



REPUBLIC OF THE MARSHALL ISLANDS
**MARSHALL ISLANDS MARINE
RESOURCES AUTHORITY**
PO BOX 860 MAJURO, MARSHALL
ISLANDS 96960

**REQUEST FOR EXPRESSIONS OF INTEREST
(INDIVIDUAL CONSULTING SERVICES)**

Project Title: **The Pacific Regional Oceanscape
Program – Economic Resilience (RMI PROPER)**
Source of Funding: **World Bank Grant No. IDA-
E1650**

Contract Ref: **MH-MIMRA-548642-CS-INDV**
**Contract Name: 3.1.3.1.2 Coastal Fisheries MCS&
E Consultant**

The Marshall Islands Marine Resources Authority has received financing from the World Bank toward the cost of the Project for Pacific Regional Oceanscape Program for Economic Resilience (PROPER) and intends to apply part of the proceeds for consulting services.

The consulting services (“the Services”) includes provision of a **Coastal Fisheries MCS &E**, A service for the implementation of the Project for Pacific Regional Oceanscape Program for Economic Resilience (PROPER). The Consultant would be responsible for strengthening MCS&E of Coastal fisheries in the RMI through strategic planning, institutional capacity-building, legal reform, and community engagement-aligned with Title 51, Chapter 5 of the Fisheries Enforcement Act.

The position will be located within MIMRA with the flexibility of onsite and remote work arrangements, RMI and is expected to start as soon as possible. The detailed scope of services is indicated in the Terms of Reference (TOR) that can be found at <https://www.rmimimra.com/index.php/opportunities/job-opportunity>

MIMRA 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. including a Cover Letter of no more than three (3) pages addressing individually the mandatory and desirable experience and qualification requirements of the position*). Firms’ staff may express interest through the employing firm for the assignment and, under such situation, only the experience and qualifications of individuals shall be considered in the selection process. The criteria for selecting the Consultant are as specified in the TOR under the Mandatory Qualifications and Experience.

EOIs must be delivered to the address below or sent through email on or before **8th May 2026 at 5:00 pm (local time)**. The email subject line should state: **“Coastal Fisheries MCS&E Consultant- full name of the candidate”**. Late applications may be rejected.

The attention of interested Consultants (including firms) is drawn to paragraph 3.14, 3.16 and 3.17 of the World Bank’s “Procurement Regulations for IPF Borrowers” September 2025 setting forth the World Bank’s policy on conflict of interest
The address referred to above is:

Attention:

Erina Terry

Procurement Officer

PROPER

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(MIMRA)

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Terms of Reference (TOR)

Individual Consultant

Republic of the Marshall Islands Marine Resources Authority

Title:	3.1.3.1.2 Coastal Fisheries MCS&E Consultant
Location:	Marshall Islands Marine Resources Authority
Duration:	100 Days inputs over 2 years (subject to Change)
Tentative Start Date:	As soon as possible

I. Background

The Republic of the Marshall Islands (RMI) in the Western and Central Pacific comprise of twenty-nine (29) low lying coral atolls and five (5) low coral islands. These atolls and islands are scattered over an Exclusive Economic Zone (EEZ) of 2.2 million square kilometers.

The Marshall Islands Marine Resources Authority (MIMRA) has been mandated by the RMI government to facilitate the management, sustainability and responsible use of marine resources of the country, while maximizing benefits from the use of fisheries within environmental limits. To fulfill its mandate, MIMRA departments are divided into Coastal, Oceanic, Corporate Services and Finance, Legal, Administration, and Executive Management divisions.

Pursuant to the above, MIMRA is seeking for a qualified Fisheries Monitoring, Control, Surveillance and Enforcement (MCS&E) Consultant to join the Coastal Fisheries Division team. The successful candidate will be responsible for overseeing and enhancing the MCS&E systems for the coastal fisheries in RMI. This role involves ensuring compliance with Coastal Fisheries regulation, utilizing advanced technologies for effective surveillance, and designing participatory monitoring systems to promote sustainable fishing practices.

The MCS&E Consultant will review existing fisheries management plans, regulatory plans, and other procedures and standard in order to develop a national coastal fisheries MCS&E Strategy Plan. The required tasks will be fulfilled under direct supervision of the Chief of Coastal Fisheries Division in close coordination with MIMRA Legal Division.

II. Main Objective of the Assignment

The objective of this assignment is to strengthen MCS&E of Coastal Fisheries in the Republic of the Marshall Islands through strategic planning, institutional capacity-building, legal reform, and community engagement—aligned with Title 51, Chapter 5 of the Fisheries Enforcement Act.

Core Objectives:

a. Development of a National Coastal Fisheries MCS&E Strategy Plan

Develop a legally grounded National MCS&E Strategy for Coastal Fisheries in alignment with Title 51 – Management of Marine Resources, Chapter 5 – Fisheries Enforcement Act, and linked to the Management and Development of Local Fisheries Act.

b. Capacity Building and Training

Design and deliver training programs for MIMRA officers and designated local government fisheries officers on analytical procedures, surveillance tools, enforcement protocols, and intelligence-based monitoring.

c. Formulation of a Coastal Fisheries MCS&E Working Group

Support the establishment of a multi-agency working group to enhance coordination between national, local, and community stakeholders.

d. Development of Standard Operating Procedures (SOPs)

Establish and implement SOPs for Coastal Fisheries MCS&E in accordance with National legislation.

e. Integration of Advanced Technologies

Assess and recommend suitable surveillance and intelligence technologies, including vessel monitoring system (VMS), automatic identification system (AIS), satellite tracking, drones, electronic reporting, and artificial intelligence (AI)-based analytics.

f. Sustainability and Financing Strategy

Explore long-term financing mechanisms to ensure continuity of MCS&E operations beyond the consultancy period.

g. Legal and Policy Gap Analysis

Identify gaps in existing fisheries legislation and, in collaboration with MIMRA's Legal Division, propose draft amendments and a legislative reform roadmap.

h. Community Engagement and Co-Management

Embed Community-Based Fisheries Management (CBFM) approaches, including [atoll or community]-level surveillance networks, trained community fisheries wardens, and public awareness campaigns to promote voluntary compliance.

i. Regional Coordination and Partnerships

Strengthen collaboration with regional bodies such as the Forum Fisheries Agency (FFA), Western Central Pacific Fisheries Commission (WCPFC), the Pacific Community (SPC), and neighboring EEZ jurisdictions for intelligence-sharing and harmonized enforcement.

III. Expected Key deliverables

Mid-2026 (Q3-Q4)

- Coastal Fisheries Division MCS&E Strategic Action Plan (2025–2030) drafting with technical support (initial consultations, alignment with MIMRA Strategic Plan 2024-2027 and other national priorities).
- Established of a functional MCS&E Working Group, including agreed Terms of Reference and initial meeting schedule.
- Scoping and outline of Strategic Data Analysis Workplan, including requirements for AI-based risk assessment models (data sources, partners, tools).
- Standardized procedures for identifying, analyzing, and verifying illegal, unreported and unregulated (IUU) fishing activities developed and piloted (using existing regional MCS&E tools and guidance from SPC/FAA/member countries).

Early-Mid 2027 (Q1-Q2)

- Draft SOP Manual for Coastal Fisheries MCS&E prepared, consolidating procedures and roles for MIMRA and local governments.
- Initial strengthening of analytical and enforcement capability within MIMRA and among designated officers across 24 local governments through core training/mentoring.

Mid-Late 2027 (Q3-Q4)

- Strategic Data Analysis Workplan finalized, and first AI-enabled risk assessments tools prototyped and tested on real monitoring data.
- SOP Manual for Coastal Fisheries MCS&E validated through stakeholder consultations (MIMRA, 24 local governments, communities) and formally adopted for implementation.
- Community Surveillance Framework and Outreach Toolkit designed and prepared for piloting, building on existing community marine monitoring approaches in RMI.

Early 2028 (Q1-Q2)

- Legal Reform Recommendations and Draft Amendments prepared to address identified enforcement gaps (definitions, offences, powers of officers, evidence rules).

- Strengthened analytical and enforcement capability consolidated via advanced training modules, peer-learning, and integration of AI risk analysis into routine MCS&E operations.

Mid-2028 (Q3)

- Coastal Fisheries Division MCS&E Strategic Action Plan (2025-2030) updated with lessons from pilots, data analysis, and legal review, and fully operationalized across priority atolls.
- Regional Collaboration Protocols with FFA/WCPFC/SPC developed and endorsed, clarifying information-sharing, joint analysis, and support for coastal MCS&E
- Legal Reform Recommendations and Draft Amendments submitted into the national legislative process, with MCS&E Working Group providing technical backing.

Performance Indicators (KPIs)

- Reduction in reported IUU fishing cases within 12-18 months of implementation.
- Number of MIMRA and local officers trained, certified, and deployed.
- Adoption and operational use of SOPs across national and local enforcement agencies.
- Number of successful enforcement actions or compliance audits conducted.
- Community surveillance participation levels (e.g. active village wardens or reports filed).
- Formal engagements or memorandum of understandings (MOUs) established with regional bodies (FFA, WCPFC, SPC).

IV. Reporting

The MCS&E Consultant will report directly to the Chief of Coastal Fisheries Division

V. Mandatory Qualification Requirements

A relevant college degree with a minimum of 10 years of direct MCS&E experience in fisheries or a related field.

- At least 10 years of hands-on experience in fisheries analytics or related areas.
- Strong background in fisheries law, IUU prevention, and enforcement procedures.
- Familiarity and deep understanding of Pacific Islands coastal fisheries MCS&E issues and challenges.
- Proficiency in surveillance technologies (VMS, AIS, drones, satellite systems, electronic monitoring (EM)/electronic reporting (ER) platforms) and AI-driven analytics where applicable.
- Familiarity with different types of fisheries data and intelligence used in monitoring and analysis processes.

- Advanced analytical and data management capabilities, including risk assessment and trend analysis.
- Soft Skills / Strategic Capabilities
- Proven experience in designing and delivering capacity development programs, workshops, and training sessions for fisheries personnel.
- Experience in project management, particularly monitoring and evaluation (M&E), and technical reporting.
- Excellent oral and written English communication skills, including report writing and presentation to diverse stakeholders.
- Demonstrated stakeholder engagement, diplomacy, and community facilitation abilities.
- Strong strategic planning experience, including the development of reporting frameworks and work plans.
- High level of professional integrity, with the ability to maintain strict confidentiality in the performance of duties.

Desirable

- Highly organized and able to meet deadlines
- Full computer literacy (software package like MS Office)
- Excellence in interpersonal relations, coordination and teamwork
- Cultural knowledge and respect for customs and traditions

VI. POSITION DURATION

This is a time-based with 100 Days input over 24 months

VII. LOCATION

The consultant will work remotely, with on-site visits scheduled only as required. All work associated travel expenses will be reimbursed by the project.