



Team Leader Information

Before applying to become a Team Leader (8.5 week internship 21 Nov 2023 - 17 Jan 2024) with the Ningaloo Turtle Program (NTP) please read the following information.

Ningaloo Turtle Program

The Ningaloo Turtle Program (NTP) is based in the amazing Ningaloo Marine Park, part of the Ningaloo Coast World Heritage Area. The primary aim of the NTP is to support the conservation of marine turtles along the Ningaloo Coast. Volunteers are the key to the success of the NTP; your time will help our efforts to conserve marine turtles, which are threatened with extinction world-wide. Please note, the NTP is not a tagging program, we are a morning turtle track count monitoring program.

Team Leaders will gain experience in marine turtle monitoring techniques, turtle rescues, program management, supervision and organisation of volunteers and make a hands-on contribution to turtle conservation in a World Heritage listed marine park. It can be hard, hot work but with great rewards. You will meet like-minded people, get fit and have fun!

Team Leader requirements

Team leaders will:

- Have a current Provide First Aid qualification or ability to obtain it before arrival
- Have a current full Manual Motor Vehicle Drivers Licence (no P-Plates) and willingness drive a mini-van
- Be at least **21 years old**
- Be available for the **full eight and a half week duration** and be prepared to work approximately **45-50 hours per week**
- Have a **reasonable level of fitness**. You must be able to walk up to 5km in soft sand, sometimes over rocky terrain and sand dunes in very hot weather (temperatures range between the high 30's to the mid 40's during summer in Exmouth)
- Be a people person! And a morning person! Being positive, friendly, approachable, courteous and happy goes a long way.
- Under supervision, be responsible for the coordination of the daily monitoring program including rostering, transport, data collation, data quality assurance and equipment maintenance
- Provide supervision and support to volunteers
- Participate in monitoring, training and remote camping activities as required
- Coordinate turtle rescues as required
- Assist with the training of volunteers
- Set up remote camps and organise equipment in conjunction with the NTP Coordinator
- Organise meals and supplies for the remote camp with assistance from volunteers
- Organise catering for official NTP functions
- Maintain monitoring equipment, camping equipment and vehicles on a daily basis
- Collect and file data sheets, volunteer hours and progression on a daily basis
- Organise regular social events for volunteers
- Conduct educational turtle conservation activities for the local school children and visitors, where appropriate
- Contribute to the end of season reports, including updating standard operating procedures as required
- Report regularly to the NTP Coordinator and provide feedback to volunteers and NTP staff.

PLEASE NOTE:

- Team Leaders must present fit for work each time they are on duty and act in accordance with the Parks and Wildlife Service Code of Conduct. Breaches of the Code of Conduct will result in disciplinary action, which may include eviction from the program. Random breath testing may be carried out through the course of the program and failure to comply or pass the tests may result in eviction from the program.
- International volunteers are not covered by the Parks and Wildlife Service volunteer insurance so must have appropriate travel insurance to cover any medical costs and provide Parks and Wildlife Service a copy of this.
- International volunteers must also ensure their visa allows for volunteer internships with remuneration and provide Parks and Wildlife Service with a copy of their visa.
- Team leaders must not let any other activities or other forms of employment affect their participation in the NTP and completion of duties. Second employment must be approved by Parks and Wildlife Service in accordance with the Parks and Wildlife Service Code of Conduct.

Other volunteer positions

There will be three Team Leaders, a maximum of 12 external volunteers and one Communications Intern accepted into the program. There are also a number of local casual volunteers who are Exmouth residents.

Program dates

Team Leaders will be required to arrive in Exmouth by Tuesday 21 November 2023 and the accommodation will be available that afternoon. The first day in the program is Wednesday 22 November. The last day in the program is Tuesday 16 January 2024, checking out of accommodation on Wednesday 17 January 2024. If a Team Leader wishes to arrive earlier or stay longer, accommodation will be at their expense.

Accommodation and living conditions

- Conditions in Exmouth in summer can be very hot: 35-45 degrees.
- Two types of accommodation are provided. The majority of the time will be spent in shared accommodation in the town of Exmouth. Team Leaders will share accommodation with other members of the NTP (usually a fellow Team Leader or the Communications Intern). This will be a villa type accommodation with a shared bathroom and kitchen with separate bedrooms.
- Team Leaders will also stay with a couple of volunteers at a remote camp within Cape Range National Park adjacent to Ningaloo Marine Park. While camped in the National Park you will be 50km from Exmouth. Swags, sleeping bags and pillows are provided but you may bring your own if you wish. The remote camp facilities include:
 - Long drop toilet
 - Very basic cold shower facilities with limited fresh water (easier to just have a swim!)
 - Camp style cooking facilities
 - Basic food is supplied while camping (budget provided) and meals will be cooked by participants on a shared basis
 - Camp located 200m from beach
 - No phone reception at camp, only limited reception within the National Park
 - 3-4 days at a time will be spent on a rotational basis at this camp. Team leaders can expect to do 3 or 4 trips to this camp.
- A food subsidy of \$25/day is provided while in Exmouth town via reimbursement upon submission of receipts. The accommodation in Exmouth is within walking distance to the main town centre, where there are two supermarkets.

- Exmouth is subject to periodic **cyclone events**. The Ningaloo Turtle program is run during cyclone season and therefore heavy rain and cyclonic weather may affect the activities of the Program. In previous years it has meant that monitoring has been cancelled for a few days until the weather has passed. Adequate supervision, guidance, cyclone shelter & accommodation are provided and emergency procedures are followed during these events.

Turtle track monitoring

Training

Training will be provided in track monitoring, data entry and quality assurance, turtle biology and ecology, and turtle-visitor interaction protocols. Training is ongoing and is primarily a combination of theory and field-based exercises and informal competency assessments. On completion of training, volunteers become certified “Turtle Trackers” and have a basic understanding of interaction protocols. For more information and to download monitoring manuals please see the ‘Training’ section on the NTP website.

Monitoring

Team leaders & volunteers spend approximately 4-6 hours every morning (starting at sunrise) walking designated sections of beach recording important turtle nesting information such as successful nests, unsuccessful nesting attempts and evidence of nest disturbance and predation. You can often see adult female turtles returning to the water and are sometimes lucky enough to see hatchlings emerge from nests and make their first entrance into the ocean. Team Leaders are responsible for driving and maintaining the minivan and dropping off and collecting the volunteers each morning and for supervising the morning's monitoring whilst monitoring their own section. Team Leaders are also required to check, upload and manage the data and assist/coordinate turtle rescues.

You will be provided all the necessary training before you are left to monitor alone. The first two weeks are spent in training, pre-season organisation and preparation, and program familiarisation before the 12 external volunteers arrive.

A typical day once the intensive 4-week daily monitoring begins usually involves a 0530 start, transporting volunteers to beaches, monitoring your own section, then collecting volunteers and returning to town to upload data and prepare for the following day. There will always be 1 team leader out at the remote camp. Team Leaders will also have some program organisation to do in the afternoons such as food shopping for the next remote camp, team meetings and handovers, rostering, data QA and organising. The rest of the day may include assisting the NTP Coordinator with other tasks or coordinating social activities within the Ningaloo Coast World Heritage Area. There will also be free time set aside for you to do as you please and rest. We recommend an afternoon snooze as needed!

Walking

Team Leaders and volunteers are asked to monitor sections of beach varying from 500m to 5km solo. This will require you to walk over uneven ground and sandy beaches and occasionally to walk up and/or down steep slopes. Team Leaders and volunteers need to have a reasonable level of physical fitness to walk these distances. If you have any concerns about this or any health conditions that may adversely affect your capacity to perform these duties, please discuss this with the NTP Coordinator **before applying** for a position. It is essential that your health conditions are considered before signing up to the NTP.

Enclosed footwear such as sneakers, sandshoes or reef shoes must be worn during turtle monitoring activities. Although the monitoring sites are primarily soft sand, there are rocks, shells, coral and snakes on the beaches. Suitable footwear will help you avoid injuries therefore volunteers are not permitted to participate in monitoring unless they are wearing enclosed shoes.

Lifting and handling

The handling of items such as camping equipment, and occasionally turtles, will be required from time to time during the monitoring season. Handling of heavy items should be undertaken by more than one person. If you have any doubt about how to lift an item, seek assistance from NTP staff before attempting to proceed.

Communication

Mobile phone reception (Telstra and Optus) is available in Exmouth but only intermittently available at most of the monitoring sites or within the Cape Range National Park. Some carriers such as Vodafone do not work. UHF radios are used to communicate with each other while monitoring. A Parks and Wildlife radio is fitted to the minivan allowing the Team Leader to contact the office.

Jurabi Turtle Centre

There will be an opportunity for NTP volunteers to visit the Jurabi Turtle Centre at night to witness turtle nesting activities.

What will be provided?

- Accommodation in Exmouth and whilst camping at the remote camp within Cape Range National Park (linen and bath towel supplied at Exmouth accommodation but bring your own beach towel)
- Food is provided while camping at the remote camp (within a budgeted amount) and a food subsidy for the remainder of the program is provided at \$25/'town day' per team leader (via reimbursement upon providing receipts)
- Training in turtle track monitoring, tablet, GPS and radio use, data entry and the loan of course books and materials
- WIFI while at the 'turtle office' as well as a desktop computer and access to office equipment such as scanner, photocopier etc.
- Return airfare/fuel subsidy up to value of \$800 from your principle place of residence to Exmouth (reimbursement upon providing receipts)
- Transport to and from all official NTP activities carried out during the program
- NTP monitoring shirt and hat.

What to bring

- Sunglasses, hat (broad-brimmed is best), long-sleeved shirts, shorts
- Enclosed shoes must be worn for all field work. They may get wet. Sandshoes, old comfy sneakers or reef shoes with enclosed toes work well.
- Beach towel, bathers, rashvest for sun protection while swimming
- Sunscreen
- Lightweight sarong to assist in sun protection
- Multiple 1L or 2L water bottles or camelbak, we recommend at least 3L worth
- Fly net for over your hat
- Long pants for gorge walking
- Personal spending money for extra food, luxuries and recreational activities
- Exmouth can sometimes be cool at night in summer, especially when out on the beach, so bring just a couple of warm items of clothing. There is a local op shop if you get stuck.

Optional:

- Snorkelling gear – can hire in town but good to have your own if you have space
- Camera – Always good to have photos!!!
- Torch with a red filter. Head torches are recommended for use whilst you are camping. Red cellophane over a white light works well.
- Entertainment such as books, iPod, games, laptop.
- Sleeping bag and/or swag for remote camping – we can provide if you don't have space
- Your Christmas spirit and tinsel ☺

****Please note that previous volunteers and team leaders have found that having their own car in Exmouth is useful so they can access the beaches, gorges and Cape Range National Park in their own time. There is no public transport in Exmouth, distances can be far and the NTP social activities are limited to two or three per week so your own transport can be an advantage.**

****Bicycles are handy for getting around town and are often for sale on the local noticeboards. They can be purchased cheaply then re-sold upon departure.**

Other important information

- As previously mentioned Exmouth gets very hot in summer (up to mid 40's). Please be aware of this and your own physical limitations before signing up for the program.
- The 'turtle office' is within the compound of the Exmouth District Parks and Wildlife Service. As such, team leaders will be introduced to all staff and will gain exposure to various district works programs and may be provided with opportunities to help out with other works as they arise.
- Telstra is the main mobile service provider in Exmouth, and Optus also works. Other smaller providers such as Vodafone usually do not. We've found that only Telstra works while on the monitoring beaches (and not always reliable). We recommend Team Leaders bring a Telstra SIM compatible with their phone to assist in communications.

Information on Exmouth township

Location and climate

Exmouth is located on the North West Cape approximately 1270km North of Perth and has a population of approximately 2600 people.

Exmouth is blessed with a fantastic climate. With no wet season, it is dry and warm all year. Summer daytime temperatures range from high 30's to mid 40's (average 37 degrees). Water temperatures in summer vary from 25 – 28 degrees.

You will be required to work outdoors for a number of hours during the day. You should drink a minimum of 3-4 litres of water each day, get adequate rest and be aware of the signs and symptoms of heat exhaustion and how to avoid this.

Recreation activities

Exmouth has a fantastic variety of outdoor recreational opportunities that can be taken advantage of in your spare time:

- SCUBA diving, snorkelling, swimming
- Fishing
- Bush walking in the Cape Range National Park or the canyons to the south of Exmouth
- Microlight flights
- Glass bottom boat tours
- Kayak hire and tours
- Relaxing on the beach and
- Coral Bay is less than two hours drive away and has manta ray tours, quad tours etc.

Team Leaders organise two to three NTP social activities per week, a welcome barbeque for volunteers, Christmas lunch and an end of season party.

Some previous team leaders have ended up staying in Exmouth after the internship concluded to enjoy more of the Ningaloo Reef!

Facilities

Exmouth is a small regional town but has adequate amenities and facilities including two supermarkets, a bulk-food store, wholesalers, pharmacy, Westpac Bank, newsagent, post office, basic hospital, dentist, chiropractor, op-shop, surf shop and a number of cafes, restaurants and pubs. You may also like to visit the town 50m swimming pool, grassed BBQ areas overlooking the beach, a gym, tennis courts, sporting ovals and skate park.

If you require specific medications, be sure to bring these with you.

Additional information on Exmouth can be found here: <http://www.visitningaloo.com.au/>

Getting here

AIRLINES

Qantas operate return flights from Perth to Learmonth Airport (37kms from Exmouth). A shuttle bus meets each flight – Parks and Wildlife Service will cover the cost of the shuttle bus if you require it. The flight takes approximately 2 hours.

ROAD ACCESS

Travelling from the south up to Exmouth along the North West Coastal Highway, drive 152km north of Carnarvon and turn left just past the Minilya Roadhouse – the Exmouth townsite is another 220km. Travelling from the north, turn off the North West Highway 110km South of Nanutarra Roadhouse onto Burkett Road. From here it's 80km to the Exmouth-Minilya Road. At this junction turn right to Exmouth (89km).

The drive up from Perth usually takes around 13 hours and is best split up with on overnight stay for safety, e.g. somewhere like Kalbarri/Geraldton/Carnarvon. Where possible this drive is best shared with others.

COACH SERVICES

Check Integrity Coach Lines for current schedules between Perth and Exmouth if they are running.

Transport while you are here

Turtle nesting beaches are located about 15 - 35 km from Exmouth. A minivan is used to transport volunteers to monitor these beaches and is also used for official NTP social activities only.

Team Leaders and volunteers find it an advantage to have their own transport while they are here as it enables them to explore the wonderful local surroundings that the Ningaloo Coast World Heritage Area offers in their own time. It also gives you a bit of freedom as Exmouth township is located on the eastern side of the North West Cape and is approximately 40km from good snorkelling and exploring within Cape Range National Park.

Please note: Using your vehicle is at your own risk and the program cannot be held responsible for any damages that may occur. All drivers are encouraged to drive safely, obey all laws relating to motor vehicles and operate vehicles in a responsible manner.

Driving & wildlife wise

Access to and from each of the monitoring sites is by Departmental car or minivan. Extra care should be taken when driving on unsealed or unfamiliar roads. Slow down when driving in conditions you are not used to.

Wildlife often cross country roads, particularly at night and in the early morning. Being aware of this and taking care could save an animal's life and avoid damage to your car. If travelling at night, drive slowly and scan the sides of the road for wildlife (this will also help you keep alert). Remember that animals are very hard to see against a black bitumen road, particularly when it is wet. Take note of wildlife warning signs. They are there to advise you of known 'hot spots'. Animals react differently to approaching cars and it is best to let the animal move off first before passing.

How to apply

If you are interested in this position, please **apply via the website**:

- complete the online application form
- attach your CV
- attach a **letter addressing all selection criteria** on the JDF (under separate headings)
- attach a cover note telling us 'why you think you would be successful as a Team Leader'

If you wish to apply via mail, please address it as 'NTP Team Leader application' either via email: ningalooturtles@dbca.wa.gov.au or post to 'Exmouth Parks and Wildlife Service, PO Box 201, Exmouth, Western Australia, 6707' **before 4:00pm (GMT+8), Tuesday 1 August 2023.**

Any questions?

Visit the Ningaloo Turtle Program website at www.ningalooturtles.org.au. Alternatively, please do not hesitate to contact us (email is the preferred method) and we will get back to you as soon as possible.

- NTP email: ningalooturtles@dbca.wa.gov.au
- Postal address: PO Box 201, Exmouth, WA 6707 (please print "Attention: NTP Coordinator")
- Phone: NTP Coordinator, Dani Rob (08) 9947 8054 or Parks and Wildlife Service Reception, Exmouth (08) 9947 8000.

Thank you for your interest in the program. We are looking forward to the upcoming season and to meeting new interns with a keen interest in turtle conservation!