



The Charles Darwin Foundation for the Galapagos Islands

We are hiring!

CDF Station Naturalist

Background

The Charles Darwin Foundation for the Galapagos Islands (CDF) is a globally recognized non-profit organization, founded in 1959, whose mission is 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. Headquartered on Santa Cruz Island in Galapagos, the Charles Darwin Research Station (CDRS) receives thousands of visitors annually, offering them an opportunity to learn about the unique biodiversity of the Galapagos Islands through a conservation-focused lens.

As the CDF Station Naturalist, you will develop and lead immersive experiences designed to enhance visitor engagement with the Foundation's conservation and research initiatives. Through these efforts, you will help raise awareness about Galapagos while inspiring hope to protect its extraordinary biodiversity through collective action and support.

Position Summary

CDF seeks to hire a **Station Naturalist** for onsite tours with visitors at the Charles Darwin Research Station (CDRS) in Puerto Ayora. The selected candidate will be responsible for communicating CDF's research projects and conservation actions through guided dialogues, educational presentations, and specialized tours. The role will build upon existing programs while also developing new initiatives that deepen visitor engagement with CDF's mission.

This position plays a pivotal role in strengthening partnerships with local, national, and international tourism operators while also connecting directly with visitors at the Research Station, aiming to broaden the Foundation's reach, increase public support, and secure essential donations for ongoing conservation efforts.



Responsibilities

- Design and deliver impactful visitor experiences that highlight the mission, research, and conservation efforts of the Charles Darwin Foundation across various facilities at CDRS.
- Develop and implement tailored experiences in English and Spanish, blending education, storytelling, and interactive elements to engage diverse visitor groups.
- Strengthen visitor engagement and stewardship, maintaining relationships with visitors and identifying opportunities to encourage support through donations and/or collaborations before, during, and after visits.
- Coordinate visitor experiences across CDF teams, working closely with Operations, IT, Communications, Education, Finance, and Science, to ensure smooth logistics and a positive experience for each visitor.
- Monitor and report on visitor engagement; maintain visitor information in CDF's donor database and prepare monthly reports on visitation outcomes and key performance indicators.
- Obtain authorization to photograph special visits and coordinate with the Communications team to showcase key moments for outreach purposes.
- Support the organization of scientific talks aboard cruise ships, ensuring presentations meet CDF standards (e.g., updated slides, institutional introduction, and compelling storytelling).
- Coordinate visits with tourism partners and guides to organize and manage special visits, ensuring seamless logistical, financial, and communication aspects.
- Create and manage a visitor schedule (including individual requests coming through our website), track payments, and submit invoices or donation certificates when applicable.
- Train and mentor volunteers training as naturalists, in order to optimize their learning experience and enhance their contributions to visitor engagement.
- Stay informed about ongoing research and institutional developments to ensure visitor communications accurately reflect CDF's work.
- Support efforts to grow the visitor database for future communication and marketing initiatives, contributing to lead generation.
- Participate in and support additional institutional events and outreach activities, as necessary.
- Provide information about safety procedures, to ensure a secure environment for visitors.



Personal Skills

- Strong commitment to institutional regulations and adherence to environmental protocols, particularly those relevant to Galapagos.
- Impeccable organizational and planning skills.
- Strong visitor engagement skills, with the ability to communicate complex scientific concepts in an engaging, accessible manner. Confident public speaker.
- Exceptional flexibility and adaptability in a dynamic, island-based operational setting, with the ability to navigate logistical challenges in remote environments.
- High level of professional integrity, maintaining respect for the scientific and conservation principles upheld by the Foundation.

Qualifications

- Bachelor's degree (or equivalent) in Environmental Science, Biology, Ecology, Natural Resource Management, Tourism, Communications or a related field.
- Certification as a Naturalist Guide is required (preferably permanent residents of Galapagos.).
- Bilingual proficiency in both English and Spanish (spoken and written) is required; additional languages considered an advantage.
- In-depth knowledge of the Galapagos ecosystem, local biodiversity, and conservation efforts is essential.
- Proficiency with Microsoft Office (Word, PowerPoint, Excel) and familiarity with visitor management software or similar tools.

Experience

- A minimum of 2 years of experience in a similar role, such as a naturalist guide for the Galapagos National Park Directorate, an environmental educator, or a conservation specialist.
- Proven track record of leading tours, educational presentations, and developing programs for diverse audiences, including schools, tourists, and conservation professionals.
- Experience in coordinating logistics and operations related to tourism or visitor management, ensuring smooth execution of tours and special events.
- Familiarity with fundraising or the ability to incorporate fundraising elements into visitor experiences and conversation is highly desirable.
- Experience in working collaboratively with cross-functional teams (operations, finance, science, communications, etc.).
- Experience in developing high-quality presentation materials, visual aids, and other resources that can cater to a wide range of audiences.



Working Conditions

- Contract type: Employment contract under current Ecuadorian labor regulations and the internal policies of the Charles Darwin Foundation.
- Position reports to the Director of Education with close coordination with leadership in Communications and Fundraising.
- Work schedule: Full-time, in accordance with the work schedule established by the Charles Darwin Foundation, with availability to work on weekends when required.
- Duty station: Charles Darwin Foundation, Puerto Ayora, Santa Cruz Island, Galapagos, Ecuador.
- Compensation: Competitive, based on experience of applicant.
- Contract duration: Labor contract with the possibility of annual renewal, subject to availability of funds and performance evaluation.
- Mobility and fieldwork: Availability to support activities outside the Research Station, within Galapagos.
- Regulatory compliance: The selected candidate must comply with the internal regulations of the Charles Darwin Foundation, biosafety protocols, and regulations applicable to scientific work in the Galapagos, including provisions of the Galapagos National Park Directorate.
- Benefits: Statutory benefits and those established by the internal policies of the Charles Darwin Foundation.
- Agree to an exclusivity agreement between CDF and the selected naturalist guide.

Why Join the Charles Darwin Foundation?

- Be part of a mission-driven and globally respected organization dedicated to preserving one of the most emblematic ecosystems on the planet.
- Gain professional experience in a globally unique context, collaborating with multidisciplinary teams and strategic partners.
- Help advance vital research and conservation efforts in the Galapagos Islands, with regional and global impact.

Restrictions

Please note that the provincial government of the Galapagos Islands prohibits the introduction of domestic pets (companion animals) into the Galapagos Islands.

Interested in Applying?

Interested candidates must follow the link below to submit their application and required documentation: <https://forms.gle/bdKjZBs1WHNWNsdL9>



Required documents:

- A cover letter detailing relevant experience and interest in the position (maximum 2 pages).
- Updated CV.
- Contact information for three professional references (names, email addresses, and phone numbers).
- Application deadline: **1 May, 2026.**

The Charles Darwin Foundation is an equal opportunity employer.

We celebrate diversity and are committed to creating an inclusive environment for all employees.