



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

**REQUEST FOR EXPRESSIONS OF INTEREST  
(REOI)  
(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-556460-CS-INDV**  
Contract Name: **Protected Areas Network (PAN)  
Officer II**

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”) include provision of **PAN Officer II** services for the implementation of the Project for Pacific Regional Oceanscape Program for Economic Resilience (PROPER). The **PAN Officer II** will support the PAN Office, in effectively coordinating, implementing, and monitoring national conservation and sustainable resource management activities across the Republic of the Marshall Islands (RMI).

The complete Terms of Reference (TOR) detailing the scope of services is available upon written request to the address provided below.

MIMRA/PROPER 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 **26<sup>th</sup> June 2026, 5:00 pm (local time)**. The email subject line should state: **“PAN Officer II – 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  
Marshall Islands Marine Resources Authority  
(MIMRA)  
Telephone Nos: +692 625 8262/5632  
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**Terms of Reference (TOR)**  
**Individual Consultant**  
**Republic of the Marshall Islands Marine Resources Authority**

Title:	<b>Protected Areas Network (PAN) Officer II</b>
Location:	Marshall Islands Marine Resources Authority
Duration:	2 years (full-time, local hire)
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 the expanse of the Pacific, with an Exclusive Economic Zone (EEZ) of 2 million square kilometers.

The Marshall Islands Marine Resources Authority (MIMRA) has been mandated by the Republic of the Marshall Islands government to facilitate the management, sustainability and responsible use of marine resources of the Marshall Islands, 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.

To support the implementation of the World Bank Financed RMI PROPER Project, a Project Management Unit (PMU) consisting of a Project Coordinator, Finance Officer, Environment and Safeguard Officer and Project Assistant work in the already established PMU in RMI MIMRA. The RMI PROPER PMU is responsible for coordinating the administrative management and implementation of the Project with the RMI Ministry of Natural Resources & Commerce (RMI MNRC), within MIMRA. MIMRA 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.

**II. Main Objective of the Assignment**

The main objective of this assignment is to recruit a qualified PAN Officer II to support the PAN Office, housed within the MIMRA Coastal Fisheries Division, in effectively coordinating, implementing, and monitoring national conservation and sustainable resource management activities across the RMI. Operating under the *Reimaanlok* National Conservation Area Plan framework, the PAN Officer II will support local communities and key implementation partners, including the Coastal Management Advisory Council (CMAC), to advance the sustainable financing and management of protected marine and terrestrial ecosystems. Ultimately, the role aims to bridge the gap between national policy and community-based action by managing project deliverables, facilitating multi-sector stakeholder collaboration, and developing communication strategies that contribute directly to the targets of the Micronesia Challenge and National Oceans Policy.

### **III. Scope of Services and Deliverables.**

The PAN Officer II will be responsible for ensuring support for effective and efficient implementation of the PAN:

- Assist in monitoring the establishment of protected areas (marine and terrestrial) and development of resource management plans in accordance with the Reimaanlok process.
- Raise awareness about the RMI PAN to the general public.
- Develop concepts for promotional and awareness raising materials in cooperation with CMAC.
- Develop a communication strategy to engage outer island communities including Local Resources Committees for PAN support.
- Ensure information about the RMI PAN is efficiently communicated with communities and relevant stakeholders.
- Liaise with Reimaanlok facilitators and Local Resources Committees to ensure that Reimaanlok sites are aligned for inclusion of PAN membership and funding.
- Assist in coordinating with CMAC on annual work plans to provide support for required fieldwork, tools, and other resources as needed for Reimaanlok activities.
- Support reviews on community-based resource management plans and screen applications to see if criteria for PAN funding are met.
- Compile and maintain information about Reimaanlok and PAN sites.
- Contribute to timely reports and plans on the progress and status of PAN activities.
- Represent the PAN at regional and international events to raise RMI profile with the conservation community.
- Show flexibility and willingness to undertake other tasks that are reasonably assigned by the PAN Coordinator, but which are not part of their regular job description.

### **IV. Selection Criteria**

#### **Mandatory Requirements:**

- Minimum of bachelor's degree in natural resource management or environmental science.
- At least 3 years work experience (or equivalent experience).
- Extensive and practical knowledge in biodiversity and environmental issues involving marine and terrestrial ecosystems.
- Ability to travel to outer islands and overseas for meetings and workshops
- Excellent skills in communication, writing, and public speaking.
- Full computer literacy.

#### **Desirable**

- Proven knowledge and experience in Reimaanlok.
- Experience with project management, especially monitoring and evaluation, and technical reporting.
- Ability to work under pressure and with different types of people in both community and international settings.
- Fluent in English and Marshallese.

- Cultural knowledge and respect for Marshallese customs and traditions.
- Ability to travel to outer islands and overseas for meetings and workshops.

**Expected Deliverables:**

- Annual work plan, budget, and reports on PAN activities.
- Monitoring framework on protected areas and resource management plans.
- Communication strategy for stakeholders regarding PAN information.
- Brochures, posters, press releases, advertisements, and other publications.
- Atoll profiles on protected areas, GIS information, progress on Reimaanlok and Micronesia Challenge targets, and other relevant information.
- PAN website to house Reimaanlok updates, management plans, and other relevant information.

**V. Position Duration**

The position will be for a 2-year period with the first 6 months as probationary. This is a full-time position and may be extended based on satisfactory performance and availability of funds. The position supports the PAN Office in the full implementation phases of the project, and will report directly to the PAN Coordinator.

**VI. Reporting**

The PAN Officer will report directly to the PAN Coordinator.

**VII. Location**

The officer will be based in the MIMRA main office with frequent travel to facilities on Majuro and also outer islands for consultation, trainings, and monitoring.