



# INFO PACK

## NURSERY INTERNSHIP PROGRAMME

### (Table View centre)



### ABOUT SANCCOB

The Southern African Foundation for the Conservation of Coastal Birds (SANCCOB) was established in 1968 and is a non-profit organization whose primary objective is to reverse the decline of seabird populations through the rescue, rehabilitation, and release of ill, injured, abandoned and oiled seabirds – especially endangered seabirds like the African penguin. In over 50 years, SANCCOB has treated around 100 000 seabirds. In a non-spill year, SANCCOB treats up to 2 500 seabirds, of which approximately 1000 - 1 500 are African penguins. Other seabirds treated by SANCCOB include various Cormorants species (including the endangered Bank and Cape cormorant), the endangered Cape gannet, various species of terns; pelagic birds such as albatrosses and petrels, oystercatchers, gulls, pelicans and other coastal seabirds that are found in the region. On average, SANCCOB admits between 24 and 30 different seabird species for rehabilitation per year.”

SANCCOB (Table View centre) is situated on the banks of the City of Cape Town’s Table Bay Nature Reserve – Rietvlei section in a residential neighbourhood called Table View, approximately 20km from Cape Town.

### WHY DOES SANCCOB NEED YOU?

With a limited staff component, SANCCOB relies heavily on the support of interns to achieve the mission of the organisation. Interns become an extension of the staff and are an integral part of the daily running of the centres. Not only do interns assist with the hands-on work with the seabirds, but also provide assistance in all functions of the centre such as marketing, procurement and fundraising. In short, we need interns like YOU to join our team!

### Programme description

The Seabird nursery internship has been developed to equip you with chick husbandry skills for a career in captive breeding or seabird chick rearing. The internship is structured with a mentored training programme and a strong focus on skills development – suitable for returning volunteers, university students, graduates, post-graduates, employees and volunteers in the field of animal science, husbandry, care and welfare related fields.

Length: 3 or 6 months

Hours of work: 5 days per week (including every second weekend) from 7:45am to 5pm\*

Reporting to: Chick rearing unit supervisor

Physical Address: 22 Pentz Drive, Table View • Postal Address: P. O. Box 11116, Bloubergrandt, Cape Town, 7443

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*\*Some days may require interns to assist until 6:30 pm, so your willingness to go the extra mile during the busy times will be crucial.*

## ***Intern job description***

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*The Penguin Nursery internship is focused on caring for bigger chicks, usually weighing 1.3kg or more. These chicks remain in the nursery until they are ready to move to the swimming rehabilitation pens.*

### Skills observed, assisted with and learned during the internship:

- Identify problem areas and report them immediately
- Handling and feeding African penguin chicks (over 1.3kg)
- Maintaining a high level of hygiene and cleanliness within the Penguin Nursery
- Weighing of chicks
- Calculating and updating medication amounts for individual birds under supervision of the Veterinarian
- Record keeping for individual birds
- Working independently as well as part of a team
- Assisting in basic training of other interns
- Identifying behaviour in chicks to determine health status
- Maintaining adequate temperature control in the Penguin Nursery
- Evaluating of basic blood results (packed cell volume, buffy coat and total protein)
- Assisting in evaluating the waterproofing of feathers in African penguins
- Assisting in wound care and bandaging techniques for different seabird species – *6-month interns only*

## ***Characteristics required***

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- Trustworthy
- Have a systematic approach
- Attention to detail
- Strong sense of initiative
- Excellent communication skills
- Good problem-solving skills
- Compassionate, gentle and caring
- Ability to follow SANCCOB's protocols
- Ability to multi-task and perform tasks in order of importance and priority
- Work under pressure
- Previous experience working with birds desirable though not essential
- Ability to direct other interns and delegate tasks



## WHAT IS THE BEST TIME OF THE YEAR TO COME TO SANCCOB?

SANCCOB admits a variety of seabirds throughout the year. For each species, there are peaks and lows during the year. Unfortunately, there is no way to guarantee when these peaks and lows will occur. The information listed below is based on SANCCOB's admission data for our most common bird species from 2010 – 2016.

<b>Species:</b>	<b>Peak period:</b>	<b>Common reason for admission:</b>
African penguins	October – January	Abandoned chicks
African penguins	January - May	Abandoned eggs
Cormorants	January – March	Weak juveniles
Cape gannets	January – May	Weak juveniles and abandoned chicks (end of May)
Hartlaub's gulls	February - April	Abandoned chicks
Kelp gulls	January – June	Botulism
Swift terns	February - April	Abandoned chicks



## **COSTS AND BENEFITS**

- 🕯 International Participants: The cost of the 3-month internship is R2000.00 and the 6-month internship costs are R3000.00. A volunteer who has completed our International Volunteer Programme are eligible for a 50% discount on all the internship programmes.
- 🕯 Local Participants: No cost is associated with local participants
  - 🕯 Upon acceptance into the programme, all interns (local and international) are required to pay a refundable R2000.00 fee to secure their place. This is refunded in South African Rand after successful completion of the programme.
- 🕯 Enhancing your CV or resume with getting hands-on experience working with endangered penguins and other seabirds at the world-renowned SANCCOB Seabird Centre in Cape Town, South Africa
- 🕯 Develop personal work ethics while networking to build professional contacts
- 🕯 Earn and understand organizational culture
- 🕯 Develop career-related personal skills like communication, teamwork and problem solving
- 🕯 Participation in a seabird release (bird and weather depending) after being part of the rehabilitation process
- 🕯 Certificate of appreciation upon completion of the programme

## **EXPECTATION OF INTERNS FROM SANCCOB**

- 🕯 Committed individual and willingness to go the extra mile will be crucial
- 🕯 Physically fit and able to stand for a full shift
- 🕯 Comfortable with getting dirty
- 🕯 Willing to work in all weather conditions, frequently outside
- 🕯 Able to work in a team as well as independently
- 🕯 Able to follow Standard Operating Procedures
- 🕯 Reliable and accountable individual
- 🕯 Compassionate and caring nature with a love for seabirds
- 🕯 Trustworthy
- 🕯 Attention to detail
- 🕯 Strong sense of initiative
- 🕯 Excellent communication skills
- 🕯 Good problem-solving skills
- 🕯 Ability to multi-task and perform tasks in order of importance and priority and delegate tasks to volunteers and other interns
- 🕯 Work under pressure

## **TERMS AND CONDITIONS**

To apply for one of the Seabird Internship Programmes, you must:

- 🕯 Submit an Application and Indemnity Form
- 🕯 Submit a letter of reference from a professional contact
- 🕯 Submit a short CV
- 🕯 Submit a letter of motivation and your expectations in participating in an internship
- 🕯 Be at least 18 years of age
- 🕯 Consult your doctor before volunteering if you are pregnant, on medication or allergic to animal dander, or detergent. Persons with chronic respiratory ailments or impaired kidneys or liver should avoid working around crude oil
- 🕯 Have an up to date tetanus vaccination
- 🕯 A good understanding of the English language is essential
- 🕯 Be cooperative and work as a team at all times
- 🕯 Wear personal protective gear, as defined by supervisors per task, at all times

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- 🕯 Follow Standard Operating Procedures as explained by the SANCCOB team
- 🕯 Please note that all internships have a one month probation period.

## PLEASE NOTE

- 🕯 The work is very physical by nature and you will be exhausted at the end of every day
- 🕯 The environment is wet and the majority of the work takes place outdoors
- 🕯 Interns should be prepared to work in extreme weather conditions (rain or heat)
- 🕯 SANCCOB is unable to provide accommodation, but we can recommend accommodation used by many of our past international volunteers and interns

Each intern will receive a training plan that will include an outline of the internship, with goals, action dates to complete these goals and action points to be completed over the six months; this will be done with the support of the CRU supervisor who will be your mentor; and the Volunteer Coordinator.

## CONTACT INFORMATION

If you have any further queries or concerns, please feel free to contact the Volunteer Coordinator.

To apply for one of our internships, download the [application form](#) and send it, along with your CV and motivational letter, to [volunteers@sanccob.co.za](mailto:volunteers@sanccob.co.za).

If you have any further queries or concerns, please feel free to contact the volunteer coordinator.

We look forward to welcoming you to SANCCOB.

**Brittany Lowe**

**SANCCOB Volunteer Coordinator**

**Email: [volunteers@sanccob.co.za](mailto:volunteers@sanccob.co.za)**

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