



VACANCY: Seabird Ranger

Organization: Namibian Foundation for the Conservation of Seabirds (NAMCOB)

Post designation: NAMCOB Seabird Ranger

Duty Station: Lüderitz (Islands)

A Seabird Ranger vacancy has become available, based in Lüderitz, under the newly established NGO, NAMCOB. The incumbent will be responsible for providing support to The Ministry of Fisheries and Marine Resources (MFMR), and associated functions related to the Namibian Islands Marine Protected Area. The initial contract is for two years renewable based on performance. Funds are available for the position for at least five years.

The incumbent will also provide support to other MFMR staff and visiting scientists through knowledge transfer and resource management. High-quality standards must be maintained to uphold NAMCOB and MFMR's conservation mandates, by carrying out conservation-related duties that will contribute to the overall protection of threatened seabirds, including endangered African penguins.

Colony responsibilities

- Conduct routine monitoring and surveillance of seabird colonies and identify seabirds at risk;
- Rescue injured, oiled, or abandoned penguins and other seabirds;
- Apply basic animal husbandry to rescued penguins and other seabirds;
- Respond to all oiling incidents and disasters following prescribed methods;
- Assist accredited emergency services during emergency and rescue operations;
- Integrate fully into MFMR's structure, working closely with island technicians.
- Protect seabird breeding habitats and report threats or negative incidents;
- Conduct and assist with clean-ups to remove pollution from islands;
- Conduct monitoring and data collection as and when necessary which will include: monitoring of breeding productivity of seabirds, seabird censuses, nest and moult counts, chick condition, and to assess the cause of any disturbance to seabirds;
- Monitor, identify and report Problem Animals i.e., seals to the MFMR responsible for problem animal control (PAC)
- Respond to and report all illegal access / landings – sensitivity awareness;

- Maintain Illegal Activity and Crime Registers;
- Maintain the designated storeroom, seabird stabilisation unit and rehabilitation/response equipment, assist with control and management of Stores Management and Fixed Asset Verification;
- Provide assistance to any long-term demographic projects after consultation with and approval from MFMR.
- Manage all aspects of the transponder ground and handheld readers;
- Record, report and assist with the collation of a vetted database of sightings of birds marked with transponders or rings/bands;
- Compilation of written reports;
- Assist with maintenance of island infrastructure;
- Operate NAMCOB vessels if delegated and qualified;
- Reside on manned colonies for a period of 3 weeks (working hours irregular/ 24hr duty station) with 1 week off (*weather/circumstances permitting*)

Land-based responsibilities

Responsibilities extend to the seabird rehabilitation facility during times off the island.

- Assist with rehabilitation of seabirds;
- Assist with husbandry duties;
- Maintenance and custodial duties;
- Operate NAMCOB vehicles, boats and other equipment;
- Maintain a good working relationship and spirit of co-operation with MFMR and all relevant stakeholders
- Carry out any similar reasonable work related instructions (as expected by the NAMCOB director)
- Administrative tasks
- Professional Development: - Identification of training needs

Competency Profile

Educational Requirements

Tertiary Qualification, science-related diploma or higher preferred

On the job training

- Disaster management
- Property and asset management
- Knowledge of ecological processes and biodiversity management
- Experience in information management

- Knowledge of coastal, marine and island environments
- Knowledge of seabird monitoring techniques
- Seabird stabilization and rehabilitation techniques

Personal Attributes

- Job specific health requirements
- Physical fitness to be able to perform activities
- Task and goal orientated
- Practical
- Ability to work under continuous pressure and long hours
- Passion for animal species and their ecosystems
- Emotional maturity
- Ability to work and perform in isolation and in a team
- Self-Motivated
- Willingness to learn/improve

Other Requirements

- Valid driver's license
- Available to travel locally and internationally at short notice
- Willing to receive identified and necessary vaccinations
- Namibia citizen, permanent resident, or valid work permit
- Ability to work unsupervised and is self-motivated
- Experience with Microsoft Office software (Access, Excel, Word) would be desirable
- Leadership and communications skills
- Good interpersonal skills

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