

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:

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

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

THE FSM AN EQUAL OPPORTUNITY EMPLOYER

Fisheries Observer Trainer (FSM National Oceanic Resource Management Authority (NORMA)) Pohnpei [closing dat:3/19/2026]

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 Trainer

PL-32/1

\$706.22B/W + \$40.00 Cola = \$746.22B/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 & RESPONSIBILITIES:

Oversee and manage the delivery of observer debriefing services for the National Observer program in accordance with the PIRFO standards; provide training, supervision and assessments for all trainer debriefers; assist fisheries observers in assessing their performance and demonstrate how observers can improve all

necessary at- sea data collection requirements; when required, be available to assist the National Observer Program including placement of observers, meeting with vessel captains and undertake observer trips on commercial or research vessels; ensure all work practices and training activities are delivered in line with relevant organizational and statutory policies, including health and safety, employment and equality laws; oversee and manage the training of all fisheries observers for the National Observer Program; conduct full observer training and refresher training in collaboration with regional and sub regional organizations such as SPC, FFA, PNAO, and WCPFC; participate in other regional observer training in accordance with PIRFO standards; participate in fisheries research cruises in the FSM EEZ and on regional cruises; perform other duties as assigned.

QUALIFICATION REQUIREMENTS:

Graduated from an accredited College or University with a Bachelor's degree in Fisheries Science or a related field, with at least 2–3 years of experience as a fisheries observer or in a fisheries-related program.

Secure Application Forms From and Return to FSM National Government Personnel Office or send your application to email address personnel@personnel.gov.fm

Assistant Director – Fisheries

Management Division (FSM National Oceanic Resource Management Authority (NORMA)) Pohnpei [closing date: 3/19/2026]

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 Director – Fisheries Management Division

PL-42/1

\$1,177.58 B/W + \$40.00 Cola = \$1,217.58

This is the minimum rate at step one of the grade. Higher rates maybe 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)

Division of Fisheries Compliance Services

FSM National Government

Kolonia, Pohnpei FM 96941

DUTIES & RESPONSIBILITIES:

Responsible for overall operation of the Fisheries Management Division; responsible for overall operation of the Fisheries Management Division; responsible for delivery of divisional requirements in the NORMA Strategic and Corporate Plans;

responsible for consolidation and management of all fisheries data relevant to NORMA; ensure that reports and data analysis presented to NORMA management are well structured, complete and quality assured through collaboration with other Divisions; lead delivery of expert advice to NORMA management on fisheries management related issues based on consultation and input from all other Divisions and relevant sources; support NORMA management in fisheries access negotiations; implement access agreements as agreed in negotiations by ensuring all regulations and procedures are followed; liaise with foreign companies on matters relating to their agreement and permits; ensure legislation, regulation, policies, plans and procedures for FSM fisheries operations are up to date; provide research, analysis and advice to NORMA management on current/new developments in fisheries management systems and schemes; liaise with state and other federal agencies and stakeholders in relation to fisheries management and development; represent FSM/NORMA at regional and international forums when required; ensure that all regional/ international obligations are met by NORMA for FSM; ensure that relevant stakeholders in FSM are consulted and aware of FSM's national/regional/international obligations; responsible for overall management of the of the VDA for FSM; ensure licensing and management systems are continually reviewed and improved to maximize efficiency and effectiveness; manage, account, report and reconcile fisheries revenue earned by NORMA for the FSM; ensure NORMA is able to facilitate and effectively respond to periodic audits; perform other duties as assigned.

QUALIFICATION REQUIREMENTS:

Graduation from an accredited college or university with a Bachelor's Degree in Public Administration, Business Administration, Public Service or related field plus five (5) years' work experience in fisheries and/or Pacific Island

Administration is desirable, two years must be in a supervisory capacity.

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

Electronic (e) Reporting Officer (FSM National Oceanic Resource Management Authority (NORMA)) Pohnpei [closing date: 3/19/2026]

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:

Electronic (e) Reporting Officer

Pay Level 32/1

\$706.22 + \$40 COLA = \$746.22

This is the minimum rate at step one of the grades. Higher rates may be authorized in cases of hard-to-fill positions where

it is appropriate to the qualification of the appointee.

LOCATION:

Office of NORMA
FSM National Government
Pohnpei, FSM 96941

DUTIES & RESPONSIBILITIES:

Collaborate with relevant NORMA staff to coordinate vessel and observer on-board E-Reporting; Assist with development of procedures and processes in NORMA for timely and effective e-reporting; Ensure that NORMA can readily import electronic observer data into their national NORMA database system in collaboration with NORMA IT staff and that relevant staff can readily use ER applications and data to support their work; Assist with selection, training, monitoring, debriefing and coordinating of observers in e-reporting and related work; Install and provide usage tutorials of relevant software/computer programs onboard participating vessels; Ensuring ER portal is operating on a day-to-day basis including identifying and advising of faults with the system; Assist with inventory and maintenance of e-reporting software and equipment provided for that purpose; Engage with fishing companies for e-reporting purposes; Providing technical assistance to and monitoring of vessels using e-reporting including by maintaining regular communication with vessel operators and service providers; Assist with ER access authorization and facilitate flow and use of ER data; Collaborate with regional and national fisheries management agencies and partners in the region participating in trials and implementation of E-reporting; Perform other duties as assigned.

QUALIFICATION REQUIREMENT:

Graduation from an accredited college or university with an associate degree in Information Technology, Fisheries

Management, Data Management, or a related field, plus two (2) years of experience in information systems, data management, or fisheries monitoring.

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or send your application, resume, along with other credentials to the below email address:
personnel@personnel.gov.fm*

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

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

(691) 320-5181/2700

Email: personnel@personnel.gov.fm

moria.joseph@norma.fm

Phone:

Email:

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

THE FSM AN EQUAL OPPORTUNITY EMPLOYER