



APPRENTICESHIP PROGRAMME





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Do you have the qualities necessary to be an exceptional Professional Field Guide?

Are you filled with enthusiasm, curiosity and objectivity?

Are you a people person who loves interacting with others?

If the answer to these questions is “yes”, then read on...

“Their passion, knowledge and unique skills are passed on to the industry through Royal Malewane’s Apprenticeship Programme.”

RYAN JACK, HEAD RANGER



The Most Qualified Guiding Team in Africa

Royal Malewane is often referred to in the industry as the Harvard of the Bush. This is because of the guiding team’s unyielding passion for learning and their ambition not just to be the best, but to raise the standards of the industry as a whole. All the Field Guides at Royal Malewane hold the highest professional accreditation from the Field Guides Association of Southern Africa (FGASA) as well as advanced rifle handling certificates. These qualifications ensure that guests enjoy an exceptional game viewing experience – not only while on game drive, but also on foot during bush walks.

At the pinnacle of the professional guiding qualifications are the Special Knowledge and Skills (SKS) Qualifications such as Dangerous Game and Birding. Very few guides in Africa achieve these qualifications which require extensive knowledge as well as technical skills - the team at Royal Malewane have these qualifications in abundance. The guiding team has over 300 years of African bush experience between them and Royal Malewane is proud to have two of only nine living Master Trackers in the world.



Royal Malewane's Apprenticeship Programme

Once a year, the Royal Malewane Apprenticeship Programme enrolls two apprentice rangers on a rolling two-year training cycle. On completion they enter an industry where their new skills and knowledge will help raise the quality of guiding in Southern Africa. Our ranger apprenticeship programme is a means of ensuring that truly unique skills are passed on to the next generation.

During the 2-year apprenticeship, mentors with a minimum of ten years' experience will share and impart critical knowledge and a deep understanding of the complex nature of professional field guiding. Interacting with guests, understanding animal behaviour, knowledge of wild fauna and flora, these skills will all be passed from mentor to apprentice. The mentors will provide enthusiastic and motivated individuals with an opportunity to acquire a truly unique set of skills and help prepare them for a rewarding and fulfilling career.

Royal Malewane's Apprenticeship Programme is accredited by the Field Guide Association of Southern Africa (FGASA), the South Africa Qualifications Board, and the Culture Art Tourism Hospitality and Sports Sector Education and Training Authority (CATHSSETA).

Curriculum



YEAR 1

During year 1, a learner will complete the entry level qualification of Apprentice Field Guide course (formerly known as Field Guide level 1).

This encompasses vehicle-based guiding in dangerous and non-dangerous game areas. Once qualified, the apprentice guide will be able to identify and interpret biodiverse elements of the natural environment and conduct game drives for guests in a limited geographical area.

The syllabus covers a broad spectrum of subjects including 4x4 Game Drive vehicle skills specific to game viewing, species identification, and tracking amongst many other topics.

NOTE: Whatever is not achieved in the first year simply falls into the 2nd year for the learner to complete. All hours must be logged in the relevant FGASA Log books.

YEAR 2

The apprentice guide will continue with The FGASA Field Guide course (NQF4) [Previously known as FGASA Level 2] . This course will provide a guided nature experience at an elementary scientific level, combining the knowledge and experience to interpret features of the natural environment within the broader ecological context. The level of scientific understanding is distinguished from the Apprentice Field Guide (NQF2) category predominantly in terms of depth of knowledge with the addition of active guiding experience.

The course consists of theoretical and practical sections. After passing the 2 theoretical tests, namely Viewing Potentially Dangerous Animals (VPDA) and the Advanced Rifle Handling test (ARH), there is a very difficult practical ARH assessment test to pass. (It is important to note that in South Africa, nobody is permitted to handle a firearm before completing a SASSETA Rifle competency course and passing a competency test.)

The following needs to be completed in year 2:

- FGASA Field Guide (NQF4) Practical.
- Tracker Level 2, or higher.
- Full Trails Guide (Total 150hrs with a further 50 dangerous game encounters on foot as back up rifle with mentor)

NOTE: Apprentices will work towards achieving a goal of 1000 field hours, the first 600 of which must be sitting next to a mentor on game drives with paying international guests. The subsequent 400 hours are to be logged on game drives with international paying guests, with the apprentice in the driving seat, accompanied by a mentor. The mentor must be qualified as a Professional Field Guide or higher, with the mentor's Tracker partner also in attendance. While working towards this goal, the apprentice will also be required to record on-foot dangerous game encounters in his/her logbook.



The Selection Process

Acceptance into this programme is not guaranteed. The programme is unique in the industry, and we will be looking for an individual who manifestly has what it takes to succeed. Each applicant will be subjected to a week-long working interview process during which time he/she will be accommodated in a tent.

ACCOMMODATION DURING THE TWO-YEAR APPRENTICESHIP:



To expose the apprentice to the bush environment he/she will be allocated a dome canvas tent. For safety reasons, this will be in the vicinity of the lodge but sufficiently distant from lodge infrastructure to provide an authentic experience of bush living. Being exposed to the bush by living in a tent is an important aspect of the apprenticeship as this will enable the mentor to assess the character of the apprentice and his/her ability to handle a very tough and challenging environment.



Remuneration

In accordance with legal requirements, a minimum wage salary will be provided to the apprentice. This amount is not intended to reflect what he/she achieves during the apprenticeship but is simply as recompense for the other jobs and responsibilities they will be required to undertake, including:

- Collecting guests from the airstrip/airport.
- Town trips on routine errands.
- Office Admin (Diesel, Meal sheets, etc).
- Bush clearing, routine road maintenance.
- Any reasonable instruction from the Senior Manager.

As the apprentice grows into the role and achieves in terms of both their studies and qualifications, salary incentives and increases may be introduced. There is no set amount for increases and no time parameters. Awarding an increase will be at the mentor's discretion.



Why Choose Us?

The cost of all courses and exam fees will be covered by Royal Malewane during the course of the apprenticeship. (This includes all your required FGASA fees and First Aid Training and Rifle Handling certifications).

- The Royal Malewane Apprenticeship Programme is a FGASA-endorsed training provider accredited by CATHSSETA. We will assist you by registering you with FGASA. FGASA will automatically register you with CATHSSETA.
- The Royal Malewane 2-year Apprenticeship Programme is an exciting and challenging opportunity for the right individual. The hope and expectation is that the programme will produce experienced, highly qualified and motivated guides who will be a credit to the industry.

HOW TO APPLY

If you would like to apply for this unique and challenging opportunity, please keep an eye on our Careers page for when applications open.



THE ROYAL PORTFOLIO

ROYAL MALEWANE

We look forward to welcoming you!

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