Assistant Secretary, Division of Climate Change (FSM Department of Environment, Climate Change & Emergency Management) Pohnpei [closing date: 11/30/2026]

It is the policy of the FSM Government that qualified FSM citizens is given first priority for employment consideration; with other Micronesian and U.S. citizens utilized in positions for which no qualified FSM citizens are available.

POSITION AND SALARY:
Assistant Secretary, Division of Climate Change
PL-42/1
$1,177.58 B/W + $40 COLA = $1,217.58 B/W

This is the minimum rate at step one of the grade. Higher rates may be authorized in cases of hard-to-fill positions where it is appropriate to the qualification of the appointee.

LOCATION:
Department of Environment, Climate Change & Emergency Management (DECEM)
FSM National Government
Pohnpei Field, FSM 96941

DUTIES (ILLUSTRATION ONLY):

Develop and manage the divisions long and short term plans, annual implementation plans and annual budget; develop and

integrate climate change development policies and strategies that aim to protect FSM’s resources for future generations; plan, implement , monitor and report on FSM international responsibilities and obligations with regards to ratified treaties, conventions, and protocols that are related to climate change; facilitate, advice and support that’s state counterparts and national collaborating partners in the areas of research, technical assistance, capacity building, and public education and awareness; develop or write funding proposal(s) to support that division’s; initiatives for the development of climate change related programs/projects; perform other duties as assigned.

Qualification Requirements:
Graduation from an accredited college or university with a bachelor’s degree in Climate Change, Environment and Natural Resource Management five (5) years of work experience in climate change, environment or related field.

Secure Application Forms From and Return to FSM National Government Personnel Office
or send your application, resume, along with other credentials to the below email address: personnel@personnel.gov.fm

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Program Manager -National Ozone Unit (NOU) (FSM

Department of Environment, Climate Change and Emergency Management (DECEM)) Pohnpei [closing date: 11/30/2026]

It is the policy of the FSM Government that qualified FSM citizens are given first priority for employment consideration; with other Micronesian and U.S. citizens utilized in positions for which no qualified FSM citizens are available.

POSITION AND SALARY:
Program Manager -National Ozone Unit (NOU)
PL-38/1
$954.69 B/W + $40.00 COLA = $994.69 BW

This is the minimum rate at step one of the grade. Higher rates may be authorized in cases of hard-to-fill positions where it is appropriate to the qualification of the appointee.

LOCATION:
Department of Environment, Climate Change and Emergency Management (DECEM)
FSM National Government
Pohnpei Field, FSM 96941

DUTIES (ILLUSTRATION ONLY):

Lead and facilitate trainings/ workshops for refrigeration and Air Conditioning (RAC), Certification of RAC technicians, Customs Officers, Customs Brokers and Importers and other relevant trainings for the Ozone Unit; Assist, collect and analyze data annually for reporting purposes to Ozone Secretariat; monitor and ensure that e-Licensing system for

imports of controlled substances is implemented; assist in monitoring and overall implementation of projects and Activities expenditures and advise on potential issues and appropriate solutions; assist in preparing quarterly expenditures reports; assist in the preparation and review of the workplan(s) for projects; facilitate the exchange of information within and outside of FSM; to develop and/or edit awareness communication and outreach on ozone and ozone-depleting substances (ODS); lead and facilitate planning and preparation with all four states for World Ozone Day; provides logistical support and recommendations required and efficiently carry out official tasks; perform other duties as assigned.

Qualification Requirements:
Graduation from an accredited college or university with a bachelor degree in Environmental Science or related field plus at least two (2) years of work experience in the subject matter field.

Secure Application Forms From and Return to FSM National Government Personnel Office
or send your application, resume, along with other credentials to the below email address: personnel@personnel.gov.fm

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GEF7 National Technical

Coordinator (FSM Department of Environment, Climate Change & Emergency Management) Pohnpei [open until filled]

The Government of the Federated States of Micronesian (FSM) seeks well qualified individuals to fill the position of GEF 7 **National Technical Coordinator,** FSM National Government at the Department of Environment, Climate Change & Emergency Management.

GEF7 National Technical Coordinator:
The National Technical Coordinator's chief role is to provide technical support for all components of the project at the national level, and in particular to overseeing the planning, regulatory and institutional framework for the FSM Sustainable Land Management (SLM) National Action Plan (NAP), State Action Plans (SAPs). He/she will oversee, guide and provide technical oversight to the state technical coordinators in the planning and implementation of the sites, including in particular for overseeing the planning, regulatory and institutional framework for development of Demonstration Site Land Management Plans (DSLMPs), planning and implementation of activities in the demonstration sites, community related aspects, capacity building, knowledge management, gender mainstreaming and M&E. He/she will also be responsible for ensuring project quality and the provision of technical oversight for all project activities and the delivery of its outputs at the National level as well as directly supervise and guide the State Technical Coordinators in the delivery of state level outputs. The National Technical Coordinator will support the work of the Chief Technical

Advisor, technical consultants, and coordinate the activities of all partners and project staff as they relate to the implementation of the project.

Duties & Responsibilities:

- Manage the overall coordination and guidance of the technical aspects of the project, ensuring complementarity of state activities, planning methods and experiences.
- Provide technical support to the FSM Department of Environmental, Climate Change and Emergency Management and the Project Manager (PM) and liaise with and provide technical support to the FSM Department of Resource and Development in Project-related matters
- Laise and coordinate with Regional, National, and State technical and donor partners, networks and initiatives to ensure support is effective and complementary rather than duplicative
- Lead and coordinate the technical inputs from the State Technical Coordinators and directly supervise and mentor them
- Oversee the preparation of the National Action Program (NAP) for combating land degradation prepared for adoption by Government, incorporating indicators, targets and priority actions for achieving Land Degradation Neutrality (LDN) with support for mainstreaming into priority policies, and guide the State Technical Coordinators in the development of the State Action Plans (SAPs). (Output 1.1).
- Oversee the resilience assessments related to land degradation and climate risks (Output 2.2), and guide the State Technical Coordinators in developing protocols for monitoring land degradation and practical guidelines for promoting/ mainstreaming SLM/BD in the agriculture and infrastructure sectors (Output 2.3)

- Steer the SLM training capacity needs assessments for FSM agencies and groups, and support the development of capacity building and training programs for all relevant national and state and community entities, and disadvantaged people (Output 2.4)
- Support the conduct of technical consultations and workshops to community management, financial mechanism for conservation of biodiversity, etc. (Output 3.1).
- Conduct regular Project Planning and Monitoring and Evaluation (M&E) (Output 4.4), including:
- Plan the activities of the project, including budget, ensuring alignment with both Project outputs and indicators and FSM National and State plan priorities, assess major and minor amendments to the project within the parameters set by UNDP-GEF, and prepare revisions to the multi-year work, annual, and quarterly plans if required.

- Assist in inputting project activities and budgeted into the Annual Work Plan and FACE form templates
- Monitor activity progress against the approved work plan, track events as determined in the project monitoring plan, and update plan as required.
- Identify any plan deviations and make course corrections when needed within board-agreed tolerances to achieve results, ensure that changes are controlled and problems addressed, and report progress, measures and opportunities to the Project board
- Perform regular progress reporting to the Project Board as agreed with the board, including measures to address challenges and opportunities.
- Ensure that the indicators included in the project results framework are monitored annually in advance of the GEF PIR submission deadline, and report on progress in the GEF PIR.

- Monitor implementation plans including the gender action plan, stakeholder engagement plan, and any environmental and social management plans;
- Monitor and track progress against the GEF Core indicators.
- Support the Mid-term and Terminal Evaluation process
- Support the Project Manager in carrying out any additional assigned tasks as needed or assigned
- Carry out the responsibilities of the Project Manager as needed in the absence of the Project Manager
- perform other duties as assigned.

Qualification Requirements:

Graduation from advanced University with bachelor's degree in biology, Natural Resource Management, Environment or related field and at least 8 years of Project technical experience, showing a progressive increase in scope and responsibilities; OR a Master's degree and at least 4 years-experience; Demonstrated coordination, project leadership skills, and team-building skills; Demonstrated experience on policy and institutional matters, and technical knowledge on aspects relating to biodiversity conservation and SLM; Familiarity with the goals and procedures of government institutions, including those of UNDP and GEF as it relates to the Project goals and objectives; Availability for extensive domestic travel; and flexible and willing to travel as otherwise required; Self-motivated and able to carry out responsibilities with minimal direction Ability to multi-task and work under pressure to meet deadlines; Demonstrable ability to organize, facilitate, and mediate technical teams to achieve stated project objectives; Familiarity with logical frameworks and strategic planning; Strong computer skills; and Excellent communication and proven writing skills.

Salary: A Salary range from $36,000 to $42,000 per annum based on the applicant qualification and experience.

To Apply: Submit application package, including resume/CV, fully completed FSM National Government application, relevant writing sample (i.e., project report), and cover letter summarizing interest and qualifications by email to the following addresses:

Office of Personnel	Department of Environment, Climate Change and Emergency Management (DECEM)
P.O. Box PS-35	P.O. Box PS-69
Palikir, Pohnpei FM 96941	Palikir, Pohnpei FM 96941
Phone: (691) 320-2618/2642	Phone: (691) 320-8814/8815
Email: personnel@personnel.gov.fm	Email: rachael.nash@decem.gov.fm

The Office of Personnel will be accepting application/resume from today October 9, 2026 until filled.

THE FSM AN EQUAL OPPORTUNITY EMPLOYER

Climate Change Technical

Advisor (FSM Department of Environment, Climate Change and Emergency Management)

It is the policy of the FSM Government that qualified FSM citizens is given first priority for employment consideration; with other Micronesian and U.S. citizens utilized in positions for which no qualified FSM citizens are available.

POSITION AND SALARY:
Climate Change Technical Advisor
PL-42/1
$1,177.58 + $40COLA = $1,217.58B/W

This is the minimum rate at step one of the grade. Higher rates may be authorized in cases of hard-to-fill positions where it is appropriate to the qualification of the appointee.

LOCATION:
Department of Environment, Climate Change and Emergency Management (DECEM)
FSM National Government
Pohnpei, FSM 96941

DUTIES (ILLUSTRATION ONLY):
Provide advice on climate change matters; draft climate change statements for the Secretary and the President during national regional and international climate change meetings; able to fundraise and secure funds and assist in developing climate change projects; assist in the preparation of the national GHG inventory, vulnerability and adaptation assessment and preparation of national communications and other climate change reports; demonstrate ability to engage with stakeholders

including government officials, scientific institutions, non-governmental organizations/civil society and private sector; Familiarity with international negotiations and possess under the UNFCCC; performs other duties as assigned.

Qualification Requirements:
Graduation from a recognized college or university with a degree in Environment Management or related field minimum of five years of work experience in environment or related work experience within the FSM or the region.

Secure Application Forms From and Return to FSM National Government Personnel Office or send your application, resume, along with other credentials to the below email address: personnel@personnel.gov.fm

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Project Finance & Administrative Assistant (FSM Department of Environment, Climate Change & Emergency Management (DECEM)) Pohnpei

[open until filled]

The Government of the Federated States of Micronesian (FSM) seeks well qualified individuals to fill the position of **Project Finance & Administrative Assistant,** FSM National Government at the Department of Environment, Climate Change & Emergency Management.

Duties & Responsibilities:

Report and facilitate advance requests to IUCN for the provision of financial resources, using the Fund Authorization and Certificate Expenditures (FACE) form; Prepare and submit requests for direct payments and reimbursements to IUCN; Responsible for project budget monitoring and revision; Prepare project financial reports and furnish to the project Steering Committee and IUCN, as required; Facilitate, guide and monitor the financial aspects of the national PMU and state-based agencies; Establish and maintain an expense ledger for the Project; Maintain an inventory file to support purchases of all equipment/assets for the Project; Manage all activities of the Project, within the agreed budget, to achieve the expected outputs of the project, in consultation with the DECEM; Update and share financial activities/output/outcome progress with DECEM and IUCN, likely key challenges/risks and proposed way forward if and when necessary; Facilitate payment and acquittals as per yearly procurement plans for the Project in line with the activities indicated in the Project Annual Work Plans; Liaise with national government departments and State based agencies to ensure adequate financial monitoring and acquittal of advances/payments; Work to continuously improve systems and procedures to enhance internal controls to satisfy audit requirements; Prepare monthly project account reconciliation statements; Document and share records of meetings, decisions and actions, as required. Check and ensure all expenditures of

the Project are in accordance with FSM/ IUCN/GEF guidelines; Ensure support is provided in organizing Steering Committee and other relevant events/meetings; Prepare and submit financial reports from the Department of Finance, as required; Submission of payment requests to ensure timely implementation of project activities; Planning and implementation of project activities, monitoring progress against approved work plans and indicators in the results framework and day-to-day management; Managing the organization, work plans, programs and activities, as well as progress and financial reporting to Project Steering Committee and IUCN; Oversee, in cooperation with the national and state technical coordinators, project Monitoring & Evaluation (M&E) activities, as well as Knowledge Management (KM) initiatives; Assist with other Project related activities, where required. These may include planning for meetings, local and national consultations, trips and other project related activities; and assist in ensuring the Project is executed in a timely and appropriate manner.

Qualification Requirements:

Graduation from advanced University with a Bachelor's degree in management, administration, economics, environment or closely related field or equivalent work experience; At least three (3) years of experience in financial management, preferably working with the FSM National financial systems; Experience dealing with national experts and international institutions is an added advantage; Exposure to environmental issues or biodiversity desirable, but not required;Be fully computer literate with Microsoft Office Programs;Experience in providing a streamlined financial service role to a project management team, including experience in developing and delivering financial reports; Familiar with financial and procurement process within IUCN; Demonstrated initiative in carrying out his/her duties and ability to work independently to tight deadlines; and Ability to

operate standard office equipment and familiarity with principles of accounting and office practices are essential.

Salary: Salary will be determined through negotiation and will be based on the applicant’s qualifications and experience.

To Apply: Submit resume or application by mail to the following addresses:

Department of Environment, Climate Change & Emergency Management (DECEM)
P.O. Box PS-69
Palikir, Pohnpei FM 96941
Phone: (691) 320-8815
Email: darla.yatilman@decem.gov.fm

Office of FSM Personnel
P.O.Box PS-35
Palikir, Pohnpei FM 96941
Phone: (691) 320-2618/2642
Email:personnel@personnel.gov.fm

The Office of Personnel will be accepting application/resume from today April 17, 2026 until filled.
THE FSM AN EQUAL OPPORTUNITY EMPLOYER

Chief Technical Advisor (FSM

Department of Environment, Climate Change & Emergency Management (DECEM)) Pohnpei [open until filled]

The Government of the Federated States of Micronesian (FSM) seeks well qualified individuals to fill the position of **Chief Technical Advisor** at the Department of Climate Change & Emergency Management (DECEM).

Duties & Responsibilities:

- Provide technical support to the PMU and national partners in achieving joint project activities, ensuring alignment with project objectives and standards.
- Advise IUCN on project progress, necessary changes, improvements, and initiatives to capitalize on project opportunities.
- Support cooperation and dialogue with relevant national and international initiatives, including the BGI-IP, to create synergies and enhance the impact of project activities.
- Advise on specific project matters based on technical expertise and project objectives.
- Prepare Terms of Reference (ToRs) for technical activities and technical consultancies, including the preparation of technical documents, plans, studies, etc.
- Follow up on technical activities and consultancies, ensuring timely implementation and quality delivery.
- Review and validate technical documents prepared under the Project, ensuring accuracy, relevance, and alignment with project objectives.

- Perform other duties as assigned.

Qualification Requirements:

Graduation from advanced University with a Master's degree in conservation, sustainable development, economics, public policy, natural resources management, social sciences or related field. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. A minimum of fifteen years of progressively responsible experience in project or programmed management, technical advisory roles, policy-oriented work in a broad range of sustainable development issues, with a focus on natural resources management. Demonstrated expertise in providing technical support and advisory services in relevant areas, including biodiversity conservation, ecotourism, and sustainable development. Strong analytical skills and ability to provide strategic guidance and recommendations based on technical expertise and project objectives.Language: English and French are the working languages of the UN Secretariat. For the post advertised, fluency in oral and written English and French is required. Knowledge of another UN official language is an advantage.

Salary: Salary will be determined through negotiation and will be based on the applicant's qualifications and experience.

To Apply: Submit resume or application by mail to the following addresses:

Department of Environment, Climate Change & Emergency Management (DECEM)
P.O.Box PS-35
P.O. Box PS-69
Palikir, Pohnpei FM 96941

Office of FSM Personnel

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THE FSM AN EQUAL OPPORTUNITY EMPLOYER