



Federated States of Micronesia
National Oceanic Resources Management Authority
P.O. Box PS 122 Pohnpei, FM 96941

REQUEST FOR EXPRESSIONS OF INTEREST

Country: FEDERATED STATES OF MICRONESIA

NAME OF PROJECT: Pacific Islands Regional Oceanscape Program- Second Phase for Economic Resilience: Federated States of Micronesia (FSM PROPER) (P178237)

GRANT NO.: IDA-E3710

ASSIGNMENT TITLE: Technical Waste Expert

REFERENCE NO.: FM-NORMA-450779-CS-INDV

The Government of The Federated States of Micronesia (FSM), represented by the National Oceanic Resources Management Authority (NORMA), has partnered with the World Bank to implement development activities within the FSM and intends to apply parts of the proceeds for consulting services.

The National Oceanic Resources Management Authority (NORMA) is seeking to recruit a Technical Waste Expert to support the Project on a retainer basis and focus on all waste management aspects of the Project. The position will focus on Component 3 of the project, which includes two sub-components. This component addresses impacts of land-based and marine pollution on coastal marine ecosystems, with effects on fish stocks, fisheries, and sanitary conditions.

The detailed Terms of Reference (TOR) for this assignment can be found at the following website: **norma.fm**, on this REOI, and can be obtained at the address given below.

The 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 a curriculum vitae/Resume and cover letter with description of experience in similar assignments, similar conditions. etc.**).

The criteria for selecting the Consultant are:

Minimum Mandatory Requirements:

- University degree (bachelor’s degree or equivalent), in relevant disciplines such as Environmental Science, Environmental Engineering, Environmental Management, Marine Ecology, Fisheries, or related fields.
- A minimum of seven (7) years of experience in program/project development, research, implementation, advising, and/or management of waste management projects or related fields, including diverse types of waste.

- Experience in waste-related projects/programs is required including working on relevant regulations and policies related to waste management, recycling, and pollution prevention.
- Good understanding of life cycle assessment (LCA) methodologies; waste characterization techniques; and waste management infrastructure.
- Experience in producing high-quality documents (technical TOR, guidance notes, editing policy documents, manuals, etc.) is required.
- Ability to work in a multicultural setting with fluency in written and oral English.

Desirable Requirements:

- Knowledge of FSM and experience working with governments and NGOs in FSM or small island countries and/or Pacific Region is a strong advantage.
- Experience working in related projects funded by World Bank or other multilateral agencies.

The attention of interested Consultants (including firms) is drawn to paragraph 3.14, 3.16 and 3.17 of the **World Bank's Procurement Regulations for IPF Borrowers Fifth Edition, 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**. 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, 2025**.

FSM National Oceanic Resources Management Authority
 Attn: Mr. Okean Ehmes, PROPER Project Manager
 P.O. BOX PS 122 Pohnpei, FM 96941
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FSM Pacific Regional Oceanscape Program – Economic Resilience (PROPER) Project

Terms of Reference Technical Waste Expert

A. BACKGROUND

The National Government of the Federated States of Micronesia (FSM) has partnered with the World Bank (WB) to implement development activities within the FSM. The current pipeline portfolio includes projects in the sectors of Energy, Fisheries, Information & Communication Technology (ICT), Public Financial Management strengthening and Maritime and Roads.

The FSM Pacific Regional Oceanscape Program – Economic Resilience (PROPER) Project is a World Bank (WB) financed 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, 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 (FSMDRD), FSM NORMA, FSM Department of Health & Social Affairs (DHSA), FSM Department of Environment, Climate Change & Emergency Management (DECCEM), 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. The technical waste expert will support the Project on a retainer basis and focus on all waste management aspects of the Project.

The Project component whereon the technical waste expert will focus is component 3 that has two subcomponents. This component addresses impacts of land-based and marine pollution on coastal and marine ecosystems, which affect the health of fish stocks and fisheries, as well as sanitary conditions. The component is benefiting from TA support through the WB-executed Pacific Ocean Advisory Program (POAP), that is, technical guidance and inputs into technical documents and support to develop terms of reference, and will support strategic planning for future investments, even beyond the Project.

Subcomponent 3.1. Environmental protection and marine habitat management

This subcomponent includes activities that focus on environmental protection and the management of marine habitats through: (i) environmental awareness campaigns in Chuuk and Yap; (ii) a capacity building program for the Chuuk Women's Council to enable expanded environmental outreach; (iii) pilot restoration of existing dredging sites in Yap State; (iv) an assessment of the Kosrae mooring buoy system, and repairing, upgrading, and expanding the system as required;

(v) procurement of equipment for monitoring of dredging in Chuuk; and (vi) undertaking comprehensive ecological assessments in all states including training, goods and equipment, review, and dissemination of outputs.

Environmental awareness and protection. This subcomponent focuses on shifting community mindsets on environmental management and pollution through awareness campaigns to inform and educate the local population about appropriate waste management. In Chuuk State, the capacity of the Chuuk Women's Council to implement awareness campaigns and expand outreach efforts will be strengthened through a capacity building program for the council. To address the existing damage caused by dredging activities, pilot restoration of dredge sites in Yap will be conducted. The planned efforts will focus on rehabilitating and revitalizing these sites and promoting the recovery and preservation of these habitats and the fish resources they support. Managing the environmental mooring buoy system in Kosrae will ensure the effective monitoring and protection of marine habitats in the state, promoting sustainable use and conservation practices.

Marine habitat data. The Project will build on the Coastal Fisheries SAR by improving data availability through comprehensive ecological assessments in all four states. The last comprehensive ecological assessment was conducted in 2006 and still serves as the baseline for marine environmental health; thus, there is an urgent need to establish new baselines. Comprehensive marine ecological assessments will be carried out using regionally aligned new or revised data collection protocols supported under Subcomponent 2.1 to provide an accurate understanding of critical areas and habitats, identify actions to reverse declines in fisheries production, and inform decision-making for improved management strategies. These assessments will also support Subcomponent 2.1 by providing data to inform evidence-based decision-making for targeted management strategies and will strengthen the legal foundations for sustainable practices and environmental protection. Dissemination of the results of ecological assessments to local fisheries communities and organizations is crucial to provide feedback to local stakeholders to derive the benefits from the data collection efforts.

Subcomponent 3.2. Improvements to waste management

This subcomponent will support improvements to waste management across the states but mostly in Chuuk State; and the provision of equipment to improve the management of hazardous and nonhazardous waste in Kosrae, Yap, and Pohnpei. Activities include: (i) review state waste management strategies, emergency response protocols, and the pollution laws and regulations; (ii) a needs assessment and procurement of equipment for marine waste in Kosrae; (iii) procurement of equipment to manage marine oil and waste at Pohnpei landing sites; (iv) removal and transport of chemicals stored in Yap; (v) TA and goods and equipment to improve Yap solid waste management; (vi) TAs on legislative improvements, infrastructure planning, cost recovery, and waste market creation in Chuuk; (vii) capacity building for staff in waste management and emergency response; and (viii) engagement of a Technical Waste Expert for capacity building and advisory services.

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 assist the FSMPROPER PIU in core cross-cutting functions including financial management, environmental and social safeguards, monitoring & evaluation, communications and procurement.

B. OBJECTIVES

An individual Consultant (retainer) is being sought to assist the PIU in providing technical backstopping support for the PROPER Project to provide quality assurance and technical advice to all waste management activities. The Technical Waste Expert will play a critical technical advisory role and provide punctual input and support in preparing/finalizing proposals and TOR of the assignments, evaluating the proposals submitted by proponents, and supervising the work delivered. In addition, the Consultant will also ensure the high-level technical quality of the deliverables of the activities and provide technical advice to all aspects related to waste management under the Project, including when associated with the infrastructure to be constructed. The Technical Waste Expert would also be expected to work directly with consultants hired in the States for specific activities, to ensure the quality of technical deliverables, and supervise the delivery of the services and activities planned under the PROPER project.

C. SCOPE OF SERVICES

Under the general guidance and supervision of the Project Manager and in coordination with the Department of Environment, Climate Change and Emergency Management and the State environment entities, the critical functions of the Technical Waste Expert could include aspects of the following:

- Analyze scientific literature, policy documents, and industry reports to stay informed about emerging trends, technologies, and best practices in the field, especially as relate to FSM.
- Advise on conceptualizing the activities, bringing in relevant knowledge, examples, and best practices.
- Share and incorporate into project activities depending on their context and needs, information on plans and frameworks in the Pacific region and international policies, regulations, and agreements related to waste management and marine conservation
- Support in analyzing waste management practices, recycling technologies, and circular economy principles to minimize waste generation and promote sustainable consumption and production patterns.
- Provide expert advice and guidance to PROPER consultants on the methodologies, design and implementation of deliverables, and review of and provide comments on their deliverables.
- Support collaborations with National and State government agencies, development entities, academia, NGOs and industry partners to identify priority areas for intervention and recommend evidence-based solutions.
- Identify technical criteria and proposal evaluation guidelines and provide technical support in evaluating the proposals and selecting suitable candidates to implement project activities.
- Assure the high-level technical quality of the activities developed by the PROPER Project and their products.
- Provide strategic input in the discussions among the PIU, IAs and the World Bank.
- Validate from the technical point of view the knowledge products of the project (documents, background papers, analyses, publications, etc.).

- Provide high-quality technical advisory inputs and advice to the Project and IAs on any waste management technical issues and queries as requested from stakeholders to ensure strong buy-in on proposed methodologies related to the project implementation.
- Provide high-level technical input and presentations on assigned topics/activities at meetings, conferences, consultations, and related engagements of governments.
- Technical support to project consultants on data analysis, estimation, calculation, and monitoring tools/ methods for waste management.
- Offer technical expertise and support to partners and stakeholders under the Project that are addressing waste management through capacity-building initiatives, training programs, and educational workshops
- Support the quality assurance of training materials, manuals, and guidelines on waste management and pollution prevention for diverse audiences.
- Support in reviewing the project's progress by gathering and analyzing data on project performance.
- Provide technical support in developing communication materials, including reports, presentations, and social media content, to communicate research findings, policy recommendations, and success stories to diverse audiences.
- Support in arranging and conducting high-level discussions with government, academia, development entities, private sector, and other existing and potential partners.
- Prepare the scope of work of the various activities and detailed Terms of Reference for the waste-related technical deliverables of the project and contribute to incorporate waste considerations into the Terms of Reference for other activities.
- Provide guidance on innovations, new technologies and best practices in the field.
- Develop networks of promising innovators and arrange mentoring and capacity enhancement to prepare them to be highly effective international innovation models.
- Support in planning and implementing community engagements in addressing waste.
- Provide support on development and monitoring of relevant indicators under the Project M&E framework.
- Provide information on latest environmental or waste management data and statistics as they relate to project activities.
- Become familiar with and share with States analysis of available and updated information for FSM States on waste streams including sources, distribution, impacts, and mitigation strategies for such impacts.
- Support to assessments of the ecological, social, and economic risks of waste, including impacts on wildlife, habitats, fisheries, and human health.

D. EVALUATION CRITERIA

CVs of all applicants will be evaluated as follows: all CVs will be scrutinized against the assignment's minimum requirements. The CVs of candidates that meet the minimum requirements will then be scored according to the set scoring criteria. The candidate with the highest score will be invited to negotiate contract. The selected candidate may be interviewed before appointment. Referees of the selected candidate may be contacted to verify prior experience, performance, and character traits.

a) Minimum Requirements:

1. University degree (bachelor's degree or equivalent), in relevant disciplines such as Environmental Science, Environmental Engineering, Environmental Management, Marine Ecology, Fisheries, or related field.
2. A minimum of seven (7) years of experience in program/project development, research, implementation, advising, and/or management of waste management projects or related fields, including diverse types of waste.
3. Experience in waste-related projects/programs is required, including working on relevant regulations and policies related to waste management, recycling, and pollution prevention.
4. Good understanding of life cycle assessment (LCA) methodologies; waste characterization techniques; and waste management infrastructure.
5. Experience in producing high-quality documents (technical TOR, Guidance notes, editing policy documents, manuals, etc.) is required.
6. Ability to work in a multicultural setting with fluency in written and oral English.

b) Desirable Requirements.

1. Knowledge of FSM and experience working with governments and NGOs in FSM or small island countries and/or the Pacific region is a strong advantage.
2. Experience working in related projects funded by World Bank or other multilateral agencies.

E. POSITION DURATION

This is a retainer post (under Framework Agreement) for a 2-year period, that will include select work based (Call-off contracts) on needs of the PROPER Project. Framework Agreement may be extended depending on performance and availability of funding.

F. LOCATION

The position will be a combination of remote work and based within the FSM depending on the specific assignment but services the PROPER Working Groups comprised mainly of the Project Implementing Agencies.