

Legal Advisor (FSM National Oceanic Resource Management Authority (NORMA)) Pohnpei [open until filled]

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

Duties & Responsibilities:

Responsible for the delivery of services and outputs of the Legal Unit- Work is aligned with the NORMA Strategic and Corporate Plans, Reporting obligations are met on time and to the required standard; Manage and mentor staff within the Legal Unit- Staff are adequately supervised and performance managed; Staff are mentored as needed and supported in development of capacity in their roles; Quarterly trainings and consultations on current legal mechanism for enforcement tools and familiarity with relevant international and regional fisheries treaties and national fisheries laws are provided to relevant NORMA staff/stakeholders. Contribute to the overall Management of NORMA- Support the Executive Director and NORMA Board as directed; Actively lead and contribute to the NORMA Management Team; Advice provided on different legal issues to the Board and Management of NORMA; Legal Status of the various fisheries disputes studied with proposed recommendations is reported as needed; Legal advisory services provided on various fisheries issues; Legal opinions, memoranda and other legal documents are drafted; Legal material and any other relevant documents are reviewed to identify the most important issues that need to be

sorted out on a priority basis; Preparation is completed for any prosecution or civil litigation in defending NORMA or suing on behalf of NORMA through the FSM Department of Justice. Lead in the development and implementation of fisheries laws and regulations and language in fishing access agreements- Fisheries laws and regulations relevant to NORMA are up to date and implemented; Standard Operating Procedures for Legal Unit duties are in place and being followed by staff; Active involvement in preparing different acts and legal submissions and draft the authoritative legal opinions; Sound legal advice on draft recommendations for amendments or introduction of new laws, regulations or negotiating fishing access agreements provided to the Board and Management. Ensure compliance with national, regional and international fisheries obligations- The legal Unit has the staff and resources to ensure NORMA national, regional and international obligations are complied with; Non-compliance is addressed in a timely and appropriate manner; Due diligence and legal analysis on alleged infractions contrary to FSM national laws, regulations, and binding regional measures is conducted; Working with relevant authorities, evidence is collected and written testimonial witness statements are produced; Enforcement actions are administered as required (e.g., issuance of a Notice of Violation; Impose Administrative Fines; or file prosecutions against alleged violator(s)). Represent NORMA at national, regional and international meetings and events as requested by the Executive Director- Staff attending these meetings/events are well briefed and prepared to ensure NORMA's interests are held after meetings/events to ensure relevant information is shared appropriately within NORMA; Internal consultations pertaining to drafting of regulations or laws or work plans for both coastal and oceanic are conducted with relevant NORMA staff. Work with NORMA's local, regional and international partners to carry out NORMA's business- Working relationships with partner agencies and organizations are

productive; NORMA is known as a trusted and respected partner. Lead Public outreach, stakeholder engagement and communications relevant to the Legal Unit- Public outreach, stakeholder engagement and awareness raising activities are properly scheduled, resources and executed. Lead and/or contribute to national and regional projects undertaken by NORMA- All the required information and support from the Legal Unit is available and used for implementing these projects. Perform other duties as assigned.

Qualification Requirements:

Graduation from an accredited law school with a bachelor's degree in law (LL.B.), Juris Doctor (J.D.), or equivalent legal qualification; admission either to the FSM Bar or practice law in any jurisdiction; plus minimum of five (5) years of progressively responsible professional experience in legal practice, preferably in fisheries law, maritime law, environmental law, natural resource management, administrative law, or other related legal field.

Salary: A salary of \$51,041 per annum depending upon qualification of the applicant.

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

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

The Office of Personnel will be accepting application/resume from today August 5, 2026, until filled.

THE FSM AN EQUAL OPPORTUNITY EMPLOYER

