



RESEARCH-ASSISTANT + INSTRUCTOR DEVELOPMENT COURSE

The Institute for Marine Research and sister company Instructor Development Philippines have developed a unique program that combines becoming a Research Assistant and a PADI Open Water Scuba Instructor in one area. During your stay in Dauin you will spend approximately five weeks on your IDC and Learn to Teach program and you will devote seven weeks to your RA internship. All in all this package gives you the best of both worlds.

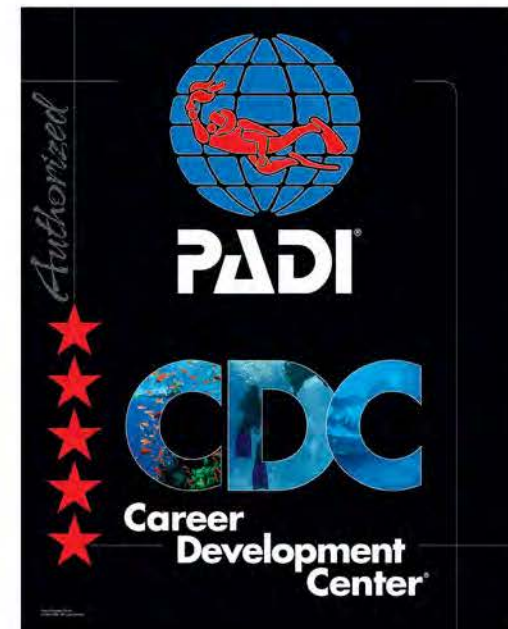
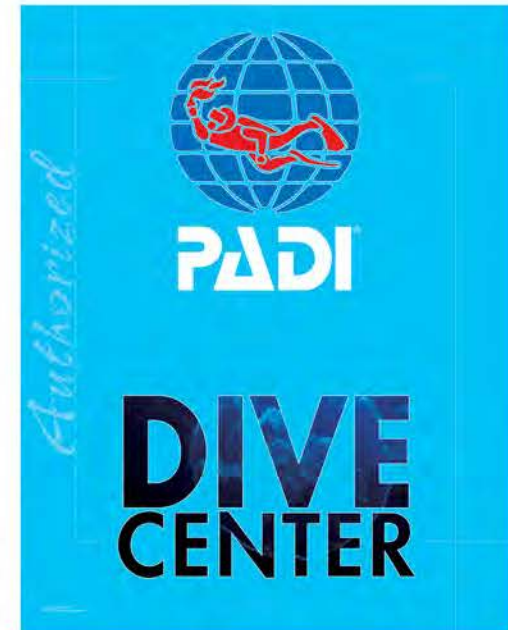


INSTITUTE FOR
MARINE RESEARCH
DAUIN · PHILIPPINES

When you arrive you will start with your Research Assistant (RA) program with Institute for Marine Research (IMR). We are an accredited PADI Dive Center and can teach you all courses from Open Water Diver until Divemaster. Our main focus however is marine research in the Philippines. We are a grassroots non-profit organization that aims to conduct long-term and fine-scale research on coastal marine ecosystems, using this scientific evidence to educate, transform and encourage locally led marine conservation strategies within the country. We define threats to critical marine habitats in the Philippines and develop locally led marine conservation strategies. IMR's goal is to build, inspire and educate the local communities striving to have a long-term impact on the Dauin coastal areas.



Once you have gotten to know the reefs of Dauin like the back of your hand and have refreshed all your diving skills you get the opportunity to excel on your Instructor Development Course (IDC). Your IDC runs through Instructor Development Philippines (IDP), a reputable and professional program. IDP is a collaboration between Atmosphere Resorts & Spa and Liquid Dumaguete, both 5* PADI Career Development Centers. You will spend half of your time on the IDC at Liquid and the remaining half at Atmosphere. This follows through in your complimentary Learn to Teach Program during which you will teach at both resorts besides training the new batch of Research Assistants at IMR.





WEEKLY SCHEDULE OVERVIEW

- Week 1: Research Assistant Program - Ecosystems and 3D modelling
- Week 2: Research Assistant Program - Fish ID & environmental threats
- Week 3: Research Assistant Program - Survey training
- Week 4: Research Assistant Program - Data collection for reef project
- Week 5: Research Assistant Program - Research rounds week 1
- Week 6: Research Assistant Program - Research rounds week 2
- Week 7: Research Assistant Program - Research rounds week 3
- Week 8: Preparation Days, EFR Instructor Course and start of IDC
- Week 9: Instructor Development Course (IDC)
- Week 10: Instructor Development Course, Instructor Examination (IE) and optional MSDT Preparation Course
- Week 11: Learn to Teach Program week 1
- Week 12: Learn to Teach Program week 2



PROGRAM DATES

Start: 19th September 2019 End: 28th November 2019

Start: 21st November 2019 End: 28th January 2020

The 2020 PADI Instructor Exam (IE) dates have not been published yet. Please contact us through info@instructordevelopmentphilippines.com for more information.



YOUR RESEARCH ASSISTANT PROGRAM

Those undertaking the Research Assistant + Instructor Development Course training will kick-start their career as a marine conservation scientist and PADI professional by immediately immersing themselves in a rigorous four week training program required to become a Research Assistant for the Institute. By becoming an IMR Research Assistant in your first month, you will drastically improve your underwater buoyancy control, awareness, communication and leadership skills to prepare you for your training as a Instructor candidate.

Our Research Assistant Course trains you in both the practical and theoretical knowledge required to lead each component of our Dauin Municipality Long-term Reef Monitoring Project. It was designed with the purpose of tracking fine-scale changes in the overall reef community over time. Surveys for the Project involve four tasks: benthic assays for coral cover, impacts assays, diver-operated video surveys of fish diversity and biomass, and three-dimensional (3D) models of structural reef complexity.

Research Assistants (RAs) will not only learn research skills that will enhance their prospects as future conservationists, but will learn how to communicate science through school education and community outreach programs.

The last three weeks of your RA program you will begin a series of “research rounds”. These rounds consist of one-week blocks whereby you will have the opportunity to take complete leadership of each research component of our long-term reef-monitoring project, as well contributing to the production of IMR’s research outputs and conservation efforts. During these rounds you will act as a mentor to our upcoming Research Assistants and Divemaster Trainees as they are trained to become leaders in the diving industry. You will be mentored throughout this entire period by the staff at IMR, and be treated as a fellow member of IMR’s scientific team. IMR prides itself in training Research Assistants to leave with the skills and confidence necessary to lead a marine conservation project anywhere in the world.



INSTITUTE FOR MARINE
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YOUR INSTRUCTOR DEVELOPMENT COURSE

Your PADI Instructor Development Course is your next step towards your dreamjob. We at IDP understand that it is a big decision to make where to complete your IDC as it might have an impact on your future career. That is exactly why we give you the highest quality course in the best facilities in the country. With onsite dive training pools, your open water site on your door step and fully equipped airconditioned classrooms with the latest technology we will make your IDC as convenient as possible.

Your IDC program consists of five components:

1. IDC eLearning and self-study (recommended minimum 7 days)

Part of your IDC will take place online through the latest IDC eLearning program. You will also have access to digital dive theory study tools and skill demonstration videos with the revised 2019 performance requirements before you arrive in Dauin. All in all plenty of time to get yourself prepared.

2. IDC Preparation Days (3 days)

We provide you with the opportunity to take part in our three day complimentary Preparation Days. During these days we revisit Dive Theory questions, practice your skill demonstrations as well as refresh the major Advanced Open Water and Rescue exercises. This will ensure you are 100% ready to step into your IDC.

3. EFR and Care for Children Instructor Courses (2 days)

The EFR Instructor rating is a required part of becoming an OWSI. During this course we will refresh all of your skills as an Emergency First Responder but also give you the tools and knowledge to start teaching your own students. It is a valuable course to take just before we really get started with the IDC as much of the teaching methodology is similar to the actual IDC teaching presentations. We provide you with a low-stress environment and guarantee lots of laughs, a great way to learn about a more serious topic!



4. Instructor Development Course (11 days)

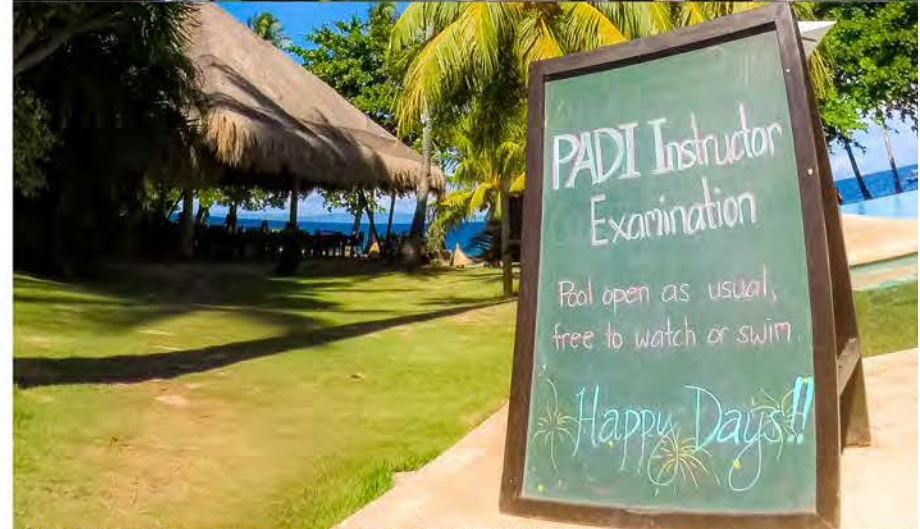
The IDC actually consists of two separate programs: the Assistant Instructor Course (AI) and the Open Water Scuba Instructor Course (OWSI). For your convenience we have combined them into one cohesive program. If you have the AI rating already there are options to just complete the OWSI however.

During these 11 days you will learn how to teach your own students the knowledge and skills ranging from the Open Water Diver to Divemaster Courses. You will enhance your skill demonstrations even further besides learning how to organize, set up and control a class of simulated students. Team work is key to your success and this will be reinforced throughout by seeing how a successful team of Course Directors and Master/IDC Staff Instructors work together. You benefit from the experience of our multiple award-winning CD's and Staff Instructors.

We cover workshops about the Discover Scuba Diving program as well as perfection your ability to conduct Advanced Open Water and Rescue Diver Course skills. We will ensure you are taught to the highest standards and emphasize environmental awareness through neutral buoyancy. But your IDC is not just about teaching PADI Courses; it is also about turning you into an active ocean advocate. For this reason every IDC candidate can partake in our complimentary Project AWARE Dive Against Debris Instructor Course.

5. Instructor Examination (2 days)

The Instructor Examination (IE) is the final step to becoming an instructor. An impartial PADI examiner will fly in to evaluate your teaching assignments and written exams. After 16 days of training you are well prepared for the exams. Everything that happens on an IE happens in exactly the same way on your IDC, so there are no more surprises! At the end of the two days you will receive that magical handshake from the PADI examiner and call yourself an Open Water Scuba Instructor!





IDC FACILITIES

Your IDC will take place in two successful Career Development Centers. And because of that you can expect some additional luxury and convenience during these three weeks. Here is what we can offer you:

Liquid Dive Resort

The first part of your IDC is conducted through Liquid Dive Resort and they can provide you with the following:

- 1 Dedicated dive training pool (10m x 8m x 2.3m)
- 1 Leisure swimming pool with childrens' pool
- 2 Airconditioned and fully equipped classrooms with SMART TV, white boards, power sockets, WiFi, teaching aids and PADI materials
- Beach front with interesting house reef (drift dive)
- 1 Bangka & 1 shuttle boat
- Personal dive equipment storage facility
- On-site restaurant, pool bar & cafe
- Massage cabana
- Pool table & dart board

Atmosphere Resorts & Spa

Atmosphere Resorts is where the second half of your IDC takes place and they have the following facilities:

- 1 Dive training / leisure swimming pool (20m x 8m x 2.8m)
- 1 Adult's only leisure swimming pool and 1 children's pool
- Airconditioned and fully equipped classrooms with SMART TV, white boards, power sockets, WiFi, teaching aids and PADI materials
- Beach front with house reef for dive training (incl. descent/ascent & CESA lines)
- 1 Bangka & 2 Speed boats
- Personal dive equipment storage facility
- On-site restaurants, pool bar and bakery
- Yoga & Spa facilities
- Warrior gym





RESEARCH ASSISTANT PROGRAM FACILITY

The Institute for Marine Research is one of the leading marine research facilities in the country with state of the art research equipment.

Classroom

In your training to become a Research Assistant for the Institute for Marine Research, you will be taught by experienced Marine Scientists in the biology, ecology, physiology and identification of phyla within our coral reef ecosystems. You will learn the impacts that face coral reef ecosystems both on a global scale, as well as the localised disturbances affecting the reefs of Dauin. Through this knowledge you will be able to formulate thought provoking research questions in order to study this fragile ecosystem.

Dive transportation

At IMR we have our own dive truck which drives us to the dive sites in Dauin. So there is no damage from anchoring or fuel run offs! It is an efficient way to visit the marine protected areas in Dauin.

Research methodology and equipment

The Dauin Municipality Long-Term Reef Monitoring Project has been designed with the purpose of tracking fine-scale changes in the overall reef community over time. During your program you will be using state of the art equipment like our Diver Operated Stereo Video System (SVS). We use the SVS for fish density, fish 3D distribution mapping biomass and fish size measurements. This innovative technology allows our Researchers to record fish species with more precision and higher accuracy than the traditional Underwater Visual Census techniques and it efficiently quantifies the abundance and size of reef fish.

To understand more precisely the nature between structural complexity and reef health, we use 3-Dimensional (3D) Modelling as a tool to quantify topography, rugosity and other structural characteristics that play an important role in the ecology of coral reef communities.





PACKAGE INCLUSIONS

Courses

- Research Assistant Program – 7 weeks
- IDC, EFRI and Preparation Days with all PADI materials – 16 days
- IDC eLearning – to be completed prior to the start of the IDC
- FREE Emergency Oxygen Provider & Project AWARE Dive Against Debris Specialty Instructor Courses (PADI application fee not included)
- FREE Peak Performance Buoyancy, Project AWARE and AWARE Coral Reef Conservation Specialty Instructor Ratings (no additional PADI fees required)
- Job Placement and Assistance plus Dive Centre Management Program
- Equipment Maintenance Workshop Apeks & Aqualung with official certificate
- Learn to Teach Program – a great opportunity to start off your teaching career by learning from the best instructors during a two week internship
- Dive Theory Study Program with custom designed study materials and exams
- Use of a personal tablet for the duration of the IDC with all the latest PADI student manuals, course videos, Touch products and Instructor Manual
- All sanctuary fees

Accommodation & meals

- 12-week stay in dorm room at IMR Base
- Three meals per day, six days per week
- Unlimited drinking water
- Coffee, tea, water, cookies, fruits and snacks during the IDC

Fun extra's

- IMR T-shirt and sticker
- IDP T-shirt, cap and stationary kit
- Discounts at both Liquid and Atmosphere bar & restaurants and dive shop
- Instructor Examination party



PACKAGE PRICE

Our 12 week Research Assistant + Instructor Development Course costs a total of **Php 360,500.00** per person.

Excluded

We do not like unwelcome surprises, so we operate following a full transparency philosophy. So please keep in mind that the following is not included in your package price:

- AU\$ 1,381 for the PADI Application fees (2019 rates, subject to change by PADI). Optionally you can apply for PADI Specialty Instructor ratings as well for AU\$ 106 per specialty. These fees need to be paid separately to PADI via credit card.
- Additional PADI Specialty Instructor Courses
- Meals on Sundays
- All beverages except for drinking water
- Transportation outside of program hours
- Scooter rental (Php 450 per day / Php 5,000 per month)
- Equipment rental
- Personal expenses
- Visa





TRANSPORTATION

Both Institute for Marine Research and Instructor Development Philippines are located in Dauin, a small village about 20 minutes south of Dumaguete City. Dumaguete is one of the largest cities on the island of Negros, situated in the Visayas region of the Philippines. No matter how you reach Dumaguete, we will pick you up from the airport or ferry/bus terminal.

There are many domestic connections to Dumaguete City whether it is via airplane, ferry or bus.

Domestic flight routes

First and foremost Dumaguete City (Sibulan) Airport serves travelers to/from Manila (NAIA) and Cebu City (Mactan) International Airports. Philippine Airlines and Cebu Pacific Airlines are the only two companies with flights to Dumaguete. There are many connecting flights to other areas within the country like Palawan, Coron, Boracay and Leyte.

Domestic ferry routes

There are also daily direct ferry connections with Cebu City, both during the day (Oceanjet; via Tagbilaran - Bohol) as well as overnight (Cokaliong and George & Peter Lines). There is a weekly 2Go Ferry plying the route between Manila and Dumaguete however the flights are much faster and have competitive pricing. There are many daily ferries connecting Dumaguete and Siquijor Island which makes for a fun day trip destination as well.

Domestic bus routes

Ceres Liner is the main bus operator in the Visayas region and provides transportation to Malapascua Island (via Cebu City), Moalboal, Cebu City, Bacolod City, Sipalay and all other destinations on Negros Island. They can be recognized by their distinctive yellow color and are an efficient but cheap method of transportation.

International flight routes

Both Manila and Cebu International Airports are directly connected to a variety of destinations within Asia as well as a number of countries in Europe, Australia and North America. In Asia there is a wide choice of carriers next to the large intercontinental operators. Lowcost airlines including AirAsia, Tiger Air and Cebu Pacific fly to major cities like Hong Kong, Kuala Lumpur, Singapore and Bangkok as well as popular tourist destinations in Southeast Asia and China.

Getting around in Dauin

Dauin is a relatively small community but with a decent infrastructure. You will be the most mobile if you rent a scooter for about Php 5,000 per month. But not to worry if you do not know how to drive a scooter. We organize transfers to all dive sites every day. If you like to leave base at any time we can call a habal-habal (motorcycle taxi) or a tricycle (tuktuk) for you or you can just hitch a ride whenever we venture out of base. From the center of Dauin there are buses, jeepneys and tricycles to Dumaguete City.



ACCOMMODATION

Institute for Marine Research Base

During your entire program you will stay at IMR Base, located at the foothills of Mount Talinis for a nice cooler climate. Base consists of one dormitory (max. 10 pax) and one private room with twin beds and shared bathroom. In total our base can accommodate 12 RA's/Fellows. Internet is available on base and at most resorts within Dauin.

The onsite kitchen is staffed and provides you with three meals a day from Monday - Saturday. On Sundays you have a day off during your RA program which means it is time for some daytrips, R&R at one of the beach resorts and exploring the many waterfalls, lakes and hot springs.





MEET THE TEAM - INSTITUTE FOR MARINE RESEARCH

During your RA it will feel like you are part of the Institute for Marine Research family.

Chelsea Waters - Creator/Director & Marine Biologist

Chelsea is originally from Australia but has been living in the Philippines for a few years now. Chelsea's expertise lies in coral reef dynamics. During her time as a Marine Biologist, she has worked in four different continents gaining the knowledge, insight, experience and ideas required to create IMR together with her partner Rafael. Chelsea & Rafael run IMR however also join many of the research dives and are your go-to people on base. Besides diving Chelsea spends time exercising, taking their dog Scotty for walks and finding new secret spots in the Philippines.



Rafael Manrique - Creator/Director & Marine Biologist

Rafael grew up bouncing between Peru and the United States. Rafael got the chance to explore many different fields in Marine Biology, from aquaculture, to ecotourism, marine conservation and research. Rafael found his passion lied with marine conservation, and he pursued this path until he came across the opportunity to start IMR together with Chelsea. Outside of his work, Rafael loves partaking in pubquizzes and following his favourite football teams.



Oscar Crehan - Head of Science/Dive Operations & Marine Biologist

Oscar grew up in the UK and has been a diver from a very young age. But after university Oscar spent the next few years traveling, working and researching in destinations like Fiji, Malaysia, Utila and Scotland. In the meantime Oscar completed his masters in Marine Science and has since then worked in Australia as a marine biologist. During the start-up of IMR Chelsea and Rafael reached out to Oscar to join their research family. Now Oscar teaches all dive courses on base on top of being Head of Science. Besides his busy job he loves walks on the beach, playing with his cat and exercising.



MEET THE TEAM - INSTRUCTOR DEVELOPMENT PHILIPPINES

As the largest IDC team in the Philippines we can guarantee you the personal attention, experience levels and team dynamic you would expect of the unique concept that is IDP. Use the time on your IDC to draw from the knowledge of your four Course Directors and four multilingual Master/IDC Staff Instructors.

Gabrielle Holder - Course Director & Owner of Atmosphere Resorts & Spa

Gabrielle has been working in the diving industry for over 20 years and has over 15 years of experience as a Course Director. She was one of the only female Course Directors in the Philippines when she got certified and has received multiple PADI Platinum Course Director Awards over the years. Since then Gabrielle has opened her own resort together with her husband Matthew. Atmosphere Resorts & Spa welcomed their first guests in 2008 and has been steadily growing for all these years. Gabrielle launched IDP together with close friend and now colleague Tim.

Tim Latimer - Course Director & Owner of Liquid Dumaguete

Tim tried diving for the first time in the Bahamas in the 90's. After working a few different jobs he realized he did not enjoy any of them as much as scuba diving. So a few years later Tim got certified as an instructor and has worked in many places all over the world. The different cultures and working environments have been the inspiration for building his own dive resort in Dauin. Together with his wife Zoe, Tim opened Liquid in 2011. As soon as the resort was running well he decided to pursue his career as a Course Director. In 2013 Tim started Instructor Development Philippines together with Gabrielle. Over the last few years Tim has received the PADI Platinum (2018) & Silver (2019) Course Director Awards.

Berlinda Koolen - Course Director & IDC Coordinator

Berlinda started her diving career with her Divemaster Course at Liquid Dumaguete in 2012. She left for a short while but found her passion and love for the ocean were too strong. In early 2013 she immigrated to the Philippines,





continued her diving education and became the first IDC candidate of IDP. During her IDC Tim and Zoe offered her a job as a dive instructor which she gladly took. Having worked as a fulltime instructor for four years at Liquid she sent in her application for the Course Director Training Course to which she got accepted in early 2017. Berlinda has been lead Course Director and IDC Coordinator ever since and is your main point of communication before, during and after your IDC. She can speak Dutch fluently as well and can offer translation when desired. In 2018 & 2019 she received the PADI Platinum Course Director Awards.

Tracy Chan - Course Director & IDC Coordinator for Chinese market

Tracy started her diving career in Koh Tao where she had a large following of students. After many years on the island she decided to mix things up a bit and moved into the role of Sales Manager and Instructor for the Chinese Market at Atmosphere Resorts. Tracy had a large motivation to continue her education and become our third female Course Director at IDP. After working as our Master Instructor and translator for a year, Tracy succeeded with her Course Director Application in September 2017. Tracy has been catering to IDP's Mandarin & Cantonese speaking market ever since. Tracy has received the PADI Silver (2018) and Gold (2019) Course Director Awards.



Rae Collins - Master Instructor & Resort Manager at Atmosphere Resorts & Spa

Diving did not come easy to Rae and after nearly accepting that it was not a hobby she was meant to do, she found the love and passion to jump back into the water. After a few years of traveling and diving Rae became a PADI Pro in Honduras in the mid 90's and has since then become an excellent instructor. Besides drawing knowledge and empathy from her own struggles with diving she also has a background in personal counseling and is currently a yoga instructor. So if you need to seek any form of relaxation during your stay in Dauin, Rae is the person to talk to. With Rae's extensive experience in diving and teaching on IDC's she is a valuable asset to the IDP family.



Ulrika Kroon - Master Instructor & Marketing Manager at Atmosphere Resorts
Starting off with her Open Water Course in ice cold Sweden, Ulrika quickly found herself a job as a diving journalist traveling to more exotic dive destinations. Ulrika worked for many years as a dive instructor in the Philippines before settling down in Dauin in 2009. She has been part of Atmosphere from the early years and has seen it grow into a successful resort. Ulrika has been staffing on many IDC's as a Master Instructor and has a valuable insight into the diving business as Atmosphere's Marketing Manager. Ulrika speaks fluent Swedish and French and can offer assistance during the IDC in either of these languages.

Julia Zeng - IDC Staff Instructor & HR Manager at Atmosphere Resorts & Spa
Julia moved to China for her office job and it didn't take her long to notice that there were many good diving destinations within reach. She tried diving on the Great Barrier Reef for the first time and after a rocky start she learned to love it. Julia proceeded with her professional diving education and worked in tropical destinations like Palau and the Philippines. Three years ago Julia moved to Dauin and became the HR Manager at Atmosphere Resorts besides the sixth female staff member of the IDP family. Julia was born and raised in Germany and can help our German speaking candidates when necessary.

Vasily Demin - IDC Staff Instructor & Sales Manager for Russian and East European market at Atmosphere Resorts & Spa
Vasily came to Dauin for his IDC with Instructor Development Philippines in 2016. Once he became an OWSI he did not want to leave the area anymore like the rest of us. Starting off as a freelance instructor for Atmosphere he continued to grow into the role of Sales Manager for the Russian market. In 2018 Vasily completed his IDC Staff Instructor Course and he has been assisting on our IDC's ever since. Vasily is originally Russian and can offer help for our Russian speaking candidates.



We hope you will join us for an experience of a lifetime. If you have any questions at all you can get in touch with us through:

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