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# RESIDENT ASSISTANT MENTOR (RAM)

## APPLICATION & NOMINATION FORM

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### REQUIREMENTS:

The site must nominate the Resident Assistant Mentor with the following criteria:

#### RAM – Trails Guide

- NQF4 Trails Guide (minimum 400 hours on foot, 200 encounters, in Trails Guide capacity)
- Paid up member in good standing with FGASA
- Valid ARH

OR

#### RAM – Tracker

- Employed Tracker with Minimum Tracker Level 3 and 10 years experience
- Registered with FGASA
- A member in good standing

<b>Name of proposed Resident Assistant Mentor</b>		
<b>RAM category (select)</b>		
Trails Guide	<input type="checkbox"/>	
Wildlife Tracker	<input type="checkbox"/>	
<b>FGASA number</b>		
<b>Name of Nominator:</b>	<b>1.</b>	<b>2.</b>
<b>Capacity/Role/Title</b>	<b>1.</b>	<b>2.</b>
<b>Signature of nominators:</b>		
<b>Lodge/Reserve/Site</b>		

**Directors:** Stephan Beal (Chairman), Juan Pinto (Vice Chairman), Michelle du Plessis (Managing Director), Solomon Ndlovu, Andrew Kearney, Bernice Kelly (FGASA Management)

**Executive Committee:** Isaiah Banda (Waterberg), Neil Whyte (Sabi Sand Western Sector), Richard Pearse (Eastern Cape), Andrew Khosa (Northern Mpumalanga), Nic Knott-Craig (Gauteng), Jonathan Wightman (Madikwe), Bennet de Klerk (North West), Alan Taylor (Kwa-Zulu Natal), Joslin Abrahams (Western Cape), Armin Junkuhn (Namibia)

<b>ARH Expiry date</b>	
<b>Tracker level</b>	

## **CONDITIONS of being a Resident Assistant Mentor (RAM)**

### APPLY AND SUPPORT FGASA MENTOR ROLE

1. Believe in the FGASA Standard
2. Uphold the principles of being a mentor
3. Trust in system of output
4. Uphold the FGASA standard, to produce the next TG
5. Keen to develop, both self and others
6. Understanding the different mentor roles
7. Understand the Trails Guide procedure
8. Understand and uphold the protocols
9. Conduct yourself in a professional manner
10. Social media conduct needs to be professional and well considered particularly in relation to video footage and walking dangerous game

### MENTOR ROLE and ADMINISTRATION

1. This is a mentor role during the second phase of the Apprentice Trails Guide Programme where the guide needs to obtain core mentored hours
2. Mentoring in the RAM capacity is site specific. The site employer/ must nominate the Trails Guide and or Wildlife Tracker who meets the requirements. FGASA Management and the SKS (DG) Standards Committee, in collaboration with the FGASA members and employers in that area will identify and vet "Resident Assistant Mentors" (RAM). These individuals will be able to accompany the Trails Guides in the mentored programme to build experience (hours and encounters).
3. Once FGASA has received the Nomination form for the RAM, the candidate must
  - a. attend one mandatory workshop as prescribed by FGASA on set dates throughout the year
  - b. agree to all protocols relating to mentoring and signing off hours and encounters
4. Feedback will be given to FGASA after the workshop with regards to the appointment of the RAM. This is a process of appointment by FGASA. Candidates that do not meet the requirements and criteria, will not be appointed .
5. The Resident Assistant Mentor cannot mentor (freelance) at any reserve / lodge, other than where s/he is employed
6. The role as RAM is valid for a year only. Anyone appointed as a RAM needs to show their dedication towards obtaining the professional field guide qualification, allowing for development towards full mentor status as a professional trails guide.

## **Approving walking guides into the Apprentice Trails Programme (from the DG Protocols):**

### **Process for the Mentor to approve the guide:**

After the 50 hours as an observer participating in trails, the candidate needs to contact an approved Mentor and arrange the 10-hour one-on-one mentored assessment to ascertain whether the guide is ready to continue.

Delivery Partners could include this as part of the Apprentice Trails Guide course.

The applicant must be mentored and coached one-on-one, over a minimum of 10 hours by the mentor to evaluate the applicant's suitability to enter the programme. This must include:

- 1<sup>st</sup> and 2<sup>nd</sup> Rifle brief and de-brief
- Single Rifle walking solo and Single Rifle with unarmed Tracker
- Dry fire rifle exercises with 1<sup>st</sup> and 2<sup>nd</sup> Rifles using the "Three Command System" (refer to this section below)
- Roles of the 1<sup>st</sup> and 2<sup>nd</sup> Rifle
- Situational awareness
- Procedure to carry and handle a rifle whilst walking
- Shot placement on dangerous game (frontal and side-on brain and spine shots) and an understanding of when to use.

**Once the mentor endorses the applicant, this will be recorded in the applicant's logbook by the mentor. The Mentorship Form is then signed by the mentor and sent to the FGASA office for recording on the Apprentice Trails Guides profile.**

**FGASA will formally notify the applicant of acceptance into the Trails Guide Mentorship Programme**

### **Firstly, the Apprentice in the programme logs the following experience:**

- As Apprentice Trails Guide log a minimum of 50 hours on trails as 2<sup>nd</sup> Rifle led by the mentor and 50 hours as 1<sup>st</sup> Rifle, with the mentor as 2<sup>nd</sup> Rifle. The mentor functions as back-up and is the responsible guide in charge of the trail. This can be in the workplace during guiding based activities, during a FGASA endorsed course, or during Wilderness, Primitive, or Backpacking Trails. This must be in areas where free-roaming dangerous game occur. The Apprentice Trails Guide can accumulate some or all these hours while acting as 2<sup>nd</sup> and 1<sup>st</sup> rifle on trails where other candidates (who are not yet in the apprentice programme) are accumulating their observer hours. The Apprentice may only log the actual hours on foot, and not the hours spent resting or in camp on primitive or backpack trails.
- As Apprentice Trails Guide log a minimum of 40 encounters with at least one encounter (of the 40) from 7 of the 8 categories, during the minimum of 100 hours as 2<sup>nd</sup> Rifle or 1<sup>st</sup> Rifle on trails. The Apprentice may only log the encounters on foot, and not the encounters while in camp on primitive or backpack trails.
- To assist Apprentice Trails Guides who are employed at lodges and/or game reserves where there are no Mentors readily available in that specific geographical area, the following will apply:

- FGASA Management and the SKS (DG) Standards Committee, in collaboration with the FGASA members and employers in that area will identify and vet “Resident Assistant Mentors” (RAM). These individuals will be able to accompany the Apprentice Trails Guides to build experience (hours and encounters). They will also be site specific and cannot move around as freelance “RAM” to other sites.
  - 50 hours as 2<sup>nd</sup> Rifle can be accumulated with the vetted NQF4 Trails Guide Resident Assistant Mentor who will function as 1<sup>st</sup> Rifle during guided walks.
  - At least 30 hours as 1<sup>st</sup> Rifle with a Professional Trails Guide Mentor as 2<sup>nd</sup> Rifle, and a minimum of 10 of the minimum 40 encounters must be during this phase.
  - 20 hours can be logged as 2<sup>nd</sup> Rifle with a “Resident Assistant Mentor” (RAM) - NQF4 Trails Guide or as the Single Rifle with a “Resident Assistant mentor” (RAM) - Wildlife Tracker III with no guests.
- “Resident Assistant Mentors” (RAM) criteria vetted and approved:

**Wildlife Tracker III : FGASA member in good standing** with a minimum of 10 years’ experience working as a tracker

**NQF4 Trails Guides: FGASA member in good standing** with a minimum of 400 logged hours and 200 encounters.

- Important to note that the 100 hours and 40 encounters are the minimum needed. More hours or encounters, or more of both might be required to complete the needed exposure to prepare the participant.

## Secondly

- As Apprentice Trails Guide, log a minimum of 50 hours on trails as 1<sup>st</sup> Rifle with an approved FGASA NQF4 Trails Guide, FGASA Professional Trails Guide or SKS (DG) Guide as 2<sup>nd</sup> Rifle. The 2<sup>nd</sup> Rifle functions as back-up and is the responsible guide in charge of the trail.
- This must be in the workplace during guiding based activities with regular walking guests to the lodge/reserve on the walk/trail and may not be in a training context. The Apprentice may only log the actual hours on foot, and not the hours spent resting or in camp on primitive or backpack trails. The workplace can be:
  - The lodge or reserve where the guide is working
  - At any other operation offering walks where the guide is a freelance or volunteer.
  - It may not be in a training context or situation with students as guests.
- Log a minimum of 10 encounters from at least three of the animal categories as 1<sup>st</sup> Rifle on trails with an approved FGASA NQF4 Trails Guide , FGASA Professional Trails Guide or SKS (DG) Guide as 2<sup>nd</sup> Rifle. The 2<sup>nd</sup> Rifle functions as back-up and is the responsible guide in charge of the trail. This must be in the workplace during guiding based activities with regular walking guests to the lodge/reserve on the walk/trail and may **not** be in a training context. The Apprentice may only log the encounters on foot, and not the encounters while in camp on primitive or backpack trails.

Important to note that the 50 hours and 10 encounters are the minimum needed. More hours or encounters, or more of both might be required to complete the needed exposure to prepare the participant.

### The last step

- Successfully complete a FGASA VPDA (View Potentially Dangerous Animals) Practical Assessment. This is conducted by an approved FGASA assessor. It is a multi-day walk spanning over a minimum of two full days (two morning and two afternoon walks) and a minimum of 10 hours on foot and must include at least two encounters with at least two different dangerous game categories. At least four categories of free-roaming dangerous game must be present in the area where the assessment takes place, and the candidate must be assessed in the roles of both 1<sup>st</sup> and 2<sup>nd</sup> rifle with walking guests. These guests can be regular paying guests at the reserve or lodge OR non-guiding staff OR special guests for example bed-nights who are prepared to walk the required hours with the guides. The guide can change the groups of guests during the assessment.

**Important note:**

The VPDA assessment may only take place if the Apprentice can show one static target for every six months that have lapsed after the successful completion of a current Advanced Rifle Handling certificate. This is to prove that the Apprentice has practiced by successfully completing the Accuracy Exercise (Exercise 2 of the FGASA ARH).

Thus, fire five consecutive shots into the static target at 12 meters. The exercise must be managed by the Mentor who needs to co-sign the target, as well as sign the exercise shoot off in the logbook.

The VPDA assessment will start with the Rifle and Ammunition Inspection, and the Quick Loading (Blindfold) exercise (Exercise 1 of the FGASA ARH). The VPDA assessment may not continue if the Apprentice does not complete this successfully.

- The Apprentice Trails Guide now holds a VPDA qualification.

Note: If the Apprentice Trails Guide, already holds a full FGASA NQF4 Field Guide Certificate **and** Tracker 1 Certificate, then the Apprentice Trails Guide becomes a FGASA Trails Guide. Refer to the FGASA Trails Guide Section

**Candidate Signature**

**FGASA Signature**

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\_\_\_\_\_

**Date:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Please note:** FGASA reserves the right to approve or decline any application