

# MIMRA Internship Program

*"Ensuring a healthy future means investing in the generation who will carry that future."*

MARSHALL  
ISLANDS  
MARINE  
RESOURCES  
AUTHORITY



## MIMRA HR OFFICE

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## INTRODUCTION

The Marshall Islands Marine Resources Authority's Internship Program offers Internship to High School graduates and students currently enrolled in Colleges, Vocational or Trade schools with paid work experience while completing their education. The program provides students with the opportunity to gain direct practical experience under the guidance of a Mentor as they participate in research, conservation work, or other meaningful projects to fulfill MIMRA's mission. Arrangements can also be made for students seeking internship for credit to meet academic requirements. The program is intended to enhance and invest in the capability, diversity and size of the RMI's future workforce by promoting possible careers in fisheries management, marine science, and other related areas.

## ELIGIBILITY

- An High School graduate or be enrolled in an accredited College, Vocational or Trade school
- Be proficient in English and Marshallese
- Additional consideration will be given to any prior experience relevant to the internship opportunity of interest.

## DATES

- *Winter Session*
  - December to February (10 weeks)
- *Summer Session*
  - June to August (10 weeks)

## PROGRAM ADMINISTRATION

- The Internship Program is primarily managed by MIMRA's Human Resources Office.
- All internship opportunities are publicly posted on the MIMRA website ([www.rmimimra.com](http://www.rmimimra.com)) and Social Media pages (Facebook, Instagram and Twitter), 1-2 months prior to winter and summer sessions.
- Up to 10 Interns are selected each year and assigned to a designated Mentor based on the program of interest.
- Interns may work either part- or full-time and are entitled to receive a stipend award paid by MIMRA.
- A signed agreement is required between MIMRA and the Intern on the expectations for the internship.

## MENTOR'S ROLE

Designated Mentors will be responsible for providing supervision throughout the entire internship. The Mentor is responsible for ensuring a positive learning experience for the Intern and will be available on a regular basis. Specifically, the Mentor shall:

- Develop a clear plan on specific goals, schedule of tasks/activities, and expected outcomes for the Intern.
- Introduce and acquaint the Intern to management, personnel, and facilities.
- Discuss company policies.
- Commit to one-on-one meetings with the Intern at least once a week.
- Assist Interns in the development of a final presentation/report.
- Develop an evaluation report.

## INTERNSHIP OPPORTUNITIES


The work assigned to an Intern varies in complexity based on the program and may generally include the following tasks:

- Assist in project management and implementation.
- Support research and report writing.
- Attend meetings, online conferences, and special events.
- Produce awareness materials.
- Other tasks and activities requested by the Mentor.



## COASTAL & COMMUNITY AFFAIRS

The Coastal and Community Affairs Division carries out a wide range of activities in support of sustainable management and development of the domestic fishery, including aquaculture, particularly focused on outer islands to provide benefits to the communities. It is required to coordinate and consult with traditional leaders and local government councils during planning and development stages of the projects. Furthermore, the Division coordinates and advises local communities with respect to the development of resource management plans and the establishment of protected areas as part of the Reimaanlok (Looking to the Future) process, where local communities are empowered to take ownership of their marine resources. The Coastal Fisheries Division is also charged with ensuring the implementation of MIMRA policies/plans/regulations, such as the regulation of marine ornamental exports from the Marshall Islands, which include live fish and corals for overseas aquarium, while at the same time increasing community or public awareness of the importance of protecting and enhancing marine resources. Provision and maintenance of targeted fishing aggregating devices (FADs) also fall under the Coastal Division as well as the management of two fish markets on Majuro and Kwajalein that link with outer island fishers and fish bases to support economic development and food security.



## REIMAANLOK (COMMUNITY-BASED RESOURCE MANAGEMENT)

The Reimaanlok Program is a major initiative of MIMRA's Coastal Division. In the Reimaanlok Internship, students are given the opportunity to contribute to RMI's conservation goals by assisting in the coordination and implementation of the Reimaanlok (National Conservation Area Plan). Under the 8-step Reimaanlok process, interns will be working closely with MIMRA's Reimaanlok Facilitators as they engage with local governments and communities, and collect marine and socio-economic data, and cultural information to support discussions on resource management planning. The Reimaanlok Internship is well suited for students with an inherent curiosity and a passion to help conserve and protect the environment.

What to expect:

- Community meetings and workshops
- Public education and awareness
- Coral reef surveys and socio-economic surveys
- Data entry and analysis (CPCe and SPSS)
- Geographic Information System activities
- Report writing



## AQUACULTURE

The Aquaculture Internship is an ideal opportunity for students to immerse themselves in the aquaculture and husbandry field and become a valuable member of the Aquaculture Team in the expansion of MIMRA's Aquaculture and Socio-economic Development Program. MIMRA's Aquaculture Program aims to assist and support local communities by promoting sustainable livelihood and increasing economic development and food security. Aquaculture Interns will have an opportunity to gain research and hands-on experience with MIMRA's Hatchery & Nursery operations and acquire unique field work experience with our community-led aquaculture projects. This position is an excellent opportunity for students with a keen interest in this field, but with limited experience, to gain their first steps in this exciting but demanding discipline.

What to expect:

- Hatchery husbandry (brood stock collection, spawning & larval rearing)
- Nursery Operation & Feeding
- Hatcheries maintenance (raceway tanks & pipeline system)
- Seedlings distribution (engage with local farmers)
- Community consultation & awareness
- Aquaculture profiling (habitat survey, data input/analysis, drafting)



## RMI COMPETENT AUTHORITY

RMI is one of the largest transshipment ports in the world, moving over 600,000 tons of tuna to fish canneries around the world, averaging over 37 transshipments in a month as shown in 2018 and 2019 figures alone (Source: MIMRA Data). The RMI through MIMRA currently exports fish and fishery products to the US, Thailand, and Taiwan among the main market players. Landing a percentage of this fish and containerized for export will produce an immediate effect in terms of employment and transport logistics. In order to take advantage of this opportunity and become an authorized country from the sanitary point of view and to allow for landing and export to the European Union (the world's largest market for seafood products) and to be eligible countries for further processing and exports, the RMI must be recognized as an authorized country by the European Union. The establishment of the Competent Authority (CA) has the purpose of improving RMI's sanitary controls of fish exports while at the same time meeting the EU export market standards and requirements. The CA work requires substantial commitment in order to fulfill very important regulatory roles/functions on behalf of MIMRA and the country. CA Internship provides real experience and training to ensure fish business operators comply with export sanitary rules including many undertakings and initiatives that will take place by the CA such as the opening of a multipurpose marine lab in 2022 to support MIMRA's science and research work in general.

### What to Expect:

- Ciguatera sampling
- Vessel and Industry Inspections
- Radiological monitoring and survey
- Chemical, Microbiology and Radiation Lab Tech work
- Data entry and analysis



## LEGAL AFFAIRS

The Legal Division handles legal advice to the Board and Management of MIMRA regarding fisheries legal issues at the national, sub-regional, regional and international forums. The legal division proffers legal services to both Coastal and Oceanic Divisions. In-house training is also provided to compliance and enforcement officers within MIMRA by the legal division on a 'as needs' basis for capacity building and understanding of the laws of the Republic. The legal division also handles legal drafting of Bills, Resolutions, Regulations, Bilateral Access Agreements, and/or Local Government Ordinances for the purposes of safeguarding natural marine resources in the RMI. The legal division also partakes in negotiations with the management on selling fishing vessel days to fish in the RMI EEZ against the market price per day with bilateral fishing partners and domestic partners (in line with the FSM Arrangement which gives preferential treatment to RMI flagged domestic Purse Seine fishing vessels). The Legal Internship Program provides students with an opportunity to build valuable legal and professional skills in research, writing, and advocacy, while learning about different areas of MIMRA's work, such as fisheries law and policy, litigation, regulatory matters, contracts and more. Legal Interns are expected to assist with researching legal documents, compiling compliance cases and other work required in support of MIMRA's Legal Counsel. Interns also may be required to attend cases, public hearings and meetings for note taking under the tutelage of the Legal Counsel. The Legal Division comprises of two attorneys: Legal Counsel and the Legal Advisor.

### What to Expect:

- Conduct research on legal issues
- Organizing and filing of various legal documents
- Assist with compiling compliance cases
- Compile documents into scanned or e-copies
- Observer and assist in special assignments as requested



## OCEANIC & INDUSTRIAL AFFAIRS

The Oceanic and Industrial Affairs Division manages and regulates the commercial tuna fishery in the Republic of the Marshall Islands (RMI) waters. The fishery comprises purse seine, longline, and pole and line vessels fishing under various bilateral and multilateral access agreements. Further, purse seine and longline vessels operators purchase fishing days allocated annually to the RMI under the Parties to the Nauru Agreement (PNA) Vessel Day Scheme (VDS). As such, the Division administers issuance of fishing licenses pursuant to fishing access agreements negotiated between the Authority and fishing industry partners. Licensed carrier and bunker vessels also operate in support of the fishery. The Division also oversees Monitoring, Control and Surveillance (MCS) activities using various tools and programs to ensure compliance with national, sub-regional and regional management measures. These tools include a newly established Vessel Monitoring System (VMS) operations center, electronic reporting, transshipment monitoring and arriving vessel intelligence analyses. Authorized officers also engage in enforcement activities such as at-sea boarding and inspections carried out by regional partners from time to time.

### What to Expect:

- Data entry and analysis
- Boarding and inspection
- Port sampling



# Some of our past interns...



**TAGGED** — MIMRA licensing officer Glen Joseph holds the tag found on the yellow in caught by Lemiwao 2.  
Photo by Mary Ann Cordova

## **GLEN JOSEPH**

Internship Year(s): 1992, 1993, 1994, 1995  
College/University: USP Institute of Marine Resources  
Program of Study: BSc Marine Science  
Year Working at MIMRA: 1996-Current  
Current Position: MIMRA Director



## **FLORENCE EDWARDS**

Internship Year(s): 1999  
College/University: University of Rhode Island  
Program of Study: BSc Marine Biology  
Year Working at MIMRA: 2002-Current  
Current Position: Deputy Director - Coastal



## **BERRY MULLER**

Internship Year(s): 2001, 2002 & 2003  
College/University: Kagoshima University  
Program of Study: MSc Fisheries Science  
Year Working at MIMRA: 2006-Current  
Current Position: Oceanic Deputy Director - Oceanic



## **MELBA WHITE**

Internship Year(s): 2001, 2002 & 2003  
College/University: Kagoshima University  
Program of Study: MSc Fisheries Science  
Year Working at MIMRA: 2006-Current  
Current Position: Aquaculture Advisor



# Some of our past interns...



## **CANDICE GUAVIS**

Internship Year(s): 2002, 2003 & 2005  
College/University: University of Hawaii - Hilo  
Program of Study: BSc Geography & Marine Bio  
Year Working at MIMRA: 2006-Current  
Current Position: Lab Manager



## **EMMA KABUA-TIBON**

Internship Year(s): 2004 & 2005  
College/University: Hawaii Pacific University  
Program of Study: MSc Marine Science  
Year Working at MIMRA: 2006-Current  
Current Position: PAN Coordinator



## **BENEDICT YAMAMURA**

Internship Year(s): 2011, 2012 & 2013  
College/University: Kyushu University  
Program of Study: MSc Coastal Seafloor & Conservation  
Year Working at MIMRA: 2014-Current  
Current Position: Chief Fisheries Officer - Coastal



## **KALENA DEBRUM**

Internship Year(s): 2011 & 2013  
College/University: University of Waikato  
Program of Study: MS Environment and Society  
Year Working at MIMRA: 2014-Current  
Current Position: Chief Scientist - Coastal

# Some of our past interns...



## **BEAU BIGLER**

Internship Year(s): 2011, 2012 & 2013  
College/University: University of Hawaii - Hilo  
Program of Study: BSc Marine Science  
Year Working at MIMRA: 2014-Current  
Current Position: Chief Fisheries Officer - Oceanic



## **MELVIN SILK**

Internship Year(s): 2012, 2013 & 2014  
College/University: College of the Marshall Islands  
Program of Study: AA Liberal Arts  
Year Working at MIMRA: 2015-Current  
Current Position: Assistant MCS Officer - Oceanic



## **LYLA LEMARI**

Internship Year(s): 2012, 2013 & 2014  
College/University: College of the Marshall Islands  
Program of Study: AA Liberal Arts  
Year Working at MIMRA: 2014-Current  
Current Position: Competent Authority Officer



## **KYOTAK ISHIGURO**

Internship Year(s): 2016 & 2017  
College/University: College of the Marshall Islands  
Program of Study: AA Liberal Arts  
Year Working at MIMRA: 2017-Current  
Current Position: Coastal Fisheries Development Officer


# Your Career Starts Here!

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To register or for further information, please contact the HR Office at:

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