

# **Fisheries Observer Debrief (FSM National Oceanic Resource Management Authority (NORMA)) Pohnpei [closing date: 6/7/2026]**

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:**

### **Fisheries Observer Debrief**

PL-28/1

\$609.71 B/W + \$40.00 Cola = \$649.71B/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:**

National Oceanic Resource Management Authority (NORMA)

FSM National Government

Palikir, Pohnpei FM 96941

## **DUTIES (ILLUSTRATION ONLY):**

Ensure data quality assessments and evaluation tasks are completed for all NORMA fisheries observers upon completion of duty trips and prior to filing out trip reports for NORMA including filing, logging and data entry into the Observer Placement Module of the NORMA IMS and provide monthly reports to

the Observer Coordinator and AD; ensure observers are briefed on any new regulation, obligation or procedure prior to each trip; identify and address data collection errors through direct consultations/ debriefing sessions with each observer upon completion of trips; oversee and manage the retrieval of all information collected during observer trips for data entry and processing requirements including electronic technology tools; assess the work performance and quality of data collected by all observers and report all incidents, especially sensitive issues that require immediate attention or disciplinary actions; participate in other regional observer trainings in accordant with the PIRFO standards; participate in fisheries research cruises in the FSM EEZ on regional cruises; and other perform other duties as assigned.

**QUALIFICATION REQUIREMENTS:**

University degree or experience in Fisheries Science or related field desirable and hold a PIRFO certification. At least 5 years Fisheries observer experience and experience in Pacific Island administrations is desirable.

*Secure Application Forms From and Return to FSM National Government Personnel Office or send your application to email address [personnel@personnel.gov.fm](mailto:personnel@personnel.gov.fm)*

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# **Electronic Monitoring (EM) Manager ( FSM National Oceanic**

# **Resource Management Authority (NORMA) Pohnpei**

The Government of the Federated States of Micronesia (FSM) invites qualified candidates to apply for the position of **Electronic Monitoring (EM) Manager** at the **National Oceanic Resource Management Authority (NORMA)**.

## **Duties & Responsibilities:**

Development and execution of the scaling strategy from FSM's EM program that meets all commitments; In conjunction with other relevant NORMA staff, coordinate draft and update NORMA policies and protocols that support the implementation of the FSM EM program; Management and implementation of EM systems, EM support platforms and databases including EM data and other electronic data; including EM data originating from multi-zone trips; Recruitment, training, and management of program staff, including EM data analysts; Development and management of budget including cost-recovery scheme as appropriate for the EM program; Responsibility for developing and implementing work plan including all day-to-day program procedures and operations, including on-vessel, dockside, and the data review center (DRC); Coordination of the EM Program development, implementation, and management with domestic stakeholders, including the FSM Department of Justice to support effective fishery management; Coordination of FSM's EM Program with regional & global stakeholders, including to FIMS Inc., Parties to the Nauru Agreement Office, Forum fisheries Agency, Western and Central Pacific Fisheries Commission, and Pacific Community (SPC); Development and management of contracts with private sector vendors, as necessary; Liase with the industrial fleet to provide feedback on any EM related issues identified concerning EM systems functioning and other matters as required; Perform

other duties as assigned and reports directly to the Assistant Director Fisheries Science Division.

**Qualification Requirements:**

Graduation from an accredited college or university with a Bachelor's degree in Marine Science, Fisheries Management, or a related field, with at least 3-5 years of experience managing fisheries or electronic monitoring programs

**Salary:** A salary of \$1,346.15 bi-weekly plus COLA.

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

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|---|---|
| Office of Personnel<br>Oceanic Resource Management Authority                      | National  |
| P.O. Box PS-35<br>PS122   | P.O.Box   |
| Palikir, Pohnpei FM 96941   | Palikir, Pohnpei FM<br>96941                            |
| Phone: (691) 320-2618/2642  | Phone:<br>(691)320-2700/5181                            |
| Email: <a href="mailto:personnel@personnel.gov.fm">personnel@personnel.gov.fm</a> | Email: <a href="mailto:norma@mail.fm">norma@mail.fm</a> |

The Office of Personnel will be accepting application/resume from March 3, 2026 until filled.

**THE FSM AN EQUAL OPPORTUNITY EMPLOYER**

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# **Electronic Monitoring (EM) Program Manager (FSM NORMA) Pohnpei [Open until filled]**

The Government of the Federated States of Micronesia (FSM) seeks a well-qualified individual to fill a position for **Electronic Monitoring (EM) Program Manager** at National Oceanic Resource Management Authority, FSM National Government, Palikir, Pohnpei 96941.

## **Duties & Responsibilities:**

1. Development and execution of the scaling strategy for FSM's EM Program that meets all commitments;
2. In conjunction with other relevant NORMA staff, coordinate draft and update NORMA policies and protocols that support the implementation of the FSM EM Program;
3. Management and implementation of EM systems, EM support platforms and databases including EM data and other electronic data; including EM data originating from multi-zone trips;
4. Recruitment, training, and management of program staff, including EM data analysts;
5. Development and management of the budget including cost-recovery scheme as appropriate for the EM program;
6. Responsibility for developing and implementing all day-to-day program procedures and operations, including on-vessel, dockside, and the data review center (DRC);
7. Coordination of the EM Program development, implementation, and management with domestic stakeholders, including the FSM Department of Justice to support effective fishery management;

8. Coordination of FSM's EM Program with regional & global stakeholders, including the FIMS Inc., Parties to the Nauru Agreement Office, Forum Fisheries Agency, Western and Central Pacific Fisheries Commission, and Pacific Community (SPC);
9. Development and management of contracts with private sector vendors, as necessary;
10. Liase with the industrial fleet to provide feedback on any EM related issues identified concerning EM systems functioning and other matters as required;
11. Reports directly to the Executive Director or his designate at NORMA;
12. Develops and implements a work-plan approved by the Executive Director of NORMA; and
13. Perform other related duties as required by the Executive Director.

**Qualifications Requirements:**

Graduated from a accredited College or University with a bachelor's degree in marine biology, fisheries science, environmental science, or a related field plus 3-5 years of experience in electronic monitoring systems, fisheries and/or Pacific island administration is desirable.

**Salary:**

An annual salary of \$35,000 depending upon qualification of applicant.

**To Apply:** Submit resume or application to the following addresses:

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|--------------------------------|---|
| <b>Office of FSM Personnel</b> | <b>National Oceanic Resource Management Authority</b> |
| P.O. Box PS-35                 | P.O.Box PS 122  |

|   |   |
|---|---|
| Palikir, Pohnpei FM 96941   | Palikir, Pohnpei FM 96941   |
| Phone: (691) 320-2618/2642  | Phone: (691) 320-5181/2700  |
| Email: <a href="mailto:personnel@personnel.gov.fm">personnel@personnel.gov.fm</a> | Email: <a href="mailto:jamel.james@norma.fm">jamel.james@norma.fm</a> |

The Office of Personnel will be accepting application/resume from today **July 15, 2025** until filled.

**THE FSM AN EQUAL OPPORTUNITY EMPLOYER**

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# **Senior Fisheries Economist (NORMA, FSM) Pohnpei [open until filled]**

The Government of the Federated States of Micronesia (FSM) seeks well qualified individuals to fill the position of **Senior Fisheries Economist** at the National Oceanic Resource Management Authority (NORMA) Office, FSM National Government.

## **Key Duties & Responsibilities:**

- Thoroughly review regional and national reports on fisheries management and development;
- Utilize economic models to, inter alia, estimate catch values and profitability of fishing fleets. Use this analysis to provide clear and relevant economic recommendations to NORMA management;
- Compile a set of economic indicators for the national tuna fisheries sector based on international standardized methodologies;
- Use these indicators for reporting obligations on economic information about the tuna sector to national, sub-regional,

regional and international organizations;

- Undertake or assist with economic research activities in collaboration with SPC, FFA and PNAO as needed;

- Assist in providing economic analysis of fisheries development plans and other NORMA collaborative economic research activities as needed;

- Prepare briefs for NORMA management for access negotiations with distant water fishing nations with analysis of catch values and profitability of fleets for comparison with proposed access charge;

- Undertake analysis of options to increase returns through pooling days with other PNA members and the use of tender or auction systems;

- Collect and collate operational and economic data on domestic and locally based fishing vessels on a regular basis;

- Analyze the economic contribution made by domestic and locally based vessels, and develop recommendations on concessionary access fees and/ or other public support;

- Review and provide recommendations on the feasibility, costs and benefits of (public and private) investment proposals in the tuna sector, including onshore developments;

- Assist in preparing reports to the NORMA Board, and other bodies on the economic aspects of the fishery and returns achieved;

- Prepare monthly and other required reports to management;

- Evaluate the economic impact of fisheries conservation proposals and declared Marine Protected Areas;

- Liaise closely with economists working for FFA and PNAO for mentoring and support;

- Assist with representing NORMA at relevant meetings to secure economic well-being of FSM in the fisheries sector;

- Supervise Assistant Economist/Market Analyst and any other staff or project workers engaged with this Division;

- Perform other duties as assigned.

**Qualification Requirements:**

Graduated from accredited College or University with a Bachelor's degree in Economics or related field plus five (5) years of work experience in fisheries and/or Pacific Administration is desirable.

**Salary:**

The Salary range is \$45,000 per annum plus COLA depending on qualifications and experience.

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

Office of Personnel

National Oceanic Resource Management Authority

P.O. Box PS-35

P.O. Box PS-122

Palikir, Pohnpei FM 96941

Palikir, Pohnpei FM 96941

Phone: (691) 320-2618/2642

Phone:

(691) 320-5181/2700

Email: [personnel@personnel.gov.fm](mailto:personnel@personnel.gov.fm)

Email:

[moria.joseph@norma.fm](mailto:moria.joseph@norma.fm)

The Office of Personnel will be accepting application/resume from today March 26, 2025 until filled.

THE FSM AN EQUAL OPPORTUNITY EMPLOYER