

Namibian Foundation for the Conservation of Seabirds



Expression of Interest

Service Provider(s):

Experienced Small Vessel Crew to support Namibian Foundation for the Conservation of Seabirds

Reports To: NAMCOB
Operations Manager

Location: Lüderitz

Submission

Deadline*: 7 May 2026 (17:00)

Overview:

The Namibian Foundation for the Conservation of Seabirds (NAMCOB) conducts seabird conservation, research, and monitoring within the Namibian Island Marine Protected Area (NIMPA). To support these operations, NAMCOB intends operating a dedicated fast crew supply vessel, a 9m catamaran built in 2023. Constructed from marine-grade aluminum, the vessel is powered by twin Suzuki DF200 engines (400 HP total), achieving speeds up to 30 knots with a service speed of 18 knots. It features an 11 m² open stern deck, seating for six passengers, and three crew members, equipped with Furuno radar, AIS, and VHF communications for safe and efficient navigation. The vessel will be located within the Lüderitz Harbour and operate exclusively within the NIMPA area, servicing three main islands; namely, Mercury Island (150km north of Lüderitz), Ichaboe Island (75km north of Lüderitz) and Possession Island (75km south of Lüderitz).

This initiative is supported through the NIMPA+ Project, funded by Blue Action Fund (primary funder) and co-funded by Debmarine Namdeb Foundation.

Opportunity:

NAMCOB seeks to establish a roster of at least six Experienced Small-Vessel Captains / Additional Crew Members on a daily-rate basis to ensure safe, efficient, and compliant operations. The final roster would consist of At least one Primary Captain (company or individuals), supported by two Secondary Captains and / or five Additional Crew Members (roster basis). This team will play a critical role in enabling NAMCOB's seabird conservation missions while safeguarding personnel and marine ecosystems.

Applications may be selected on a rolling basis as the team develop the roster of suppliers.

Key Responsibilities:

- Safely operate the NAMCOB vessel in coastal and offshore waters.
- Navigate to seabird colonies, research sites, and designated locations.
- Oversee crew and passenger safety, including researchers and volunteers.

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- Ensure compliance with Namibian maritime regulations and conservation protocols.
- Conduct pre-departure and post-operation vessel checks.
- Assist with loading/unloading equipment, fuel, and supplies.
- Coordinate with field teams and the Operations Manager on voyage planning and risk assessments.
- Maintain accurate logbooks and support maintenance logistics.

Deployment Schedule

- Regular Operations: Approximately once every two weeks, completed within a single day.
- Emergency Deployments: Captains must remain on standby for urgent conservation or rescue missions.

Contract Terms

Proposals are invited from individuals, collaborative teams, or organizations with relevant expertise.

- 12-month contract with quarterly performance reviews.
- Compensation based on agreed daily rates and NAMCOB's consultancy fee structure.

Eligibility

Applicants must meet the following criteria:

For Primary Captain:

- Hold a valid Namibian Directorate of Maritime Affairs – Deck Officer Class 6 (Skipper Class II-F) certificate of competency, permitting operation of vessels up to 200 GT within Trade Areas I-II (coastal and nearshore zones), or equivalent.
- Minimum of 5 years' experience operating small to medium-sized vessels in offshore/nearshore conditions.
- Demonstrated knowledge of safety-at-sea and emergency procedures.
- Experience navigating in Namibian waters (preferred).
- Familiarity with conservation, research, or fisheries operations (an advantage).

For Additional Crew Members:

- Hold the same Deck Officer Class 6 (Skipper Class II-F) certificate or equivalent.
- Minimum of 2 years' experience operating small vessels in coastal or nearshore conditions.
- Basic knowledge of safety-at-sea and emergency procedures.
- Experience in Namibian waters and conservation-related operations is advantageous.

Application Process:

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Interested individuals, collaborative teams, or organizations should submit:

1. **Cover Letter** indicating availability, experience, and motivation.
2. **Expression of Interest Form (attached)**
3. **Curriculum Vitae (CV)** highlighting relevant maritime experience, for each of the identified team members in the Expression of Interest Form.
4. Copies of valid **Skipper's License** and any additional maritime certificates (including Safety at Sea certification), for each of the identified team members in the Expression of Interest Form.
5. Proof of medical insurance and emergency evacuation cover
6. At least **two references** from previous maritime or conservation-related work.

Please Note: Contracting of Primary Captain and Additional Crew Members will be subject to medical clearance certificates at the expense of the individual candidates. In addition, all Primary Captains to ensure quotes include their annual Pilot Exemption Certificate.

Due date for application submission: 7 May 2026.

Submit your EOI to:

- **Email:** admin@namcob.org.na or
- **Hand Delivery:** Erf 581, Wagenbauer street, Lüderitz

Note: This expression of interest outlines the general nature and key responsibilities of the role but is not exhaustive. The specific tasks and duties will be shared with the shortlisted applicants.

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