

Action Request Local Facilitator (Panama)

International Platform for Ocean Sustainability (IPOS)

Service Contract - Part-time

1. About IPOS

[The International Platform for Ocean Sustainability \(IPOS\)](#) is a new global mechanism supporting States turn ocean knowledge into concrete action. Through its Action Requests, Rapid Responses and Ocean Catalyst, IPOS works at the interface between science, policy and local realities. As IPOS enters its 2025–2027 Ramp-Up Phase, a pilot Action Request will be carried out in Panama, focusing on *Strengthening Coastal Resilience: Regulatory Harmonization for the Conservation and Sustainable Use of Mangroves in Panama*.

To support this process, IPOS is recruiting a Local Facilitator.

2. About the Action Request

The Action Request aims to support the Government of Panama in harmonizing its regulatory framework for the conservation and sustainable use of mangroves. Currently, the coexistence of Law 2 of 2006, which allows mangrove felling in an exceptional manner within the framework of concessions for tourism development, and Law 304 of 2022, which establishes a more robust framework for the protection of marine and coastal ecosystems, creates legal contradictions and regulatory gaps. This situation contributes to biodiversity loss, the degradation of coastal wetlands, ecological fragmentation, and social conflicts, while also generating legal uncertainty for authorities, investors, and local communities.

In this context, the Action Request – Implemented by IPOS in collaboration with Panama’s Ministry of Environment and through a Hybrid Working Group composed of experts and key stakeholders – **will seek to mobilize the best available scientific, legal, and socioeconomic knowledge to develop public policy options tailored to the national context.** The process will also incorporate references to relevant international frameworks and comparative experiences in mangrove conservation and restoration. The objective is to strengthen the governance of coastal ecosystems, reconcile economic development objectives with environmental protection, and recognize mangroves as strategic assets for a sustainable blue economy, particularly due to their capacity for carbon sequestration, coastal protection, and the generation of livelihoods for local communities.

The main expected outputs of this Action Request include: **(1) a draft regulatory decree aimed at harmonizing Law 2 of 2006 and Law 304 of 2022;** (2) a set of technical, ecological, and economic criteria for the conservation, sustainable use, and restoration of mangroves; (3) a stakeholder engagement and capacity-building roadmap; and (4) communication materials designed to support institutional coordination and to position Panama internationally as a leader in coastal governance and mangrove conservation.

3. About the Position

The Local Facilitator is the local anchor of the [Action Request](#) and supports its effective implementation on the ground. Working in collaboration with the IPOS Project Manager (PM) based in IPOS headquarters in Paris, the Local Facilitator ensures that the Hybrid Working Group (HWG) that will be composed to work on the project operates smoothly, inclusively, and in close connection with Panamanian realities. The role blends facilitation, coordination and practical support.

3. Mission & Key Responsibilities

Key responsibilities include:

- Conduct research and stakeholder engagement and identify how the project can effectively support local needs.
- Support coordination related to regulatory harmonization processes and ensure alignment with national legal and consultation procedures.
- Support in the selection and composition of the HWG members (review applications and support the Secretariat in making the nominations, advise on a HWG structure and roles) and ensure communication between the Secretariat and the HWG.
- Support the PM in presenting the HWG structure, nominated experts, anticipated roles and developed project plan to the IPOS Acting Knowledge Committee.
- Facilitation and coordination: co-animate HWG works with the Co-Chairs; support meeting agenda preparation; help maintain an organized workflow and good group functioning, in potentially sensitive or high-stakes multi-actor environments.
- Institutional engagement: regular liaison with Panama's requesting authorities
- Logistics: support the organization of workshops, consultations, venues, travel arrangements, and field visits; act as the main local point of contact for operational matters.
- Support to drafting and review: assist the PM by checking contextual relevance and practicality of outputs. The HWG provides the expertise; the LF supports.
- Monitor political-institutional developments relevant to the Action Request and advise the PM accordingly.
- Reporting: Provide short activity updates and flag issues or risks to the Project Manager.

4. Required Profile

Essential

- Strong knowledge and demonstrated experience in the legal, institutional, and public policy framework related to marine environmental law and coastal-marine environmental management in Panama, with more than seven (7) years of professional practice, including regulations applicable to coastal and marine ecosystems such as mangroves.
- Experience in facilitation, coordination and group-process management.
- Strong knowledge and demonstrated experience with Panama's public consultation requirements applicable to environmental regulation.
- Experience in project management

- Ability to work with diverse actors (government, local communities, academia, civil society, private sector) and to navigate politically sensitive processes with neutrality and professionalism.
- Strong interpersonal skills, diplomacy and cultural sensitivity.
- Excellent organizational skills and reliability.
- Fluency in Spanish and English (mandatory).

Desirable

- Qualified Panamanian attorney with professional experience or demonstrated knowledge in Panamanian marine environmental law, including the institutional and regulatory framework applicable to the management of coastal and marine ecosystems.
- Experience working with international organizations and at the science–policy interface.
- Knowledge and/or specific experience in mangrove conservation, blue carbon mechanisms, payments for ecosystem services, and/or sustainable finance instruments will be considered an asset.
- Experience working with Indigenous Peoples and Local Communities will be considered an asset.
- Experience with co-production processes and transdisciplinary approaches.

5. Contract Conditions

- Type: Service contract
- Duration: 10–12 months (aligned with the Action Request cycle)
- Engagement: Approx. 20h/week, with some peak periods
- Location: Panama
- Start date: April 2026

6. How to Apply

Send an email with a CV (max 3 pages) and a short motivation letter (1 page) **BEFORE MARCH 25th 2026** to: projects@ipos.earth & pablo.villaamil@ipos.earth (Subject: Application - *Name of the Candidate* - Local Facilitator Action Request Panama). Applications received after this date will not be reviewed.