



CONSERVATION
INTERNATIONAL



**THE PHILIPPINE RISE INTEGRATED CONSERVATION FOR ENDURING LEGACIES
THROUGH ECOSYSTEM SUPPORT SERVICES (PRICELESS)**

VA/PRF/PRICELESS/2025-006

Title	Project Manager
Type	National Officer
Duration	Initial 2-year Contract (Renewable)
Closing Date	30 October 2025

BACKGROUND

The CI-GEF PRICELESS Project seeks to increase legal protection for the Philippines Rise Marine Resource Reserve (PRMRR), formally listing this marine protected area under the Expanded National Integrated Protected Area System (ENIPAS). The PRMRR will be overseen by a permanent Protected Area Management Board (PAMB). The PAMB will be in a position to harmonize conflicting mandates and agendas between the various institutions currently tasked with management. The CI-GEF PRICELESS project will also address key data and information gaps to enable appropriate management, including gaps relating to key biodiversity, fisheries/resource uses, and associated threats. This will enable the PAMB to execute the necessary protected area enforcement and awareness-raising efforts, and thus foster enhanced appreciation for the value of PRMRR biodiversity and marine resources and compliance with laws and regulations. Management grounded in robust data and information will also facilitate fishing communities' access to benefits from sustainable fishing and alternative livelihoods. Finally, the CI-GEF PRICELESS project will provide a model for the Philippines and elsewhere for achieving offshore marine resource and ecosystem protection targets, including those related to biodiversity within the CBD, and add a large, highly biodiverse and unique ecosystem to the world's Key Biodiversity Area (KBA) and Ecologically or Biologically Significant Area (EBSA) systems.

Led by Conservation International, executed by the Department of Environment and Natural Resources-Biodiversity Management Bureau, and supported by PEMSEA Resource Facility (PRF), the Project is recruiting for a Project Manager (PM).

PROJECT OBJECTIVE

By 2030, the Philippine Rise Marine Resource Reserve of 352,390 hectares, consisting of a 49,684 hectares Strict Protection Zone and a 302,706 ha Multiple Use Zone, is conserved and better managed, protecting globally significant biodiversity while facilitating the sustainable use of its marine resources and generating livelihood benefits for adjacent communities.

SCOPE OF WORK, DUTIES AND RESPONSIBILITIES AND DELIVERABLES

Scope of Work

The PM is a full-time position who will have the overall responsibility of managing the project and operations of the project management unit (PMU), including management of its staff. The PM reports to directly to the (DENR-BMB) in coordination with the PRF Executive Director and will have control over project finances, disbursements, and ensures deliverables are on track, on budget, and on time. While ensuring the delivery of all the project outputs, the PM, having extensive experience in marine conservation and fisheries management including protected area systems, will provide keen oversight in institutionalizing, fully operationalizing, and strengthening the PRMRR PAMB and improving the management and enforcement of rules and regulations within the PRMRR's strict protection and multiple use zones. S/he shall also represent the Project in local and international meetings, conferences, and learning venues.

COMPONENT 1:	Improved management of the Philippine Rise Marine Resource Reserve (PRMRR), meeting e-NIPAS (Expanded National Integrated Protected Area System) requirements
Outcome 1.1: Improved management of the Philippine Rise Marine Resource Reserve (PRMRR), meeting e-NIPAS (Expanded National Integrated Protected Area System) requirements	<p>Output 1.1.1: Multi-sector and multi-agency functional Protected Area Management Board established and operational (including consideration of gender representation).</p> <ul style="list-style-type: none"> • Represent the Project in PAMB meetings and PSC meetings • Act as the focal for the PSC Secretariat • Provide oversight in the organization of workshops to ensure alignment to targets and deliverables • Communicate and enable the AGM process for the project
	<p>Output 1.1.2: PRMRR Management Plan updated as needed to include biodiversity, spatial zoning, physical detection system and enforcement, communication, education, public awareness (CEPA), protected area financing, and M&E, with multi-stakeholder input and taking into account gender, indigenous people (IP) and local community considerations.</p> <ul style="list-style-type: none"> • Spearhead the review of the PRMRR mgt plan for updating • Ensure environmental and social safeguards are in place
	<p>Output 1.1.3: Annual PRMRR operational plan created to implement Management Plan</p> <ul style="list-style-type: none"> • Provide guidance and oversight in the operational planning for the annual implementation of mgt actions • Ensure budgetary requirements for the annual plan are adequate for successful delivery of project targets • Work on the endorsement of the annual plans by the PRMRR PAMB
	<p>Output 1.1.4: Operational manual including decision-making protocols and management planning processes agreed to among all relevant agencies and stakeholders ensuring speedy and effective decision-making and action to</p>

COMPONENT 2:	Improved protection of the PRMRR Strict Protection Zone (SPZ) through awareness-raising, education, and enforcement of laws within the strict protection zone	guide the operation of the Protected Area Management Board (PAMB) and the protected area fund that finances PRMRR management.
		<ul style="list-style-type: none"> • Provide guidance and oversight to consultant/s in the development of the operational manual • Ensure buy-in of the operational manual with endorsement from the PRMRR PAMB
		Output 1.1.5: The Protected Area Suitability Assessment (PASA) is completed.
		<ul style="list-style-type: none"> • Provide necessary resources for the completion of the PASA • Assist the DENR-BMB in the review of the PASA for its content, completeness, and acceptability
		Output 1.1.6: Philippine Congress support for including the PRMRR in the ENIPAS.
		<ul style="list-style-type: none"> • Provide technical support to the DENR-BMB in congressional/senate hearings • Act as resource person, as necessary, to such meetings and hearings
Outcome 2.1: Improved management support and protection of biodiversity within the 49,684 ha of the Strict Protection Zone of the PRMRR		Output 2.1.1: Gaps identified in biodiversity data and other information needed to develop specific protection measures for the recently submitted KBA of the entire PRMRR
		<ul style="list-style-type: none"> • Provide oversight to the consultant/s in the coordination with key government agencies, local government units, the academia (UP Marine Science Institute/Marine Environment Research Foundation and other relevant universities and learning centers) , and other stakeholders to ensure information needs are acquired and useful for the needed purpose
		Output 2.1.2: Priority data gaps addressed
		<ul style="list-style-type: none"> • Together with the consultant/s, ensure that data gaps identified can be addressed in a practical, meaningful, and useful manner to deliver on project needs as well as stakeholder requirements
		Output 2.1.3: Information management system designed and in place (including geospatial datasets uploaded in the NAMRIA portal)
		<ul style="list-style-type: none"> • Supervise the GIS Specialist/Data Manager • Review and approve work and financial plan of the GIS Specialist/Data Manager in consultation with DENR-BMB Director
		Output 2.1.4: A gender-sensitive awareness campaign is designed and implemented to inform men and women about the value and importance of biodiversity and sustainable fisheries
		<ul style="list-style-type: none"> • Provide secondary oversight for the delivery partner's (Rare) interventions • Review and approve outputs of the delivery partner (Rare)
		Output 2.1.5: Gender-sensitive behavior adoption campaign specifically designed and implemented to encourage environmental compliance from relevant stakeholders
		<ul style="list-style-type: none"> • Provide secondary oversight for the delivery partner's (ZSL) interventions • Review and approve outputs of the delivery partner (ZSL)

	Output 2.1.6: Enforcement plan (dedicated section of management plan) implemented, including patrolling and better monitoring of illegal activities through detection systems, within the SPZ <ul style="list-style-type: none"> Support the enforcement consultant and provide directions in the development of the enforcement plan relative to the project targets Review and approve the deliverables of the enforcement consultant
COMPONENT 3:	Sustainable resource use and livelihoods incentivized, and enforcement improved in the Multiple Use Zone of the PRMRR.
Outcome 3.1: Sustainable resource use incentivized within the PRMRR multiple use zone, covering 302,706 ha	Output 3.1.1: PRMRR management plan and FMA1 plan (using EAFM approach) are aligned and harmonized. <ul style="list-style-type: none"> Provide oversight to the consultant in aligning and harmonizing the respective plans Help consultant identify areas of alignment between plans
	Output 3.1.2: Biodiversity-friendly enterprises (BDFEs) operating in the project area. <ul style="list-style-type: none"> Provide secondary oversight for the delivery partner's (Haribon) interventions in BDFE Review and approve outputs of the delivery partner (Haribon)
	Output 3.1.3: Gender inclusive incentive program designed and piloted, using the Conservation Agreement model, to promote compliance with resource use rules and regulations. <ul style="list-style-type: none"> Provide oversight for the delivery partner's (Haribon) interventions in the design of the Conservation Agreement in the incentive program Review and approve outputs of the delivery partner (Haribon)
Outcome 3.2: Enforcement improved in the PRMRR multiple use zone	Output 3.2.1: Mechanism designed and deployed for coordination of local enforcement agencies. <ul style="list-style-type: none"> Oversight function and ensure that the coordination mechanism between units is functional
	Output 3.2.2: Enforcement plan (dedicated section of management plan) implemented, including patrolling and better monitoring of illegal activities through detection systems, within the MUZ. <ul style="list-style-type: none"> Provide oversight in coming up with the enforcement plan and ensure activities are implemented with proper logistics support
Component 4	Monitoring and Evaluation
Outcome 4.1: Monitoring and evaluation in place and used to facilitate adaptive management	Output 4.1.1: Monitoring and evaluation plan developed and implemented. <ul style="list-style-type: none"> Approve work and financial plan of the M&E Ensure results and recommendations of the mid-term and terminal evaluations of the project are properly addressed
	Output 4.1.2: Final report on monitoring and evaluation plan <ul style="list-style-type: none"> Review, validate, and approve the final report in consultation with DENR-BMB Director
	Output 4.1.3: Knowledge Management plan designed and implemented <ul style="list-style-type: none"> Provide oversight in the design and implementation of the KM plan

PMC	Project Management Costs
	<ul style="list-style-type: none"> • Compile monthly, quarterly, and annual administrative reports. • Review monthly, quarterly, and annual financial reports. • Provide regular updates on project progress to PRF MANCOM, relevant DENR offices (Foreign Assisted and Special Projects Services, BMB Coastal Marine Division , Ocean Environment Task Force), National Maritime Council, Project Steering Committee and CI-GEF. • Ensure that the project achieves all its specified outcomes and targets • Support to PRF internal auditor and project external auditor. • Lead preparation of procurement plans, ToRs of staff and external service providers and procurement packages • Management of consultant activities

WORKING ARRANGEMENTS

Institutional Arrangement

The PM will be reporting directly to the DENR-BMB in close coordination with PEMSEA Resource Facility (PRF) Executive Director.

Duration of the Work

Expected duration of work is for initial of 2 years, renewable subject to performance.

Duty Station

The PM will be based at the PRF Office, DENR Compound, Visayas Avenue, Quezon City.

Qualifications and skills required

Education: Post Graduate Degree in relevant disciplines (e.g., environmental sciences, marine conservation, and fisheries management including protected areas systems)

Experience: At least ten years of development work experience with practical experience in marine conservation and fisheries management including protected area systems.

At least five (5) years of management experience, including direct supervision of professional and support staff and assembling teams working on multi-faceted international development programs;

Proven leadership in the administration of similar activities with skills in strategic planning, management, supervision and budgeting.

Experience and knowledge of GEF regulations, policies and procedures with demonstrated success managing international projects of similar scope and scale.

Proven ability to engage and collaborate effectively and establish strong working relationships with senior representatives of national and local government, the private sector and civil society



Demonstrated ability to implement projects with rigorous timelines and deliverables and to track program quality through donor-approved monitoring and evaluation systems.

Demonstrated ability to adaptive management over medium-term projects over time.

Superb technical and analytical skills.

Superior interpersonal and cross-cultural communication skills.

Comfortable working in a fast-paced environment with changing priorities and under minimal supervision

Languages: Fluency in the English language, with effective oral and written communication skills.

IT Skills: Proficiency in the use of various software applications (MS Word, MS Excel, MS Project, and Financial Systems) and adequate knowledge and practical experience in handling web- based management systems.

Working conditions

- Frequent travel to project site and other office locations.
- Comfortable working out of doors for extended periods.
- Ability to work extended work hours to meet project deadlines.

Submission of Application

Qualified candidates may submit their application together with complete Curriculum Vitae to the Recruitment Officer, via email to recruitment@pemsea.org. Please indicate the vacancy number and post title when applying (in the subject line) by email. The deadline for submission of application is **30 October 2025**.

Additional Consideration

Only those candidates that are shortlisted will be notified.