team. The FSM PROPER PIU is responsible for coordinating the implementation of the Project with the Implementation Agencies (IAs): FSM Department of Resources & Development (DRD), FSM NORMA, FSM Department of Health & Social Affairs (DHSA), FSM Department of Environment, Climate Change & Emergency Management (DECHEM), Department of Finance and Administration (DoFA) and the States. The PIU will also be responsible for preparing and implementing the Project in accordance with guidelines and regulations as well as the annual work plans and budgets which will detail project activities and eligible expenditures. Additional technical experts in fisheries management, infrastructure, and waste management are to support the PIU.

In order to strengthen project management support to the portfolio of WB-financed projects, a Central Implementation Unit (CIU) has been established under the Investment Finance Unit in the Department of Finance. The objective of the CIU is to provide support to PIUs in the preparation, implementation and reporting of WB-financed projects. The CIU will provide oversight to the FSM PROPER PIU in core cross-cutting functions including financial management, environmental and social risk management, M&E, communications and procurement.

### **B. CORE DUTIES**

The Fisheries Management Expert will provide fisheries technical oversight and expert advice on the FSM PROPER Project in collaboration with the PIU. The Fisheries Management Expert will report to the Project Manager and provide support to the IAs. The scope of responsibility will include:

1. Consult and advise the PIU in the execution of project activities under the three components of the FSM PROPER Project, contributing to the coordination of fisheries activities across FSM States;
2. Provide technical expertise for the appropriate planning, development and implementation of the Project and the timely delivery of project results in a coordinated manner between partners including in the development of project workplans and budgets and refining of activities as needed for effective delivery;
3. Lead in providing fisheries technical input in the TOR development, recruitment and management of consultants contracted to deliver highest quality services to the Project;
4. Support the procurement of the project inputs through review of procurement documents for technical accuracy and quality delivery;

5. Provide input and review of technical reports, including communication materials of the project;
6. Provide input into the project M&E, and provide support in the identification of project issues and recommend and implement solutions to bring the project back on track;
7. Support the PIU to monitor project risks and implement all risk mitigation measures during all project phases;
8. Provide technical support to the PIU in liaising with the implementing agencies of the national government and state governments' implementing agencies and other project partners including stakeholders;
9. Provide inputs, including technical briefs and presentations if relevant, to the Project Working Groups at National and State level;
10. Contribute to consultative and other meetings, workshops and conferences by proposing and preparing agenda topics, identifying participants, preparing documents and presentations;
11. Support PIU in assessing technical, financial, political, operational and management situations on the ground that affect project implementation;
12. Integrate international technical best practices, relevant technologies and tools into project implementation and service delivery and monitor/report on effectiveness of such;
13. Build and maintain partnerships with technical partners to the project and identifying opportunities for collaboration with potential partners at national, subregional and regional level;
14. Consolidate case study reports and lessons learned to support national and regional sharing and scaling of project outputs;
15. Assess project deliverables to recommend and implement actions to sustain capacity building benefits to the Project implementation partners including on-the-job trainings and mentoring of IAs technical staff.
16. Mentoring of national and state level counterparts in effective implementation of fisheries management activities of the project.

## **C. QUALIFICATIONS**

### **Required experience and educational background**

1. Master Degree in Fisheries Management, Marine Science/Studies, Environmental Management or related field with minimum 10 years of relevant experience in fisheries management; OR Bachelors Degree in a related field with minimum 15 years of relevant experience.
2. Four (4) years of experience working in fisheries projects or initiatives funded by bilateral donors or multilateral organizations like WB.
3. Demonstrated knowledge of offshore and nearshore fisheries management such as publications in the fisheries field.
4. Demonstrated experience in provision of technical advice on offshore and nearshore fisheries management projects including delivery of coastal infrastructures;
5. Ability to work in a multicultural team environment.
6. Fluency in English both written and oral.

### **Desirable Qualifications**

1. Experience in related work in the FSM or the Pacific Islands' region;
2. Experience in using data collection and analysis software and tools;
3. Demonstrated experience in mentoring and training of staff of fisheries departments and organizations;
4. Experience leading and/or coordinating consultants and teams.

**D. POSITION DURATION**

The position will be for an initial one (1) year period. This is a full-time position and may be extended based on satisfactory performance and availability of funds under the FSM PROPER Project.

**E. LOCATION**

The position will be located within the FSM DRD but will service the FSM PROPER Working Group comprised mainly of the Project IAs.