



## VACANCY ADVERTISEMENT

<b>Institution</b>	The Southern African Foundation for the Conservation of Coastal Birds (SANCCOB)
<b>Location</b>	Bird Island, Addo Elephant National Park (Marine Section), Algoa Bay, Eastern Cape Province
<b>Job Title</b>	SANCCOB Seabird Monitor, Bird Island
<b>Reports To</b>	<p>The SANCCOB Seabird Monitor will report to:</p> <ul style="list-style-type: none"> <li>• The SANParks Section Ranger (AENP Marine Section) regarding all operational, logistics and infrastructure maintenance activities on Bird Island.</li> <li>• The SANCCOB Gqeberha Centre Manager for all rehabilitation requirements and activities.</li> <li>• The SANCCOB Research and Ranger Manager for human resources, seabird monitoring, and monthly reporting activities.</li> </ul>
<b>Closing Date</b>	19 May 2026
<b>Starting Date</b>	As soon as possible
<b>Full-time / Part-time</b>	Full-time (on a 3-year fixed term contract)
<b>Work Hours</b>	This is a full-time role based mostly on an offshore island and involves participation in a roster with other SANCCOB and SANParks Field Rangers to ensure continuous seabird monitoring. As part of the roster, the employee will spend approximately 3-4 weeks on the island, with some time on the mainland spent at SANCCOB's Centre in Gqeberha. The employee will share responsibility to work after-hours, weekends, and public holidays with other monitors. SANCCOB operates as a seabird rescue and disaster response organisation, and given the nature of the work, flexibility in working hours is essential.
<b>Travel Requirements</b>	Be willing and able to travel locally and internationally, as required.

### CONTEXT:

SANCCOB seeks to employ a full-time Seabird Monitor, on a 3-year fixed term contract, to be stationed on Bird Island in the Addo Elephant National Park Marine Protected Area, to support conservation operations on the Island.

### THE POSITION:

The purpose of this position is to support seabird conservation on Bird Island, Algoa Bay. SANCCOB Seabird Monitors are responsible for ecological data collection and data management, seabird monitoring, on-island rescue and stabilisation of seabirds, and minor maintenance. The successful candidate will also be responsible for administrative tasks and providing support to visiting researchers and scientists through

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knowledge transfer and resource management. A high standard of work will be maintained to uphold SANCCOB and SANParks' conservation mandates, carrying out conservation-related duties that will contribute to the overall protection of threatened seabird species, including the African Penguin, Cape Gannet and other seabirds. This is a hands-on, practical role requiring active involvement in all aspects of day-to-day conservation activities, such as patrols to assess and mitigate colony threats according to agreed Standard Operating Procedures (SOPs). Comprehensive training will be provided, with a focus on African Penguins and other seabird species.

This role offers a unique opportunity to contribute meaningfully to seabird conservation *in situ* on an island that supports the largest Cape gannet colony in the world, and one of the largest remaining African Penguin colonies.

### KEY RESPONSIBILITIES:

#### 1. On-island seabird monitoring and rescue

- Carry out field surveys (seabird condition, nest monitoring, predation events, seabird mortality, moult counts, etc.).
- Conduct ecological (biotic, abiotic, weather etc.) data collection, monitoring and data capturing as per approved protocols.
- Assist with the implementation of seabird research projects and Department of Forestry, Fisheries and the Environment DFFE census counts, as required.
- Assist with the implementation of SANParks' Bird Island Management plan, as required.
- Data management and compilation of monthly data submissions and reports according to approved templates.
- Rescue and stabilisation of oiled, injured, sick and abandoned seabirds – especially African Penguins and Cape Gannets on Bird Island.

#### 2. Perform administrative duties

- Compilation, and timely submission, of written reports, as required. Supervise and assist all local and international researchers and scientists.
- Assist with reserve planning, and the drafting and execution of work plans.
- Attend training for continued development and capacity building.

#### 3. Perform Legal Compliance and Occupational Health and Safety (OHS) duties

- Implement OHS policies and guidelines.
- Carry out patrol duties and man observation posts as and when required.
- Provide educational tours to visitors and learners when stationed at the SANCCOB centre when required.

#### 4. Infrastructure and Equipment

- Carry out minor repairs and maintenance activities.
- Maintain the designated African Penguin stabilisation room and rehabilitation/response equipment, including a monthly stock take report. Elevate all needs to management timeously in writing, to support swift ordering of supplies and equipment.

#### 5. Assist in Disaster Management

- Maintain a level of preparedness and respond to all required incidents and disasters (including mass abandonment of chicks/eggs, pollution events, and disease outbreaks, at or around Bird Island, following prescribed methods and protocols.



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- Assist during emergency and rescue seabird operations.

### DESIRED EXPERTISE AND ATTRIBUTES:

The ideal candidate is a team player who is physically fit, hard-working, dedicated, self-motivated and has a passion for seabirds and conservation.

- The successful candidate will require the following:
  - Computer literacy, especially proficiency in Microsoft Suite: Experience with Microsoft Office software (Excel, Word, Outlook, OneDrive) for data/information management and report-writing.
  - Basic use of GPS and GIS software – basic map-reading skills.
  - Job specific health requirements: Physical fitness to be able to perform duties and the ability to swim.
  - Ability to work outdoors, sometimes in inclement weather, and in accordance with SOPs
  - Strong problem-solving and practical skills: Basic practical, technical, electrical and mechanical (DIY) abilities.
  - Good planning, time management, and communication skills – especially report writing and data capture.
  - Knowledge of coastal, marine and island environments, including basic seabird identification.
  - Willingness and ability to work extended hours, including weekends, public holidays, and in varying weather conditions.
  - Compassion, with strong interest in conservation, wildlife care and animal welfare
  - A valid Code-B driver's licence and access to reliable transport.
  - Must be a South African citizen or a hold a valid South African work permit.
  - Be willing to receive vaccinations as required.
- The following will be advantageous:
  - Knowledge of marine ecological processes and biodiversity management.
  - Knowledge of Environmental Legislation such as the National Environmental Management Act, National Environmental Management: Protected Areas Act, Integrated Coastal Management Act, Marine Living Resources Act and the Nature and Environmental Conservation Ordinance.
  - Knowledge of Disaster Management and Emergency Responses.
  - Experience in information management and knowledge of seabird monitoring techniques.
  - Experience in seabird stabilization and rehabilitation techniques.
  - Valid VHF radio licence.

### REMUNERATION:

Remuneration package commensurate with qualifications, experience, and SANCCOB's remuneration model.

### HOW TO APPLY:

To apply, please submit your CV maximum (3) three pages long, with at least 3 contactable references, and a letter of motivation (no longer than 500 words) to [carl@sancocob.co.za](mailto:carl@sancocob.co.za) by 17h00 on 19 May 2026. The expected start date is June 2026.



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Only shortlisted candidates will be contacted. SANCCOB is an equal-opportunity employer and encourages applicants from diverse backgrounds. We invite you to join us in our mission to protect seabirds and make a difference for the future of our planet's ecosystems. SANCCOB reserves the right not to make an appointment should a suitable candidate not be found.