

## **Agreement 2025 for Field Assistants**

For the participation in the Marine Turtle Protection Campaign



### **Duties & Hours**

You are expected to be flexible with regard to duties and shifts. Your working week will consist of six nights/days. Shifts across these six days will vary in length and time of day or night. Most participants are based in our field camp, however some patrols require staying all night on a beach far from the camp, where the participants take different shifts to rest on the beach. A bed in an apartment in Santa Maria is provided for nights off.

Please do not accept this position if you are not available for the entire duration of the season as stated in the Field Assistant description.

### **Benefits**

You will be based in the field camp and you will be provided with a space in a communal tent or some other type of shelter to sleep. All meals and drinking water are provided. Meals are prepared on a communal basis; all the participants are expected to participate. On your days off in Santa Maria you will be provided with a shared room in an apartment with shared bathrooms and living areas. During your rest periods you are responsible for your own meals. We expect you to use the apartment and project facilities in accordance with the “Code of Conduct”, otherwise you may be charged for any damaged or missing items.

Field Assistants will receive a stipend of €150 per month to assist in covering the costs of participation.

### **Field Assistant Responsibilities**

Field Assistants play a key role during the nesting season. You will receive intensive theoretical and practical training during the first weeks. Training will continue throughout the season to make sure that you learn all necessary skills to perform specific duties (like PIT tagging, transferring and excavating nests). You will be responsible for your night patrol when leading them with a volunteer, participant or occasionally tourists, otherwise you will work along-side another assistant (local or international). During these patrols you will assist in training volunteers and are expected to explain all that you have learned to welcome them to field of turtle conservation. You will have to make decisions and interact with other people on the beach (tourists, tour guides, military). There will always be a supervisor on call to solve any problem or to assist in your actions.

In the camp you are expected to participate in all activities, to be proactive and to take care of all equipment and facilities. You will be asked by the camp supervisors to perform some tasks (for example maintenance of equipment, data entry, capacity building) and those will also be your responsibility.

All the participants will take part in the communal cooking and cleaning of the facilities.

### **What we expect from you**

We expect you to behave in accordance with the “Project Biodiversity Code of Conduct” document at all times. Any behaviour in contradiction of the Code of Conduct can result in your dismissal from the project.

### **Dates and Notice period**

The period agreed by both parts constitute the dates you are expected to be available for work. If you wish to stay longer or travel within the islands you must do so before or after this period giving prior notice of your intention. Field Assistants fill a crucial role in the nesting season schedule; we plan the number of people very carefully. Leaving the project earlier than agreed would affect the rest of the team and also the protection strategy. Therefore, we require you to adhere to the agreed period.

Projeto Biodiversidade is not liable for any travel costs associated with participants leaving the project earlier than planned.

### **Health, Safety & Weather**

You should be aware that medical facilities are limited in Cabo Verde. If there are any particular medicines you need you should bring them with you, in enough quantity to cover your entire stay and some extra days to be safe. There are several private and one public medical clinic that can deal with emergencies, **but you must purchase travel insurance** to cover medical care and repatriation. We regret we will not be able to assist you financially with any medical problems. The medical centres in Sal, including its hospital, have been certified by an independent auditing company on the prevention of the spread of infection diseases (POSI-Check).

The weather can be very hot and humid and the sun very strong, so you should ensure that you are adequately prepared to deal with staying hydrated and protecting yourself from the sun. You are not required by the government to have any inoculations, but you should check the latest medical information with a reliable source. We suggest the following website <https://www.gov.uk/foreign-travel-advice/cape-verde/entry-requirements>.

An up-to-date tetanus is recommended. We do not usually have malaria on Sal, but cases of both malaria and dengue have been reported on other islands. We do have flies and mosquitoes, so you should bring repellent and sting relief (these are expensive and sometimes not available here) as well as protective clothing (long sleeves/trousers) to cover up. The weather is usually warm and sunny but often very windy, it is cool enough to need a hoody at the start and end of the season in the evenings and early morning. We do have rain showers so you should bring a light waterproof jacket particularly for mid-August. Sal is generally very safe but there are growing incidents of petty crime such as pick-pocketing and theft from beaches. It is safe to bring laptops, tablets etc. but you should take care if you take them out of the house. We do not recommend leaving them in the camp as the humidity and salinity of the air can damage electronics.

### **About the field camp**

You will be in the camp for a maximum of six nights out of seven. Conditions are rudimentary. Facilities include a large tent or similar shelter, gas cooker and mobile festival-like toilet. There is no electricity (with the exception of project use and to charge patrol equipment/batteries) and fresh water should be used cautiously. **Please think carefully about whether you can adjust to living in basic conditions on the beach and whether you are mentally strong and calm enough to deal with encounters with hunters.**

Basic food will be provided and there is the option of vegetarian food. Give notice in advance if you have dietary requirements or if you have any allergy.

The apartment does not have a washing machine. You must wash your clothes in the camp with by hand or take them to laundry services in town. It is forbidden to hand-wash clothes at the apartment. Water availability in Sal is limited and is very expensive, we therefore ask participants to be mindful of this when using fresh water and to be as conservational as possible (drinking water will always be readily available).

## **Things to bring**

You must bring dark coloured shorts or trousers to wear on patrol. You should make sure that you have suitable footwear, as there is a lot of rubbish, sometimes glass, on the beach and sharp marine life. A light rain jacket is required for protection against rain, wind or insects. Lightweight long trousers are also useful for these reasons. You must bring your own bedding (sheets/pillow case) and towels or purchase them here or use in both the apartment and the camp. A small white torch can also be useful.

## **The following items are MANDATORY:**

Most of these items are impossible to purchase in Sal. Make sure you bring them all because they will make a difference during your stay with us. The project **will not** be able to provide you with any of the items below.

- Evidence of medical insurance including repatriation cover (sent in advance).
- Sufficient money to cover any unforeseen expenses.
- Lightweight waterproof / windproof jacket or poncho.
- An unlocked mobile phone (you can purchase a local SIM card for €2 with monthly plans of 10gb of internet costing around €12).
- Pens/Pencils
- Sleeping bag for higher temperatures (around 15-20 degrees) that can be easily packed and transported for sleeping on beaches
- Camping mattress (and cushion if desired) to be used as your bed in camp for the season so keep comfort in mind. We strongly recommend bringing a thicker mattress (not the camping/yoga style thin mats) as this will be your bed for 4 months.
- A mosquito net for your bed at camp.
- 2 sets of sheets and towels, one for the camp (for your camping mattress) and one for the apartment on your day off, in any colour other than white is best.
- A head torch/headlamp with red light. Every effort should be made to buy a torch with separate buttons/switches for white or red light (some models have one button and require switching on in white and after to red, these are not ideal) An example is shown here.

[https://www.amazon.co.uk/Energizer-Flashlight-Emergency-Camping-Headlight-Grey/dp/B013P5S1KC/ref=sr\\_1\\_2?keywords=energizer+headlight&qid=1581677210&sr=8-2](https://www.amazon.co.uk/Energizer-Flashlight-Emergency-Camping-Headlight-Grey/dp/B013P5S1KC/ref=sr_1_2?keywords=energizer+headlight&qid=1581677210&sr=8-2)

NB Covering a white head torch with red paper or paint is not acceptable

- AA or AAA rechargeable batteries for your torch if needed plus a set of spares (a charger will be provided for in camp). Alternative torch options include those that can be charged via USB.
- Reusable drinking bottle – we try to be eco-friendly by reducing the amount of plastic created. If you are uncomfortable drinking desalinated water, you should also bring a filter for your bottle.

- Dark clothes for patrols (shorts, trousers, long sleeves). You will be given t-shirts and a hoody from the project that must be used whilst on patrol, so you may wish to bring a long sleeve top to wear underneath for cooler nights. Previous field assistants recommend light loose fitting breathable clothing to keep wind, sand and mosquitos out.
- A hat for sun protection
- Biodegradable shower gel to be used in camp for the duration of your stay.
- Biodegradable laundry soap as you are expected to wash your clothes in the camp.
- High factor sun protection (sun protection is very expensive to buy here and the sun is strong during the season)
- Suitable footwear for patrolling the beach (barefoot is not an option). It is all about personal preference as high walking boots stop as much sand getting in the shoes, trainers offering lightweight comfort but will let in some sand and water shoes are able to go in and out of water but may not be as comfy or protective. You will be walking long distances on sand, rock and sometimes sharp debris.
- A watch with a backlight
- Personal First Aid Kit (containing items such as ibuprofen, plasters, sting relief cream, sunburn relief and a joint support if you normally need to use it during intensive exercise. As well as medical tape if you are prone to blisters) There will be a first aid kit in camp for emergencies, but everyday supplies are your personal responsibility.
- A waterproof bag to store **essential** clothing/items during short rainy periods (1-2 days)
- A padlock for the locker at the apartment

#### Things you might like to bring:

- Pocket torch with bright white light used for looking for stolen turtles. Your head torch will not be sufficient, so in order to maximise your chance of recovering the turtle, we recommend a lightweight powerful torch.
- A notebook
- Ear plugs & eye mask to help sleep in the daytime
- Mosquito head-net
- Tight gym or cycling shorts if you could suffer chafing
- Power bank to charge personal items in the camp
- Carabiners/clips
- Laptop/tablet
- Reading material
- Mask & snorkel
- Hand sanitiser
- Reusable shopping bag (we try to limit our use of plastic in Sal)
- A second padlock for the locker at camp
- Spices/flavourings/condiments from home to add to your meals in camp

## Travel to Cabo Verde

Please, check your country's recommendations and restrictions about international travel to make sure there are no flight restrictions for you to fly to Cabo Verde.

**Do not panic when you first look at flights!!** There are many options, but they are usually more expensive the further ahead you try to book, be patient and keep checking. There are many international flights to Sal (SID) from Europe, Africa and the USA. We suggest trying Easyjet, TAP, JetAir, Binter Canarias, Vueling, Transavia, TUI and TACV. TUI have flights from the UK, Germany and Belgium and are usually the cheapest options. TUIfly Nordic and Finnmatkat from Scandinavia. Transavia have cheap flights from Amsterdam. TACV has weekly flights from Boston.

There are cheap charter flights from Italy with Neos. There are also charter flights from France with XL and Portugal with Soltropico & White Airlines.

It is possible to buy single tickets, but you may have to wait until the last minute, you do not usually need evidence of a return flight in order to obtain a visa. For those coming from Europe or travelling via Europe please note that TUI (including TUI-UK, Jetair, TUIfly etc) flights usually get less expensive the closer the departure date is. You are expected to arrange your own travel.

Websites you may find useful:

[www.easyjet.com/en/](http://www.easyjet.com/en/) (from UK and Portugal)

[www.tuifly.co.uk](http://www.tuifly.co.uk) (from UK)

[www.tuifly.com](http://www.tuifly.com) (from Germany)

[www.jetairfly.com](http://www.jetairfly.com) (from Belgium)

<http://www.finnmatkat.fi/> (Finland)

<http://www.tuiflynordic.se> (Sweden/Denmark)

[www.flytap.com](http://www.flytap.com) (Portugal)

[www.vista-verde.com](http://www.vista-verde.com) / [info@vista-verde.com](mailto:info@vista-verde.com) / [www.bestflycaboverde.com](http://www.bestflycaboverde.com) (internal flights)

[morgana@cvtelecom.cv](mailto:morgana@cvtelecom.cv) (Italian flights)

<http://www.xl.com/vols> (France)

<http://www.soltropico.pt> (Portugal)

[http://www.flywhite.eu/index.php?option=com\\_frontpage&Itemid=1](http://www.flywhite.eu/index.php?option=com_frontpage&Itemid=1) (Portugal)

TACV <http://flytacv.com/> (Portugal and the USA)

<http://www.transavia.com> (Amsterdam)

<https://www.bintercanarias.com> (Canary Islands)

<http://www.neosair.it> (Italy)

<http://www.vueling.com/en> (from Spain)

### **Extra baggage**

Sometimes politely explaining to an airline representative what you are doing may get you extra luggage allowance (it has worked in the past). Many allow 5kgs extra for dive equipment and other sports gear.

### **Travel from the airport**

You will be collected from the airport by a member of project staff or organised taxi. Please contact the team if you have any significant delay. We are used to flights arriving at odd times of the night.

We strongly recommend if time and funds allow that you take some time to see some other parts of the country at the end of your stay with us, **after** the dates of your contract. If you wish to stay in the project apartment a few extra days, you must arrange this in advance (this may not always be possible).

### **Visas**

You need to obtain a visa for the full period before arrival. This can be done via an online portal where you can be granted a 6-month single entry visa. Please do an internet search to find if your country of origin has specific requirements to enter Cabo Verde. Some countries offer alternative visa options so please check your options.

You will need to supply an address, which is: Projeto Biodiversidade, Mercado Municipal local nº26, Santa Maria, Ilha do Sal, Cabo Verde.

### **Keeping in touch**

You can receive letters and parcels (the service is usually slow, but generally reliable) using the following address: Your name, c/o Projeto Biodiversidade, Mercado Municipal local nº26, Santa Maria, Ilha do Sal, Cabo Verde, followed by your Cabo Verdean phone number (which you will receive when you are in Sal).

As soon as you arrive you should purchase a SIM card, which can be used for internet access and receive local calls. Most overseas networks work here but are expensive to make and receive calls. You must have an unlocked phone to use a Cabo Verdean sim card. Participants from the USA often have trouble with this, so please check carefully.

In an emergency only, the main project phone can be called to. Your friends and relatives WILL NOT be able to talk to you on this phone. Messages can be sent by email to [seaturtles@projectbiodiversity.org](mailto:seaturtles@projectbiodiversity.org) if necessary. Many cafes and restaurants offer WIFI and 4G is available for smart phones.

### **General Information**

Shopping facilities are limited on Sal (but improving) so you should bring sufficient clothing for your stay. You may also like to bring any foods, sauces or flavourings that you particularly like as foodstuff is basic. You may not be able to buy the same brands of toiletries that you are used to. There are many restaurants and bars ranging from grilled chicken on the street to gourmet French. Vegetarian eating out is limited but cooking at home is fine. Electricity is 220v and we use European round two pin plugs. A surge protector is useful for sensitive electronics. We often have power cuts and water shortages. Currency is Cape Verdean Escudos (Euros are generally accepted on Sal & Boa Vista but not on other islands) and the exchange rate is fixed to the euro 1€ = CVE 110. European currencies can be exchanged on arrival at the airport or in town. There are plenty of cash points/ATMs, which accept cards from most countries.

### **Pre-season fitness**

We strongly recommend that you begin working on your fitness now. For those who have not done this work before, walking on soft sand can be extremely tiring and strenuous. You will adapt much better if you have done some distance walking or other strength building exercise before you start.

### **Extra costs & cost of living**

Previous Rangers have estimated that a budget of €25 per person per week is sufficient for your stay if you are careful. During your stay, any breakages or loss of equipment or damage in your room for which you are at fault will be deducted from your monthly stipend. Sal is not a cheap place to live with prices closer to Europe than Africa. A 25cl beer in a bar costs €2, a pizza around €6-8 and a litre of milk €1.5, fruit and vegetables are expensive.

### **Before you arrive**

As soon as you have completed your visa and travel arrangements please send an email with the following information

- 'Personal Information' document sent to you, completed with all the relevant information
- A copy of your passport (the page with the number and photo) as a PDF or JPG
- A copy of your travel/medical insurance

Please wait until you have everything to send all information in one email.



## **Before accepting**

**One of the primary functions of Projeto Biodiversidade is to deter hunters, therefore you are likely to encounter people who wish to harm turtles and you may also see dead or dying turtles. You are not required to intervene, and we are usually supported by both military and police. You are unlikely to be in any danger but think carefully about whether this is likely to upset you and whether you will be able to stay calm and think rationally. If you do not think that you can cope with this situation, please do not accept this position.**

**The work is extremely rewarding because it is so hands-on, but it can also be exhausting & anti-social and may seem never ending. You may work almost all night and not even see a turtle. You may go to bed in the early hours of the morning, hardly sleep and still have duties during the day and you may have to do this over and over and stay enthusiastic and focused. There is no routine, the schedule may change abruptly, or you may be asked to do something you don't enjoy.**

**Ask yourself if you have the stamina required for four months of hard work.**

**The key traits for this job are physical and mental stamina, energy, determination and flexibility. You need to be resourceful and have a positive attitude. Ask yourself if you are sure that you have these qualities before you decide to come. The experience can be life enhancing but the level of your contribution will determine the level of your satisfaction.**

## **Terms of acceptance**

Everyone participates at their own risk and are responsible for expenses in the case of illness or accident. You must understand that health facilities are limited in Cabo Verde. It is your responsibility to advise us of any existing health conditions that may affect your participation. Failure to do so can result in your dismissal from the project. You must understand that it is mandatory to provide evidence of appropriate travel and health insurance prior to arriving.

**You will be asked to sign a document confirming you agree to all the terms and conditions as explained in this Agreement 2025 for Field Assistants.**