

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:

Office of FSM 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	Email: jamel.james@norma.fm

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

THE FSM AN EQUAL OPPORTUNITY EMPLOYER

Executive Director- (NORMA, FSM) -Pohnpei –[open until filled]

The Government of the Federated States of Micronesia (FSM) seeks well-qualified individual to fill the position of Executive Director at the National Oceanic Resource Management Authority (NORMA) Office, FSM National Government. The Executive Director (ED) is appointed by and reports directly to the NORMA Board of Directors and is responsible for the strategic leadership, effective management, and operational oversight of the Authority in accordance with Title 24 of the FSM Code and all other relevant laws, regulations, and international obligations.

Duties & Responsibilities:

Key responsibilities include:

- Serve as the chief executive of NORMA, responsible to the Board of Directors for the implementation of Title 24 and all other regulations and obligations of NORMA.
- Provide strategic and operational leadership for the effective

and efficient management of NORMA, including oversight of financial planning, budgeting, and resource mobilization.

- Ensure all NORMA staff carry out their duties and responsibilities as outlined in their Position Descriptions and in accordance with organizational standards.

- Oversee and ensure that all divisions adhere to NORMA' policies and procedures, and coordinate regular reporting and performance tracking against the Strategic and Corporate Plans in collaboration with the Deputy Director.

- Lead the valuation and allocation of fishing rights in NORMA's Exclusive Economic Zone (EEZ) in alignment with national interests and sustainable resource management principles.

- Prepare negotiations briefs and provide strategic advise to Board on all fisheries access negotiations along with the NORMA Board of Directors ensuring that outcomes are in the best interest of the nation and maximize economic benefits.

- Administer and monitor all foreign and domestic fishing agreements, including revenue collection, compliance, and enforcement of penalties, with special attention to the effective implementation of the Vessel Day Scheme (VDS).;

- Coordinate closely with the state governments and other branches of the national government to support development initiatives and to provide timely and accurate information and data on NORMA's fisheries management and development activities.

- Serve as the primary spokesperson for NORMA, including providing testimony to the FSM Congress, State legislatures, and other forums on matters concerning the Authority's activities, programs and performance.

- Represent NORMA and the FSM at national, regional and international meetings, negotiations, and technical forums, promoting FSM's interests in sustainable fisheries management and development.

- Liaise and coordinate support from non-governmental organizations and inter-governmental organizations in support of

FSM's fisheries management and development programs

- Lead FSM delegations to sub-regional and regional fisheries meetings on fisheries management and development;
- Perform other duties as assigned by the NORMA Board of Directors.

Qualification Requirements:

- University degree in Public Administration, Business Management, Public Service or equivalent

Specialized training and/or certification in various fisheries management systems is desirable

- Senior level experience in public or private sector management;
- Five (5) or more years of experience in fisheries and/or Pacific Island administrations is desirable.

Salary:

The Salary range is \$60,000 per annum depending on qualifications and experience.

To Apply:

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National Oceanic Resource Management Authority

Office of Personnel

P.O. Box PS-35

P.O. Box PS-122

Palikir, Pohnpei FM 96941

Palikir, Pohnpei FM 96941

Phone: (691) 320-5181/2700

Phone: (691) 320-2618/2642

Email: moria.joseph@norma.fm

Email: personnel@personnel.gov.fm

The Office of Personnel will be accepting application/resume from today April 09, 2025 until filled.

THE FSM AN EQUAL OPPORTUNITY EMPLOYER

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:

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Email: personnel@personnel.gov.fm

Email:

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