



Dressel Divers

IDC Internship Conditions

Hello from the Dressel Divers Team,

To widen your choices we offer the following PADI IDC participation options:

- 1. CUSTOMER BASIS with payment** (you purchase the programs you need).
- 2. INTERNSHIPS BASIS without payment** (you are given the PADI IDC free in exchange for participation in the dive center).

Dressel Divers is a [PADI 5 Star Instructor Development Dive Resort](#) dedicated to scuba diving and other water sport services, operating from the Caribbean beaches of many 5 star Hotels & Resorts, which you are welcome to visit at www.dresseldivers.com and our [You Tube Channel](#).

Our head office is in Spain (Valencia), and diving centers in Mexico (Cozumel, Playa Del Carmen, Riviera Maya, Puerto Vallarta), the Dominican Republic (Bavaro-Punta Cana, Bayahibe, Puerto Plata) and Jamaica (Montego Bay).

Our GO PRO Academy has been running dive career development training for well over a decade. All our programs distinguish themselves by being run in strict accordance with Dressel Divers unique standard of training, service and safety, acclaimed as the most serious of its kind. You can watch our [GO PRO Academy Video](#).

Customer Basis

You purchase the PADI Instructor Course (i.e. you pay before you start them). We recommend you upgrade your IDC program by including the MSDT Prep course at the end. This will ensure you start your PADI dive instructor career with the most sought for credential by dive centers.

DRESSEL DIVERS includes the possibility of a guaranteed job offer (see annex) with its prepaid PADI IDC! Upon graduating an instructor position awaits you in one of our dive centers. THIS COMBINATION PADI IDC + INSTRUCTOR JOB OFFER IS TRULY UNIQUE and gives immediate return on training investment.

Our paid professional development programs include:

- Two study days at the end of the PADI IDC, with the Course Director, giving you the opportunity to revise and prepare your IE. These can include extra in water practice and classroom presentations.
- Support and presence of our Course Director during your PADI Instructor Evaluation (IE)!
- PADI IE PASS GUARANTEE! We have the highest instructor pass rates in our destinations. Still, we include FREE repetition of your IDC training in the very unlikely event you do not pass the IE.
- FREE dive equipment use! All dive equipment is included for the entire program, except dive compasses, signal devices, computers and stopwatches.
- Two FREE all inclusive all day Dressel Divers excursion!
- Two FREE Dressel Divers T-shirts!
- FREE IDC PREP. COURSE!

- FREE O2 Provider course! With the EFR Instructor course.
- FREE extended course days! Our Dive Instructor courses are longer than standard to make the programs less intensive and more enjoyable.
- ONE PAYMENT includes all! We offer including everything in one bill from lodging to food to the PADI IE fees. No extra transaction worries for you to find and pay your lodging separately or arrange fees with PADI yourself.
- We will be happy to advise you on flights, airport transfers etc. just ask.
- If you go on to work with Dressel Divers after graduation your entire paid course can even be free! Once you complete 18 months instructor employment with DRESSSEL DIVERS and continue you become entitled to our monthly 150 USD GO PRO reimbursement bonus until the full price (excluding board and lodging) is repaid, including all courses, materials and unlimited diving charges!

Our academy courses and materials are given in English but upon request language help can be considered for the following: Spanish, German, French, Portuguese, Italian or Dutch. We have a multilingual instructor staff and more important our Course Director himself speaks English, French, Italian, Portuguese and Spanish.

Internship Basis

We offer:

PADI Instructor Internship (6 months)

- A 6 months internship in which you participate fully in the dive center tasks as assigned by the manager in exchange for all courses included in our PADI IDC for free (including study materials & PADI FEES). This dive center participation program gives a free daily breakfast and lunch (in some areas also dinner), free lodging (shared room), a free daily morning dive, free dive equipment use and a sales commission.
- Interns commit for the full six months without interruption or splits at the end of which they are entitled to join our next Instructor course for free. For college/university students or other special circumstance we can consider splitting each internship over two periods.
- Start when you want. Should you complete the six months internship before the start of our next instructor course we will give you a job as Divemaster to bridge this waiting period with the same income conditions as if you were an instructor already.
 - Upon successful completion of this internship and the PADI IDC your too enjoy the possibility of a garanted job offer with Dressel Divers (see annex).

Benefits

The hotel you are stationed in will provide you with free breakfast and lunch (paid for by the company), during the entire 6 months including time spent in courses. All meals include non-alcoholic drinks and drinking water is always available in the dive center. IN OUR DOMINICAN REPUBLIC DIVE CENTERS FREE DINNER IS ALSO INCLUDED! In Mexico dinner is not included. Quality of meals may differ depending on the hotel and are provided in client or employee restaurants of their choice. Dinner hours differ from hotel to hotel so if available in some cases you will have to return to the hotel later at night.

The lodging we provide for free consists of a shared room and bathroom in an apartment or hotel, at two persons per room, very exceptionally three. Couples that sign up for the internship together are entitled to their own private room. Normal electricity consumption is also include for free but significant excesses, although very unlikely, may be charged. You will need a personal set of bed linen, pillow case and towels, as these are not included. The lodging is free but we do require an initial 200 USD deposit refunded at the end of

the internship when you return the keys.

Also, please bring sufficient extra money for additional personal expenses, such as toothpaste, soap, a dinner out in town etc. To help with these extra expenses interns are entitled to a sales commission. We work in large Hotels & Resorts with all year round good occupancy therefore potential for personal sales is very strong and there is no need to be an expert seller. A positive attitude to promoting scuba and keeping the adventure going is all it takes.

Interns earn 4% on all individual sales of diving and snorkeling courses, trips, excursions, materials and articles, same as Public Relations. On sales in combination with another employee or intern commission is shared (2% for each) as may be the case during free dive demonstrations with one promoter in the water and another on the side of the pool.

To help the team visualize sales results and harmonize personal efforts into one common goal, monthly product objectives are offered along with advice on how to effectively achieve them. The product targets are set to boost thinking as a team working towards a shared result and to be realistically achievable.

Last but not least:

- if you meet the personal monthly target for your employee category your total commissions earned during that same month WILL BE DOUBLED!
- if you should fall short of your personal target but the dive center meets its global monthly target your total commissions earned WILL STILL BE DOUBLED!

if you meet your personal target and the dive center also meets its global target your total commission earned WILL BE TRIPLED, instead of doubled.

Sales commission are paid with an administrative delay of one month, this to have time for our central office to receive the sales data and do the calculations. For example, the sales commission for the whole of February is paid at the end of March and that of March at the end of April etc. All amounts are paid in local currency at the official exchange rate for the month

Last but not least a benefit not to be underestimated is TIPS. There is no common tipping pool so what the client gives you in recognition of your help with the services we offer is yours to keep! This can add up to a fair amount of extra cash.

Free dive equipment use! All standard dive equipment is included for the entire internship and also for all courses that you are entitled to in the internship, except dive compasses, signal devices, computers and stopwatches. So you need to bring or purchase with Dressel Divers the following: Sub & Surface alert (81 USD), SMB=surface marker buoy (26 USD), SMB reel (39 USD), dive knife or line cutter (15 USD) and wrist compass (78 USD).

A dive computer is also recommended. As this item is taste sensitive to versions, brands and prices we do not supply them. Note also that once a dive master or instructor it is a PADI requirement you use your own dive gear, so the sooner you bring or buy your own gear the better. Personal equipment should be of professional quality and must contain all items the R.S.T.C. and PADI require for recreational scuba divers with teaching configuration.

We will provide you with a set of uniforms consisting of 2 Polo shirts and 2 Shorts (at 10 USD a piece) to be worn at all times on the grounds of the hotel. It is your responsibility to wash the uniform very regularly. If required you can purchase more.

Daily Activities

A typical dive intern day will consist of, but is not limited to, a fun dive in the morning followed by helping out with the free pool dive demonstrations for the rest of the day and a lunch break in between. Planning and Instructor diver/student ratios permitting you can choose to join a student or a certified morning dive, in accordance with your interests. In the event that the dive is not possible in the morning it will be shifted to the afternoon or done as a second dive on another day. As Divemaster, after a period of practice and adaptation with one of our instructors, you will be invited to lead the certified divers independently on daily basis.

The resorts have guests 24/7 so our dive shops are open every day of the week all year. Our normal intern hours are from 08:30 in the morning until 17:15 in the afternoon with a lunch break of approximately 45 minutes. As an intern you are entitled to a weekly day off from your commitment (as is customary in the Caribbean tourist industry).

In hotels Saturdays and Sundays are business days like any other day so your free day can be any day of the week, not necessarily on the week end, to be determined after liaising with your Base Leader. Days off are not necessarily on fixed days but we will do our best to give you the same day every week to establish a regular pattern.

On your day off you are allowed access to the hotel for meals and to enjoy the beach provided you wear the uniform. You are also allowed to join our excursions and dives for free provided you do not displace a client and wear the uniform during the trip.

For transportation during the program, trainees have varied preferences, some walk, others bicycle, motorbike taxi, share a taxi or use public transport. Our course lodging is relatively near to the dive centers (10 to 15 min drive). Should this not be the case the hotel or Dressel Divers will provide transport.

Insurance

During the entire internship period there exists no employment relation between you and Dressel Divers. As such you must provide your own international travel medical insurance for this entire time. Medical insurance is in your own best interest, and proof of coverage must be presented for admittance into the program. If you do not have insurance upon arrival as a last resort solution we will provide guidance on how to immediately purchase it locally. This may cost around 35 USD to 65 USD a month depending on your age etc. In the case of Mexican, Dominican or Jamaican nationals joining us for an internship in their respective countries of birth Dressel Divers will organize and cover the cost of local private medical insurance for them.

As is customary for divers or diving students we strongly recommend you purchase DAN diving accident insurance before your arrival. This is easily obtained via their web site at very reasonable price. For European nationals this is best done via DAN Europe (<http://www.daneurope.org/web/guest/sport-plans>) and others via DAN America (<http://www.diversalertnetwork.org/insurance/dive/>). This insurance will guarantee that in the extremely unlikely event that you should get decompression sickness you will get the very best hyperbaric treatment available. This insurance may also cover non diving sickness and accident, making it a great option.

Sick days during the internship need to be documented with a medical statement (describing treatment and expected recovery period) and will not cumulate or qualify as internship participation.

Getting There

During the entire length of the internship and the courses acquired with it you are a customer of Dressel Divers and a tourist in the country. You will therefore likely need a return flight to pass immigration plus travel medical insurance. This expense is not paid for or financed by Dressel Divers. Most nationalities can enter our

destinations for up to 6 month on tourist card without needing to go to an embassy or consulate for a visa. If in doubt this is your case simply call or visit any trusted travel agent to find out or check on internet.

In the case of Mexico and Jamaica during the flight you will be given a free tourist card to complete on the plane and hand in to the immigration officer after landing. For the Dominican Republic the tourist card is purchased for approximately 15 USD from immigration upon arrival but sometimes is also included in the price of the airline ticket. In all cases in order to get a tourist card you need a passport that will be valid at least 6 months after leaving the country again.

Minimum Requeriments

You need to be a Divemaster, 18 years or older, know how to swim and be in good physical health to dive. Partners and couples are welcome.

Fluency in English is required, the official language of our internships and go pro programs. All student materials are in English. Furthermore you need to be an enthusiastic, active, safety oriented and service minded individual with good commercial and people skills.

Because we are located within 5 star resorts, certain hotel limitations may apply on tattoo size or positioning, facial piercings and willingness to remove them if required, or rasta hair length. In such case we recommend you send us a picture for evaluation.

Internship completion and instructor employment after is conditioned on your successful contribution to our dive center rules and objectives. Our team values the following:

- Positive attitude
- Dive product promotion abilities
- Team players
- Reliability
- Motivation
- Independence
- Flexibility
- Fitness
- Safety
- Positive relation to co-interns and staff
- Ability to receive feedback and make changes
- Customer service
- Punctuality
- Strong task participation ethic

Conclusion

If you add up the daily money equivalent of 1 dive including equipment, 1 breakfast, 1 lunch, 1 dinner and 1 night double occupancy budget lodging you will find the expenses saved by joining our internship easily add up to around 100 USD a day / 3000 USD a month. Value further increased by the fact that you also earn a daily sales commission, tips and get a free Instructor certification upon finishing.

The Instructor course benefits from voucher protection in the unlikely event your internship is interrupted or discontinued for whatever reason. In such case of cancelation your right to the instructor course is safeguarded by means of a voucher issued to you name (not transferable) valid for 5 years in any of our Caribbean dive centers for the exact proportional value of the program price you have accrued by partial participa-

tion instead of completion, calculated by applying to this price the ratio of actual days participated divided by the not completed 180 days (six months). Depending on circumstance this voucher can be used to continue at a later time or as a discount on the purchase of any of our GO Pro Academy courses, whereby you only pay the difference (price minus value of voucher). In the case your internship is intererupted because you wish to your purchase and join our PADI IDC sooner than planned your first two internship months will not count in this proportional calculation. Also the IDC reduced price resulting from the calculation reflecting your time in the internship beyond two months will need to be paid in full as soon as this decision is notified to guarantee a place on the instructor course.

To conclude, in excess of a decade we have delivered the strongest PADI Instructor internship of their kind at the best value-price, with unique in-house job placement and a full reimbursement formula for those customers that stay on our employment team beyond 18 months!

In the hope that this information has strengthened your resolve to become a PADI Instructor with the help of one of our internships, please send us a resume (C.V.) and two recent daily life pictures of your choice, one full person and one portrait. We will then send you our official application form.

Following on from there we can organize a Skype interview to meet and cover any remaining questions you may have relating to the program.

Annex

The validity of our job offer is conditioned upon:

- Your compliance with our work rules, safety and service standards as well as a positive attitude (as in any employment in the diving sector). In addition, we also have to adapt to the employment conditions of the 5-star hotels we work with. Please consult for more information.
- Inclusion of the MSDT PREP course with the IDC and completion of a MSDT intership immediatly after. The reason for this is we aim to offer our clients the services of the best level dive professionals at all times.
- The MSDT internship includes all the same lodging, meals, daily dive, dive equipment use, tips and sales commission conditions as our divemaster or instructor internship.

The duration of the MSDT internship will either be 1 or 2 months depending on wether you opt to pay for the MSDT PREP or wish to enjoy it for free and what training options you took with us leading upto the IDC, in accordance with the following table:

Program Combinations	a	b	c	d
6 Months INSTR Internship	X	X		
Free PADI IDC	X	X		
Paid PADI IDC			X	X
Free PADI MSDT PREP		X		X
Paid PADI MSDT PREP	X		X	
1 Month MSDT internship		X	X	
2 Month MSDT Internship				X
Job Offer	X	X	X	X

The lettered columns represent all possible internship and course purchase combinations that lead to our instructor job offer. Complying with one of these program combinations gives you the right to our job offer.



Dressel Divers

Please note from the table that if you have done at least 6 months of internship with us prior to the IDC and you buy the MSDT prep course you are exempted from the MSDT internship.

Note: This e mail is not an offer of any kind but a general description of the important aspects of our course and internship options for you information only prior to formal application and possible interview.