

**REQUEST FOR EXPRESSIONS OF INTEREST
(INDIVIDUAL CONSULTING SERVICES)
(FSM Nationals Only)**

Country: Federated States of Micronesia

Project: Pacific Islands Regional Oceanscape Program – Economic Resilience (PROPER)

Grant No.: IDA-E371-FM

Assignment Title: Environment & Social Officer

Reference No. (as per Procurement Plan): N/A

The National Government of the Federated States of Micronesia (FSM) has applied for financing from the World Bank toward the cost of the Pacific Island Oceanscape Program – Second Phase for Economic Resilience and intends to apply part of the proceeds for consulting services.

The consulting services (“the Services”) include supporting the implementation of Environment and Social (E&S) aspects of the project. The Officer will be guided, trained, and mentored to undertake the assignment by the Environment and Social Specialists based in the Central Implementation Unit (CIU), for an initial twelve (12) months period commencing approximately in November 2024. This is a full-time position and may be extended based on “satisfactory performance” i.e. satisfactory performance as determined through a performance evaluation against agreed key performance indicators and availability of funds. The position supports the FSMPROPER Project implementation phases of the project.

The detailed Terms of Reference (TOR) for the assignment DOFA website at dofa.gov.fm or at the NORMA website at norma.fm.

The FSM National Oceanic Resource Management Authority (NORMA) now invites eligible individuals (“Consultants”) to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services (attach curriculum vitae with description of experience in similar assignments, similar conditions, etc.).

The criteria for selecting the Consultant are:

Required experience and educational background:

- Associate Degree in social science, environmental science, science or or related fields from a recognized accredited institution.
- At least 3 years of working experience in government or project financed by international agencies, NGO or private sector.
- Experience in coordination with different agencies, organizing stakeholder’s meetings, facilitation.
- Good communication skill including oral and written communication skills in the substantive and technical areas as described in scope of services.
- Proficiency in using Microsoft applications.
- Fluency in written and spoken English and other state languages spoken in FSM.
- The successful candidate must be willing to work for extended periods without direct supervision and be able to travel to states and sub-project sites.

Desirable skills:

- Bachelor's Degree in Environment/Fisheries Sciences or Social Sciences or related fields with 2 years of work experience
- Knowledge of FSM national and State law related to Environment and familiarity with WB Environment and Social Framework.
- Experience in environmental and social impact risk assessment, mitigation.
- Training in Environmental & Social Risk Management Sector from a development agency or similar.
- Demonstrated ability to work under pressure and pay attention to detail.
- Ability to learn quickly, and organized and detail-oriented person.
- Demonstrated ability to work collaboratively, interactively, and proactively within complex team and stakeholder arrangements.
- Working experience in multicultural environment with multi-disciplinary team.

The attention of interested Consultants is drawn to paragraph 3.14, 3.16 and 3.17 of the World Bank's Procurement Regulations for IPF Borrowers dated September 2023 ("the Regulations"), setting forth the World Bank's policy on conflict of interest.

Further information can be obtained at the address below during office hours 0800 to 1700 hours Pohnpei local time.

Expressions of interest must be delivered in a written form to the address below (in person, or by mail, or by e-mail) preferably by October 01, 2024.

FSM National Oceanic Resource Management Authority

Attn: Mr. OKean Ehmes, PROPER Project Manager

PO Box PS 122

Pohnpei, FM 96941

Federated States of Micronesia

Telephone: (691) 320-2700/5181

E-mail: okean.ehmes@norma.fm and copy to crawford.nimea@norma.fm

National Oceanic Resource Management Authority (NORMA)
Pacific Island Regional Oceanscape Program (PROPER)
Project Implementation Unit (PIU)
Terms of Reference
Environment and Social (E&S) Officer

A. Background

The Government of the Federated States of Micronesia (GoFSM) has partnered with the states and several government departments to implement a project as part of its development activities through NORMA within the FSM. The first phase of PROPER that was implemented through NORMA has closed and now the project is transitioning to its second phase. The Pacific Islands Regional Oceanscape Program – Second Phase for Economic Resilience (PROPER) is to strengthen regional collaboration and national capacity for the management and the sustainable development of the oceanic and coastal fisheries sector in the FSM.

B. Implementation Arrangements

To support the implementation of FSM PROPER, a Project Implementation Unit (PIU) is already established within FSM NORMA. The FSM PROPER PIU under NORMA is responsible for coordinating the implementation of the Project preparation with several potential implementation agencies which include national government agencies of DRD, DHSA, DECEM and the four state governments (YAP, Chuuk, Pohnpei and Kosrae) as partner agencies. NORMA is the lead implementation agency as well as the host of the PIU. The PIU will also be responsible for preparing and implementing the Project in accordance with guidelines and regulations, as well as the annual work plans and budgets which will detail project activities and eligible expenditures.

C. Assignment

NORMA-PIU is seeking an Environment and Social Officer (E&S Officer) to support the implementation of Environment and Social (E&S) aspects of the project. The Officer will be guided, trained, and mentored to undertake the assignment by the Environment and Social Specialists based in the Central Implementation Unit (CIU). The Officer, in collaboration with CIU, will provide day to day service to strengthen and support the successful delivery of the E&S requirements of the Project.

D. Scope of Work

Under the direct supervision of Project Manager at PIU, the Officer will undertake the below activities:

- Coordinate meetings, workshops and events for national and state partners related to E&S;

- Coordinate with National and State Government and related authorities for environment permitting, audits, clearance, land easements and other necessary clearance related to the project;
- Coordinate, compliance with the project E&S instruments, or screenings etc and obtain information related to E&S aspects of the project activities;
- Prepare adhoc reports and provide input in periodic reports;
- With the support of the CIU E&S Specialists, promote community participation in the process of planning, management and monitoring of environmental/social impacts of sub-projects;
- With the support of the CIU Safeguard Specialists, conduct coordination and facilitation of stakeholders' meetings, prepare meeting notes on E&S and submit to Project Manager;
- With the support of the CIU E&S Specialists, coordinate regular meetings with State partners and project beneficiaries including communities ;
- Participate in project meetings, mission visits and any other events organized by the project;
- Act as focal point for grievance resolution process related to the project;
- Support the Project Manager to disseminate E&S related project information;
- With the support of the CIU E&S Specialists monitor Environment and Social compliance based on relevant checklist/s and submit to Project Manager;
- With the support of the CIU E&S specialist, ensure timely reporting of OHS related issues e.g fatalities on the project based on the project Environmental and Social commitment plan,
- With the support of the CIU E&S Specialists, identify social, environment and gender related risks, record and submit findings to the Project Manager;
- With the support of the CIU Safeguards Specialists, prepare routine monitoring reports, in collaboration with the PIU as set forth in the safeguard instruments;
- With the support of the CIU E&S Specialists, promote community participation in the process of planning, management and monitoring of environmental/social impacts of sub-projects;
- With the support of the CIU E&S Specialists, provide guidelines on community participation in environmental/social monitoring to NORMA;
- Coordinate with the CIU E&S Specialists and Bank ESF Staff, for support and knowledge sharing for the PROPER project, and establishing an efficient and satisfactory process in implementing the project E&S instruments in accordance with WB requirements;
- Travel outside of Pohnpei, including to Kosrae, Chuuk and Yap, as necessary to fulfil the duties of the role;
- Any other assignment assigned by Project Manager.

E. Qualification and experience

Mandatory

- Associate Degree in social science, environmental science, science or or related fields from a recognized accredited institution.
- At least 3 years of working experience in government or project financed by international agencies, NGO or private sector.
- Experience in coordination with different agencies, organizing stakeholder’s meetings, facilitation.
- Good communication skill including oral and written communication skills in the substantive and technical areas as described in scope of services.
- Proficiency in using Microsoft applications.
- Fluency in written and spoken English and other state languages spoken in FSM.
- The successful candidate must be willing to work for extended periods without direct supervision and be able to travel to states and sub-project sites.

Desirable

- Bachelor’s Degree in Environment/Fisheries Sciences or Social Sciences or related fields with 2 years of work experience
- Knowledge of FSM national and State law related to Environment and familiarity with WB Environment and Social Framework.
- Experience in environmental and social impact risk assessment, mitigation.
- Training in Environmental & Social Risk Management Sector from a development agency or similar.
- Demonstrated ability to work under pressure and pay attention to detail.
- Ability to learn quickly, and organized and detail-oriented person.
- Demonstrated ability to work collaboratively, interactively, and proactively within complex team and stakeholder arrangements.
- Working experience in multicultural environment with multi-disciplinary team.

F. Reports

Report	Frequency
Progress report	Monthly
Input to semester report	Quarterly

The deliverables of the Officer will include but not be limited to the following:

- Weekly progress and site inspection reports on project activities including actions taken/planned to be taken with timeline.
- Report to World Bank task team, including E&S specialists, as required in accordance with the ESCP and E&S instruments, and presentation of E&S updates during the WB mission.

- Participation in Team meetings, including presentation of progress report.
- Monthly Progress reports including specific deliverables and an updated work plan.
- Inputs to the six-monthly Project reports for submission to the World Bank Task Team.
- Reports on project activities and minutes of the stakeholder and community consultations.
- Training programs on E&S matters as required.
- Inputs to key project documents.

G. Institutional and Organization Arrangements

The Officer will be located full time in the NORMA office Kolonia, Pohnpei State.

Travel may be required from time to time, including overnight travel away from the home office.

The expected contract duration is 12 months; extension of this position will be dependent upon “satisfactory performance” ie satisfactory performance as determined through a performance evaluation against agreed key performance indicators and availability of funding.

The Government of the FSM will provide office space, general office supplies and office equipment.