

VOLUNTEER

Info pack



ANAW
AFRICA NETWORK
FOR ANIMAL WELFARE

Introduction

Dear Animal Welfare Ally,

Have you ever felt the tug in your heart when you think about helping to conserve and protect animals? ANAW bids you to live your dream.

Eleven years on, the Africa Network for Animal Welfare (ANAW) is thriving at a time where human beings and animals mutually co-exist, in an age where development is rife with the constant expansion of infrastructure all around the country. ANAW has morphed into an organization that faces emerging formidable challenges locally and internationally while maintaining the successful impact on animals and people achieved by its work.

Africa is a continent that is home to myriads of animals roaming free in plains, forests, bogs and marshlands, lakes and rivers and at home. Seaside creatures dominate the aquatic landscapes while more than 1100 bird species have been spotted. A need was identified to cater for the well-being of these animals.

Human-wildlife conflict, urban development, bush-meat trade, human encroachment and ivory and rhino horn trade have brought the numbers of these species population down. Dictated by tradition, culture and the need to survive, millions of communities in rural and urban areas lack sufficient knowledge on good animal welfare practices. Animals undergo suffering and abuse in several forms.

ANAW works to address these issues on a day to day basis through its programs with focus to the five freedoms of animal welfare: freedom from hunger and thirst, freedom from discomfort, freedom from pain, injury and disease, freedom to express normal behavior and freedom from fear and distress.

Therefore, it is imperative that we join hands. You will lend much-needed help to protect, care for and conserve these animals.

In your quest to help and express love to Africa's animals, do not hesitate to write to us.

Send your CV and application letter to info@anaw.org.

Yours Sincerely,

The ANAW Team

Be it rescuing an eland from a snare, drafting magazine articles, creating a photo story, taking a group out for hikes, balancing accounts, training teachers, empowering communities, hosting local and international visitors or even organizing events, working with Africa Network for Animal Welfare - ANAW brings about a cheery atmosphere that sparks and nurtures creativity, develops skills and grows knowledge. Focusing on the collective vision to see a world where people show compassion, protection and care for all animals spurs the need of ANAW volunteers and interns to express patience, dedication, love and fierce protection of animals in the African continent. ANAW places prime importance on not only loving and caring for animals but also making a difference in these animals' lives.

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AFRICA NETWORK FOR ANIMAL WELFARE (ANAW)

P.O BOX 3731 00506

NAIROBI,

KENYA.

Phone: +254-(0)727-234447

Email: info@anaw.org

www.anaw.org

ANAW Volunteer/ Internship Project



ANAW welcomes all interested to volunteer in any the following areas:

- Wildlife Conservation and Management
- Zoology
- Veterinary Science
- Journalism/Communication Studies
- Photography and Videography
- Public Relations
- Marketing
- Environmental Law
- Animal Law
- Environmental studies
- Project Planning and Management
- Finance and Accounting
- Research - Data Collection and Analysis
- Library Science
- Education
- Information Technology
- Tours and Travel
- Culinary Arts
- Business Management
- Social Work
- Community Development
- Outdoor Education/Adventure Tourism
- Psychology

In order to work at ANAW as a volunteer, one does not require prior experience. The volunteer should have compassion for animals, be proactive, driven and passionate about animal welfare. The volunteer must be prepared to do hard work and long hours especially while in the field. Appointments are made on merit.

Each volunteer will work under a member of staff. When the volunteer starts working, they will receive all information required from this staff member. The appointment period is set for three weeks to three months and is renewable. Volunteers and Interns are encouraged to utilize their unique talents and skills during their period of their stay with ANAW. ANAW provides a platform where local and international volunteers and interns can use their skills and experience to ensure the well-being of animals.

Internship & Volunteer projects



The ANAW Internship Project

What a better way to combine your love for animals and further your career growth at the same time? The internship project is offered to students as part of their training or course fulfillment. It can also be offered upon completion of their studies.

The volunteer and intern will be placed at the office and/or will be required to take part in organized field activities depending on his or her area of expertise within their time at ANAW. Volunteers/interns will be expected to carry out tasks allocated to them by their supervisors.

The ANAW Volunteer Project

ANAW is home for you who desires to see a world where people show compassion, protection and care for all animals, as stated in its vision. A passion to advocate for animals will fit right in ANAW's fraternity as all hands are required to see to the welfare of animals.



Volunteers and Interns at Work

1. All volunteers and interns will have access to the main offices. Equipment such as computers, printers, photocopiers, projectors, and a workspace will be provided. It is however encouraged that you have your personal laptop with you.
2. Volunteers and interns at ANAW work five (5) days a week at the office and on the weekends on need case basis.
3. Normal working hours run from 8.00 am to 5.00 pm with a one (1) hour lunch break.
4. The office is closed on Saturdays, Sundays and national holiday celebrations (Please consult to know which these days are during your stay at ANAW).
5. Brewed Kenyan tea/coffee/cocoa is provided for all staff and volunteers/interns at 10:00 am. Drinking water is available at all times.
6. Wi-fi is available for use at the offices and at Kifaru Guest House.
7. Volunteers and Interns should be available in case they are urgently needed in the field. They should be geared for tough, and sometimes challenging work in the field that runs for long hours.
8. Upon request, ANAW can organize visits and trips for volunteers and interns to different places in Kenya. For longer trips, such as safaris, off days can be given to the volunteer by the organization. There will be a cover fee charged for every trip.



ANAW staff

ANAW Projects Areas

Below is an outline of some projects the volunteer and intern can choose to focus on depending on the areas of interest and/or expertise:

Anti-Rabies Vaccination Campaign



ANAW partners with county governments to actualize the Rabies Elimination Strategy for Kenya 2030. ANAW has in the past vaccinated about 5432 dogs and cats between the year 2006 and 2014, and 5922 in the year 2016. The organization vaccinated 8222 in the year 2017. ANAW also adopted one of the pilot counties (Machakos) and is working continuously with the respective county government to implement this eradication campaign.

The Rabies Elimination Strategy (2014 – 2030) was launched and adopted in Kenya in 2014. Pilot areas identified were Machakos, Makueni Kisumu, Siaya and Homabay. Counties. ANAW is a stakeholder in the committee that is to see this through.

Volunteer Tasks

Volunteers and Interns can come in to take part in vaccination exercises that take place in the target areas. They will also help to organize the activities, identifying key villages, publicizing and mobilizing community members in preparation for the activity, clearance and drafting reports and articles among other duties.



Anti-Bushmeat Campaign Initiatives



A major threat that our wildlife species face is illegal bush meat hunting both for subsistence and commercial use. Infringement of human population on wildlife habitats has resulted in an increase in these animals being targeted for bush meat. Common methods used include the setting up of snares and use of weapons such as poisoned arrows and spears.

ANAW's key focus is to ensure better animal care to all animal species in distress, pain and injury through provision of immediate rescue and treatment services. To reduce the cases of animals snared for bush meat, ANAW has been in the forefront in organizing de-snaring activities and offering emergency rescue services to these affected animals. This is done in partnership with government authorities and other stakeholders such as the Kenya Wildlife Service (KWS) and conservancies that form the habitat of these animals.

Volunteer Tasks

Volunteers and Interns are valuable in this as they are involved in carrying out de-snaring activities and form part of the emergency rescue team. They will be trained on how to track and remove snares and work with others organization to help take part in initiatives that aim to eradicate this vice among other duties.



Human-Wildlife Interaction



ANAW advocates for the preservation of critical wildlife migration corridors between protected areas passing through community-owned land. In partnership with Kasigau Conservancy, the organization's aim is to protect the critical elephant, lion and large herbivore migration corridor through the 52,000-acre ranch located between Tsavo West and Tsavo East National Parks. The partnership also works to support the ranch in developing a Range Management Plan in integrating landscape conservation and livestock production.

Since then, ANAW has contributed towards recruitment and remuneration for 15 local guardians, from 5 villages surrounding Mt Kasigau to provide security for the wildlife, create awareness amongst the community members and act as the community liaison between the conservancy and the local land owners.

Volunteer Tasks

Volunteers and Interns will be required to spend time with the Guardians, take part in their work including patrols in the conservancy, awareness programs in the community, interacting with the Rukanga basket weavers, marketing of products from community's sustainable alternatives to bush meat trade, monitoring of human-wildlife conflict deterrent systems among other duties.



ANAW's membership program, Friends of ANAW, values public involvement in animal welfare. The function, an outdoor activities program, was availed to give the public an opportunity to aid in achieving impactful goals and objectives in animal welfare. The program provokes introspection of the great challenges conservationists face in striving to protect Africa's wildlife. In addition, it inspires learning on recognizing animals' sentience, educates and creates awareness on campaigns such as illegal bush meat trade, anti-cruelty campaigns, animal law and animal welfare standards and best practices.

Integral to the membership program is members' interaction with ANAW projects and integrating good animal welfare practices in everyday life. Friends of ANAW have actively

rescued wildlife in Naivasha and Nakuru by removing snares from the bush, encountered animals during game drives and bird walks, interacted with wildlife guardians, held debate sessions in local high schools and institutions, advocated for wildlife by participating in national walks and color runs and interacted with each other in meetings.

Volunteer Tasks

Volunteers and Interns work will entail communicating with members, organizing and taking part in activities like hikes, cycling, bird walks, wildlife counts, farm visits, cleanups, de-snaring, workshops. Volunteers and interns will also go for recruitment drives and help update the social media platforms.

Promoting Animal Welfare in Schools (PAWS) Program

To foster positive values, attitudes and behavior towards animals, Africa Network for Animal Welfare (ANAW) in partnership with Society for the Protection of Animal Abroad (SPANNA) sought to teach strong positive values on animal welfare to young children. The partnership started a collaborative initiative dubbed 'Promoting Animal Welfare in Schools- The PAWS program' in 2013.

Through support from the Ministry of Education in Kenya, animal welfare clubs are established in schools with the help of passionate teachers who play the role of the clubs' patrons. So far 40 Animal Welfare Clubs have been established in 40 schools with up to a maximum of 50 pupils in every club. Children in standard 4 to 7, aged between 9 and 11 years are legible members.

The patrons take the pupils through a well-structured course work for a period of one year after which the pupils graduate and are awarded with certificates of participation. Pupils who graduate are encouraged to continue participating in the clubs' activities. Every year a new group is recruited.

Volunteer Tasks

Volunteers and Interns will go for school visits, help distribute learning materials which include stationary and children activity books, take photos for the club identity cards and organize and attend teachers training workshops. Volunteers/Interns will help hold lessons with the children aimed at helping children develop critical thinking on animal welfare, environment and social justice.



Experiential Learning



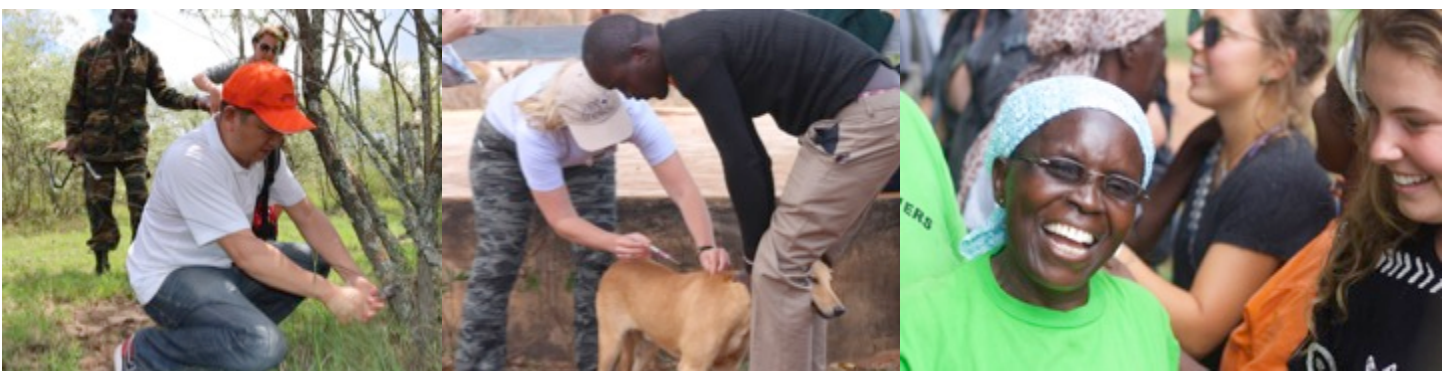
Every year, students and professionals from the UK, US and China undertake experiential learning trips organized and carried out by ANAW. ANAW has partnered with University of Denver, Graduate School of Social Work, Marymount University, Lewis and Clark University, Vetreks and China House to expose students and professionals to practical hands on activities that promote human - animal co-existence in Kenya.

In the ten-year period, ANAW has created awareness in 18 international groups to experience first-hand the challenges faced by wildlife conservation practitioners in promoting peaceful human - animal co-existence. Students of social work, zoology and psychology fulfill their course requirements in taking classes and practical, fieldwork experiences. Activities such as bush patrol, basket weaving, game watching, and setting conflict deterrent systems are carried out in one to two weeks.

Veterinary practitioners contribute their time and resources to carrying out vaccination, treatment, deworming, spay and neuter exercises in rural Kenya.

Volunteer Tasks

Volunteers and interns will help in organizing activities and booking venues. They will join these groups and assist in photography, videography, facilitating discussions, interacting with community members, aiding in sales and marketing of community products, report writing and drafting of stories for the website, newsletters and magazines.





Thousands of animals die during experiments and demonstrations in university teaching and training methodologies. Over time, innovative methods have been invented to replace the use of live animals in learning environments. Unfortunately, most of such institutions in Kenya and the concerned personnel are not aware of those alternative methods to the use of live animals in experiments.

ANAW is working with these institutions, organizations and like-minded individuals including but not limited to Egerton University, University of Nairobi, Cairo University, InterNICHE and the LUSH Fund to promote these innovative alternative methods through workshops, trainings, education and awareness.

Volunteer Tasks

Volunteers and Interns will assist in visits to potential institutions to involve, research, data collection, interviews, drafting reports, organizing workshops and conferences, website updates and attend meetings involving stakeholders.





The criminal procedure involving wildlife and environmental crimes has for a long time impressed a need for awareness from complaint, arrest, charges, plea, trial, judgment to sentencing. Identifying this gap, ANAW partners with key institutions and organizations to develop elaborate training seminars, workshops and conferences to serve as platforms for equipping officers from various government authorities, institutions of higher learning and like-minded civil society organizations with adequate and up-to-date knowledge on animal welfare standards and policies.

The National Judicial Dialogues have brought together relevant state law enforcement agencies to chart the way forward in effectively

implementing the Wildlife Conservation and Management Act, (2013) through multi-agency forums. ANAW and the Judiciary Training Institute have convened seven National Judicial Dialogues and three Trial Advocacy Training sessions between December 2013 and December 2017. Some of the key outcomes of the dialogues and training include drafting the amendments to the Wildlife Act, 2013, passing of stiffer wildlife-crimes related penalties, establishing an inter-agency collaboration framework to share and access intelligence information.

Volunteer Tasks

Volunteers and Interns will assist in carrying out interviews, drafting reports, organizing trainings, workshops and conferences, write papers, write reports and stories, website updates and attend meetings involving stakeholders.

Project Location

The Africa Network for Animal Welfare (ANAW)'s main office is situated in Nairobi West in the capital city of Nairobi in Kenya. It is approximately 5 km from the Central Business District. The area is a hub of activity with shopping malls, banks, restaurants, shops, gymnasiums and hospitals within the vicinity. As they are minutes away, all areas can be accessed while on foot from the offices.

ANAW has established projects and works with partner organizations and county governments in Nakuru, Kajiado, Machakos, Samburu, Amboseli, Laikipia, Taita Taveta and Kwale Counties. Volunteers and interns can be deployed to project bases in Nairobi, Voi, Kasigau and Diani.

Volunteer/Interns costs

All payments support administrative costs of the organization needed to undertake animal welfare work. The payments are inclusive of airport transfers, accommodation and meal expenses as indicated, please see below:

Optimal period (weeks)	Number of Days	Price (Kshs)	USD	EURO	GBP
1	7	57,500	575	500	442
2	14	112,750	1127.5	980	867
3	21	168,500	1685	1465	1296
4	28	224,375	2244	1951	1726
5	35	280,300	2803	2437	2156
6	42	336,250	3363	2924	2587
7	49	392,214	3922	3411	3017
8	56	448,188	4482	3897	3448
9	63	504,167	5042	4384	3878
10	70	560,150	5042	4871	4309
11	77	616,136	6161	5358	4740
12	84	672,125	6721	5845	5170

EXCHANGE RATE (Kshs)		
US DOLLAR	100	
STG POUND	130	
EURO	115	

Accommodation



Kifaru Guest House

Kifaru Guest House in Karen is a charming and elegant guesthouse located in a home-like and serene atmosphere away from the hassles and bustles of the city. It is situated on Milima Road, Karen Hardy. The guest house focuses on attention to personal service. They endeavor to have their guests well taken care of, ensuring them an excellent stay and tasty, sumptuous meals. The house is well furnished with excellent, adequate and efficient facilities. On display in each room are beautiful works of African art among them snare arts made by reformed poachers who live adjacent to protected areas in Kenya

Kifaru House is a haven that gives you the much-needed peace of mind. Peacefully tucked away in a natural abode near the city yet far from its traffic, the guesthouse offers accommodation and day retreats for individuals and groups. The facility can also be used as a prayer retreat area.

Kifaru house was named after the Rhino as all the proceeds made from the guesthouse are used to promote animal welfare and conservation work through the Africa Network for Animal Welfare (ANAW). ANAW works together with communities and stakeholders in promoting humane treatment of farm, wild and companion animals through compassion, care, appreciation and protection.

Volunteers/interns will be hosted at Kifaru Guest House at the standard fee. While in the field areas, volunteers/interns will have good options on where to stay.

Payment Details

To secure their place, all international volunteers/interns are requested to pay a non-refundable deposit of 25% of the total fee in a minimum of 3 months before their arrival. The full balance must be paid before or on the day of arrival. It is encouraged that the volunteer/intern pay the full amount at once in the initial transaction. Once volunteership /internship is confirmed, an invoice will be sent.

Payment can be made via a wire transfer directly to our GBP pounds or US dollar bank accounts, on-line via our Paypal account. Any associated transfer or payment costs will be covered by the payee.

When the payment is done, the volunteer must e-mail your receipt to the Finance Manager at info@anaw.org for confirmation.

Payment Details

You can wire transfer funds to one of the three accounts, depending on where one is located:

For Kenya Shilling

BANK WIRE TRANSFER INFORMATION	
Account Name:	Africa Network for Animal Welfare
Bank Name:	Commercial Bank of Africa Limited
Bank Address:	Mara and Ragati Road, Upper Hill
City/Country:	Nairobi/Kenya
Int'l Swift Code:	CBAFKENX
Account Number	6503200061
Routing Number:	07003

For United States Dollar

BANK WIRE TRANSFER INFORMATION	
Account Name:	Africa Network for Animal Welfare
Bank Name:	Commercial Bank of Africa Limited
Bank Address:	Mara and Ragati Road, Upper Hill
City/Country:	Nairobi/Kenya
Int'l Swift Code:	CBAFKENX
Account Number	6503200027
Routing Number:	07003

For British Pound

BANK WIRE TRANSFER INFORMATION	
Account Name:	Africa Network for Animal Welfare
Bank Name:	Commercial Bank of Africa Limited
Bank Address:	Mara and Ragati Road, Upper Hill
City/Country:	Nairobi/Kenya
Int'l Swift Code:	CBAFKENX
Account Number	6503200077
Routing Number:	07003

Things You Will Need

Visas

To be able to enter Kenya, one needs a tourist visa. Granted that you will have enrolled to be an ANAW volunteer, you will in effect be on holiday. The entry visa will be valid for a maximum three-month period. However, once settled in country you will be able to extend this to a six-month visa for an additional fee of Kshs 4,000.

Visas can be obtained on arrival at the airport (please check with your embassy that this option is still available) or you can apply online (<http://evisa.go.ke/evisa.html>).

Travel and Medical Insurance

It is mandatory for volunteers/interns to have medical insurance. Travel insurance is recommended but is at your discretion.

Money and Communication

There is no need to travel with large sums of cash or travelers cheques. Nairobi has various ATM locations, with Visa and MasterCard being widely accepted. There will be an international withdrawal fee and these charges should be discussed with your bank prior to arrival. In order to avoid your card being deactivated due to unusual use simply inform your bank of your travel plans.

Mobile Phone Coverage

There is good mobile phone coverage in Nairobi and it is highly recommended international volunteers/interns have their mobile phones 'unlocked' before travelling to Kenya. This will enable you to use a local SIM card providing you with cheaper local, national and international calls and text messaging service than you would be given by your current service provider with

roaming charges.

Safaricom call and texting charges (correct April 2015 - subject to change):

Kshs 5 - per in-country text message

Kshs 10 - per international text message

Kshs 4 - per minute in country call

Kshs 5 - per minute international call to the USA

Kshs 18 - per minute international call to the UK

Internet

At ANAW access to the internet is available via SIM card data bundles on your mobile phone or via a USB 'dongle'.

Volunteers/interns who choose to bring their own laptop can purchase a dongle for Kshs 2,000 and install the software very easily on their computer for their field activities. Dongles cannot be used on tablets. Internet time is then purchased as mobile airtime and bundled (please ensure you discuss this with your supervisor to ensure you get the option most suited to your needs). Internet bundles can also be installed on your phone. ANAW and Kifaru Guest House has Wi-Fi.



Things You Will Need

ANAW's programs are heavily field oriented. When camping, on road trips, during activities or in one-day overnights at a hotel in varied weather conditions, even when heading out for meetings, workshops or conferences, some or all of the following items that make up the kit list are needed. This is a guideline of a few things that the volunteer might need to consider when heading out. It is not compulsory.

Electrical Items

Having a **laptop or tablet** with you would help you work independently without having to wait for your turn to use others' computers. With it, it would be easy to communicate with friends and family.

Unlocked mobile phone - Operating on a Kenyan SIM card is cheaper than paying for roaming calls. Arrangements can be made for one to acquire a local SIM card upon request.

Adapter - Kenya electricity supply uses the British three-pin type plug so ensure you bring adapters for your electrical items if needed.

It is vital that **photocopies** of all-important documents are made including passport, flight tickets, driver's license, insurance documents. It is advised that one has his/her own list of **emergency contact numbers**. Having cash to spend is also important. ATM cards across Kenya are available for your use. Visa and MasterCard are widely accepted.

Other things that you may need include:

Water bottle

- Sunscreen
- Insect repellent
- Medication
- Torch/head torch
- Hat/Cap
- Camera
- Binoculars
- Padlock
- Backpack
- Toiletries
- Sunglasses
- ATM card
- Rechargeable batteries



Check List



You have been offered a volunteer/intern position at ANAW, what happens next? Below is a bullet point checklist of everything you need to remember:

1. Read this manual and ensure ANAW is the right place for you.
2. Pay your 25% deposit three months prior to arrival to ANAW to secure your placement. The outstanding balance must be paid before arrival or on the day you arrive.
3. Consider applying for your 3-month tourist visa (this can be done at your point of entry, please check this with your local Kenyan embassy, but pre-planning is recommended).
4. Book your flights and provide ANAW with your arrival date, time and flight number so the organization can arrange your transfer.
5. Consult with your doctor on what vaccines you require.
6. Arrange your medical insurance and e-mail the details and next of kin in case of emergency to the HR office through info@anaw.org.
7. Print, read and sign the indemnity forms. Please raise any queries you have before signing the forms.

CONTACT

P.O. Box 3731 - 00506 Nairobi, Kenya. Cell: +254- (0) 727-234447

Tel: +2546006510 Fax: +2546009691 1st Floor Westend place Bldg, Suite 2
Mai Mahiu Road. Off Langata Rd.

Email: info@anaw.org

Website: www.anaw.org

Promoting Humane Treatment of All Animals

