

**WWF-Pacific
Terms of Reference**

‘2025-2026 Sea Turtle Nesting Survey Monitors’

Project Title: Safeguarding Nesting Populations of Sea Turtles in Fiji

Specific Objective: Complete and Disseminate Baseline Research on Nesting activity, climate change impacts and social-cultural use and trade of sea turtles

Report to: Assistant Turtle Project Officer

Date: Jan 2026- March 2026

Location: Suva, Fiji (Operating in one of four field sites namely Tuvuca, Kadavu, Yadua or Kavewa)

Background

Five of the seven known species of sea turtles are found in Fiji waters – these are the green (endangered); hawksbill (critically endangered); olive ridley (vulnerable); leatherback (critically endangered in the Pacific) and the loggerhead turtles (vulnerable). The most common occurring in Fiji are green and hawksbill turtles which also nest on Fiji’s beaches.

Marine turtles face a range of threats including harvest for meat; illegal capture for trade; accidental entanglement or capture as by-catch during fishing and ‘ghost gear’ capture; injury or death from boat collision; collection and predation of turtle eggs; disturbance, erosion and loss of nesting beaches from sea level rise and infrastructural development; loss of seagrass beds and other foraging grounds; artificial light and disorientation of hatchlings towards roads; lack of awareness regarding their vulnerability and potential extinction but more recently impact from climate change (e.g. skewed sex ratio of hatchlings).

WWF-Fiji is on the steering committee to oversee a new (draft) 5-year Fiji sea turtle recovery plan for sea turtle conservation and therefore has considerable influence and within which WWF has agreed to lead on specific aspects including (i) capacity assessment and training of conservation officers, (ii) establishing community led turtle conservation – protection and monitoring; (iii) working with fisheries on by-catch mitigation and advocating for on-board observer programmes; (iv) review EIA processes with a focus on sea turtle conservation.

Fiji’s Ministry of Fisheries Strategic Plan

In line with Fiji’s Ministry of Fisheries 10 year strategic plan on management of species manage species to maximize food security and protect species under pressure and the Draft 2025-2030 Fiji Sea Turtle Recovery Plan.

WWF-Pacific 2025 Strategic Plan

Conservation Priorities – Conserving Marine Species.

By 2030, all critical breeding and feeding sites for key species of sea turtles, sharks and rays within the Great Sea Reef have been identified and at least 2 sites are under effective management or protection.

Overall Project Goal

By 2026 nesting and foraging marine turtle populations are better protected with increased nesting recorded in priority national sites.

Project Objective

- Objective 1: Complete and Disseminate Baseline Research on Nesting activity, climate change impacts and social-cultural use and trade of sea turtles.

Scope of Tasks

The required work involves hiring volunteers to assist WWF in collecting data on sea turtles.

a) Sea Turtle Nesting Survey:

- Undertake training provided by WWF to familiarize on how to carry out the field survey.
- Collect and record nesting data from WWF selected sites (Tuvuca, Kavewa, Dravuni & Yadua), including but not limited to species identification; number of successful and unsuccessful hatchling; global positioning system (GPS) coordinates and identifying threats faced by sea turtles in these beaches; and
- Submit timely reports to WWF upon completion of the survey.

b) Communication Support

- Provide communication support to field teams by taking photos; write short
 - Blogs/reports; and interview community members.

WWF will provide volunteers with training, modest allowance, field equipment and basic insurance coverage. All logistics support will be covered by WWF.

Expectations from the Survey and Data Collected Enhanced Awareness and Understanding

Increase knowledge among stakeholders, partners, researchers, students, and target audiences on:

- The status of nesting and foraging populations of sea turtles in Fiji
- Socio-cultural use and trade of sea turtles

? **Strengthened Data and Insights**

- Fill existing gaps and build on current data related to sea turtles
- Document threats, nesting, and foraging populations
- Identify opportunities for improved policies and management measures to safeguard nesting populations in Fiji

Deliverables

Output	Days Allocated	Due date
Field survey reports from WWF selected sites. • Data sheet • Team Journal • Pictures	30 days	At the end of the survey and Formalization of field reports

Qualification and Experience

- Marine or Environmental Educational Background
- Communication Skills: Ability to support the field team by taking photos, writing

short blogs/reports, and interviewing community members

- Experience: Previous involvement in similar fieldwork in an advantage.
- Cultural Awareness: Understanding of traditional and community protocols
- Language: Ability to speak and understand iTaukei language
- Reliability: Ability to work within agreed timelines
- Team Spirit: A sense of humour and positive attitude
- Specific Experience: Participation in sea turtle survey work
- Residency: Must be currently residing in Fiji.
- Passion for the environment and conservation.
- 19years and above.