



The Charles Darwin Foundation for the Galapagos Islands

we are hiring

Senior Restoration Ecologist for Floreana Island

Background

The Charles Darwin Foundation (CDF) is an international non-profit organization founded in Belgium in 1959 with an operational base in the Galapagos Islands, a UNESCO world heritage site located 1,000 kilometers off the coast of Ecuador. All research projects operate from the Charles Darwin Research Station (CDRS) on Santa Cruz Island under the mission *to tackle the greatest threats and challenges to Galapagos through scientific research and conservation action, in order to safeguard one of the world's most important natural treasures.*

Position Summary

The Charles Darwin Foundation is seeking an experienced Senior Restoration Ecologist who will be responsible for developing, implementing, and managing all aspects of CDF's habitat restoration program in Floreana — a program of strategic importance to CDF's mission and to Galapagos. The unique and highly ambitious umbrella [Floreana Ecological Restoration Project](#) was launched more than a decade ago as a collaborative effort by several Galapagos-based institutions to reverse Floreana Island's decline and restore its ecological integrity through a holistic, science-based approach. The Floreana Project is focused on removing invasive rodents and feral cats, restoring native habitats, and reintroducing at least a dozen animal species that were lost from the island, while working hand in hand with the island's small local community. The goal is to create a resilient, fully integrated, and self-sustaining ecosystem that serves as a model for restoration across Galapagos and other island environments.

The Senior Restoration Ecologist and Principal Investigator (PI) will be tasked with overseeing the management and implementation of island-wide habitat restoration, including oversight of a field-based implementation team. S/he will also coordinate with other CDF scientists and collaborating institutions over the reintroduction of extirpated species as well as the eradication programs planned for rodents and cats, and work with the Floreana-based community to ensure local stakeholder commitment to the project. While funding has been secured to develop the habitat restoration program in its first few years, including the hiring of initial field-based staff, the PI is expected to raise funds to support the continued implementation of the program over the long-term, through both grant writing and philanthropic activities.

Responsibilities

Strategic Vision & Leadership

- Work closely with the Executive Director and Science Director to map out and plan a comprehensive island-wide habitat restoration program for Floreana Island,



considering impact and geographic priorities, while also maximizing cost-effectiveness, and efficiency in execution.

- Lead development of a close-knit field- and office-based team to oversee the habitat restoration initiative of the Floreana Ecological Restoration Program.
- Envision, establish, and develop partnerships with regional and international institutions as appropriate to complete objectives.
- Lead publications of peer-reviewed papers linked to restoration efforts on the ground with the goal of at least one such publication annually.

Fundraising and Grants

- Pursue funding opportunities to support long-term continuity of the program, including formulation of grants and any opportune philanthropic activities in close coordination with the fundraising team.

Management

- Collaborate and develop close working relationships with other CDF departments, including Education, Communication, and Fundraising, among others.
- Work alongside the Galapagos National Park Directorate (GNPD) and with other strategic local partners to complete objectives for this program.
- Foster strong relationships with local stakeholders, including NGOs, schools, governmental institutions, and community groups. Promote community involvement to ensure the program addresses local needs and institutional strategy.
- Oversee daily activities for the project, including work plan and tasks to be conducted by staff, students, and volunteers.
- Elaborate annual workplans and biannual research proposals for permit approval by the GNPD.
- Develop, strengthen and implement systems for monitoring and evaluating the effectiveness of restoration initiatives. Regularly assess and report on program outcomes and impact.
- Represent the organization at academic conferences, workshops, and other events both nationally and internationally; disseminate advances of the Floreana Ecological Restoration Initiative and build strategic alliances alongside the other PIs involved.
- Manage funds for the project and annual budgets for the program.
- Meet report and accounting requirements among donors and partner organizations.
- Follow all regulations and field permitting requirements established by the GNPD.

Abilities

- Proven ability to envision and articulate a clear direction, formulate new strategies, and inspire others to generate and implement innovative ideas that support CDF's Strategic Plan.
- Ability to work in a dynamic environment that presents numerous opportunities, as well as unforeseen events and challenges, and one that is characterized by limited logistical resources and geographic isolation.
- Willing to travel frequently and at times for extensive periods.



- Fluent in both Spanish and English; excellent writing skills in both languages.

Skills

- Strong leadership and people skills
- Strategic-minded and highly organized
- Experience in long-term project planning and execution
- Outstanding interpersonal communication abilities
- Strong team work ethic
- Initiative and creativity
- Adaptable and able to work under pressure
- Ability to multitask and prioritize needs on an ongoing basis

Qualifications

- A PhD in tropical restoration ecology, plant ecology, or a related field.
- Minimum of 5 years research experience (post-PhD) in the field of ecological habitat restoration, preferably linked to oversight and execution of a large field-based program in the Neotropics.
- Experience in biosecurity matters and prevention of re-invasion of vulnerable ecosystems.
- Broad knowledge and experience in project management and ability to build and supervise a diverse interdisciplinary field- and office-based implementation team.
- Demonstrated ability and experience to coordinate, plan, and carry out field work under challenging conditions and in remote areas for extended periods.
- Experience in organizing and carrying out successful workshops, meetings and other participatory methodologies with authorities and key stakeholders.
- Proven track record to attract major funding for ambitious conservation initiatives – through both grant writing and philanthropy.
- Strong data analysis abilities and a proven publication record in the field of restoration ecology.
- Excellent data analysis skills in R and strong GIS and mapping skills.
- Deep understanding of conservation challenges in terrestrial contexts, knowledge of sustainability and environmental issues, particularly in the Galapagos context.
- Experience in building partnerships with other institutions and with significant local and regional stakeholders.

Employment Conditions

- The Senior Restoration Ecologist for Floreana will have an operational base on Floreana island, and Puerto Ayora at the Charles Darwin Research Station, Santa Cruz, Galapagos, Ecuador.
- The PI must observe and comply with the rules and regulations of the Galapagos National Park.
- Salary and benefits will be negotiated according to the qualifications of the candidate.



Why Join the Charles Darwin Foundation

- Be part of a **mission-driven, globally respected organization** dedicated to preserving one of the planet's most iconic ecosystems.
- Lead a **unique, groundbreaking, and ambitious restoration initiative** with key partner institutions.
- Collaborate with scientists, conservationists, and philanthropists from around the world.
- Help advance vital research and conservation in the Galápagos Islands with both regional and global ramifications.

Restrictions

Please note that the provincial government of the Galapagos Islands prohibits the introduction of domestic pets into the Galapagos Islands.

Reporting

The Senior Restoration Ecologist for Floreana reports to the Director of Science but will also work closely with the Executive Director in the execution of this strategic research initiative.

To apply

Interested candidates should submit their application, following the link: <https://forms.gle/guhhyPJc5v7tk1LD7>

- A cover letter detailing relevant experience (2 pages maximum).
- An updated CV.
- The contact information of three professional references (names, emails, and contact numbers).
- Copies of at least two peer-reviewed publications relevant to the position description.

If you need additional information, you can reach us at the email: recursos.humanos@fcdarwin.org.ec

Application deadline: Applications will be received until **February 15th 2026**.

The Charles Darwin Foundation is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.