

April 23, 2026

# Panama Mangrove Conservation Action Request (PAMAR)

Call for Experts – Hybrid Working Group

Deadline to apply: May 4th, 2026



**The International Platform for Ocean Sustainability (IPOS) is seeking experts from various backgrounds or with relevant experience to join an IPOS Hybrid Working Group (HWG)** to strengthen evidence-based decision-making on key ocean challenges. The selected experts will work closely with the IPOS Secretariat to prepare the Panama Mangrove Conversation Action Request (PAMAR) outputs, gathering diverse knowledge systems.

**Deadline for the call:** May 4th, 2026.

**Topic:** Regulatory Harmonization for the Conservation and Sustainable Use of Mangroves in Panama (Ministry of Environment, Panama).

**Global Ocean Sustainability targets:** SDG 14.2, SDG 14.a, GBF Target 4, GBF Target 22.

**Key ocean challenges:** Stakeholder conflict and governance fragmentation, Marine Spatial Planning (MSP) and coastal use conflicts, Climate-resilient marine systems, Ecosystem degradation and restoration challenges, Blue economy development, Science–policy–society disconnect.



## 1. Context

On 11 April 2026, **IPOS launched a new knowledge-based support process in response to a request from the Ministry of Environment of Panama.** This request seeks to **identify and assess what legal or regulatory mechanisms should be promoted or amended to ensure mangrove conservation while enabling sustainable investment and preventing further degradation of critical ecosystems**, in line with IPOS's mission to translate the best available ocean knowledge into actionable solutions for sustainability.

Specifically, expected deliverables of the Action Request are the following:

- **1/. A draft regulatory decree harmonizing Law 2 of 2006 and Law 304 of 2022**, incorporating principles of sustainability, precaution, and ecological justice based on scientific evidence, multilateral frameworks (UNFCCC, CBD, Ramsar Convention) and comparative experiences in other jurisdictions. It will be used as the legal basis to guide decision-making, strengthen compliance, and provide legal certainty to authorities, investors, and communities in coastal areas.
- **2/. A set of technical, ecological, and economic criteria for mangrove use, conservation, and restoration**, to be applied as regulatory benchmarks in environmental impact assessments, licensing processes, and the design of incentive mechanisms such as blue carbon projects and ecosystem service compensation.
- **3/. A roadmap for stakeholder engagement and capacity building**, which will be used to enhance awareness, participation, and compliance among public institutions, the private sector, and local communities.
- **4/. Communication materials**, to be used both nationally to inform inter-institutional coordination and internationally to position Panama as a leader in coastal governance, contributing evidence to multilateral frameworks.

**In this context, IPOS is assembling a Hybrid Working Group (HWG) composed of leading experts and knowledge holders from different disciplines and knowledge systems or with context-specific experience to prepare and validate the synthesis and outputs of this request.**



## 2. About the IPOS Hybrid Working Group

The HWG will bring together scientific, policy, technical, and local expertise and experience to produce a set of knowledge-based deliverables that are credible, inclusive, and relevant to decision-makers. **“Hybrid” reflects the combination of scientific and other forms of knowledge, the richness of various backgrounds** (academic, Indigenous People, Local Communities, civil society, private sector and finance, artist) **and the hybrid working mode** (in-person and virtual collaboration) **that IPOS employs**. Deliverables will undergo independent peer review and will be made publicly available once validated by the IPOS Acting Knowledge Committee and endorsed by the requesting State(s).



## 3. Call for Experts

**IPOS invites applications from qualified experts to contribute to this HWG. We seek individuals with relevant expertise in one or more of the following areas:**

- Panamanian ocean governance
- Environmental and coastal law, including regulatory analysis and legal harmonization
- Mangrove ecology, coastal ecosystems, and biodiversity conservation
- Climate change mitigation & adaptation, including MSP and integrated coastal zone management
- Fisheries and small-scale fisheries governance
- Sustainable blue economy and nature-based solutions
- Environmental policy and public administration
- Social sciences, including community engagement, participatory processes, and stakeholder facilitation
- Capacity building
- Indigenous and local knowledge systems and community-based resource management
- Environmental economics and valuation of ecosystem services

In addition, **IPOS is seeking communication experts and/or artists with experience in climate and ocean issues to join this Hybrid Working Group**. Beyond disciplinary expertise, IPOS encourages participation from individuals representing diverse knowledge systems, including social sciences, economics, traditional and local knowledge, as well as private sector and practice-based experience.



## 4. Roles and expectations of selected experts

**Selected experts will:**

- Contribute actively to the analysis, synthesis, and review of available and emerging knowledge relevant to the request;
- Participate in meetings, workshops and virtual working sessions;

- Develop, review and refine deliverables in collaboration with the IPOS Secretariat, the Local Facilitator and the Acting Knowledge Committee;
- Ensure that findings are accurate, balanced, inclusive, and solution-oriented;



## 5. Expected workload, timeline and compensation

The workload will be up to 10-18 working days in total over a period of 10 months from June 2026 to March 2027.

- Call for experts: May 4th, 2026
- Selection and notification: end of May 2026
- Working period: June 2026 to March 2027

**This is a compensated contribution based on comparable international practices.** Experts will be acknowledged in the final report (unless they prefer to remain anonymous).



## 6. Eligibility and Selection Criteria

Candidates should demonstrate:

- Proven expertise in the topic area(s) or geography relevant to the request;
- Experience in knowledge synthesis, science-policy interface, interdisciplinary collaboration or locally relevant knowledge;
- Commitment to IPOS principles of scientific integrity, inclusivity, and actionable knowledge;
- Availability during the project period (March to December 2026).
- Selection will be based on expertise, diversity (disciplinary, geographic, gender, and knowledge systems), and absence of conflicts of interest with the requesting State.




## 7. Application process

Interested experts are invited to submit the following materials by 4th May 2026 to [pablo.villaamil@ipos.earth](mailto:pablo.villaamil@ipos.earth), [maricastillo0625@gmail.com](mailto:maricastillo0625@gmail.com) and [projects@ipos.earth](mailto:projects@ipos.earth) with the subject line “*Call for Experts – IPOS HWG on mangrove conservation in Panama - Name of the Candidate*”:

- **A short expression of interest (max 2 pages)** describing your motivation, relevant experience and a list of relevant networks, initiatives, or projects you are involved in;
- **A CV** (max 3 pages) highlighting relevant work, publications or roles;

Shortlisted candidates may be contacted for clarification or confirmation of availability.



For further information, contact the Project Manager  
([pablo.villaamil@ipos.earth](mailto:pablo.villaamil@ipos.earth))