



The Charles Darwin Foundation for the Galapagos Islands is seeking to hire a Research Assistant

Position title:	Research Assistant
Employment type:	Full-time
Application deadline:	30 October 2026
Start date:	16 November 2026
Duration:	1 year, with annual renewal based on performance

Introduction

The Charles Darwin Foundation for the Galapagos Islands (CDF) is recruiting a research assistant to join our “*Conservation of threatened populations of small landbirds*” research team to strengthen research on the effectiveness of methods to control the avian vampire fly *Philornis downsi*, the most immediate threat to landbirds.

We are seeking a motivated professional committed to conserving the biodiversity and ecosystems of Galapagos. The research assistant's work will generate high-quality scientific results that will improve our understanding of the effectiveness of *P. downsi* control methods and support other activities to protect and conserve the small birds of Galapagos.

Position objective

As part of the “*Conservation of threatened populations of small landbirds*” project, the research assistant will support research on different landbirds and their threats by monitoring and evaluating control measures and helping coordinate related activities on other islands in the archipelago. The information generated will contribute to the development of innovative strategies to control the avian vampire fly and, consequently, to conserve the Galapagos landbirds affected by this fly, particularly those at greatest risk of extinction.

The ideal candidate is expected to have experience working with birds and conducting fieldwork, which will support the coordination and implementation of bird monitoring and other related activities. This position will involve searching for and monitoring bird nests and supporting activities related to the conservation of different landbirds on Santa Cruz and other islands.

As part of a team, the researcher will also collaborate on other project activities, including community bird counts, bird capture and banding, among others.

Activities

The successful candidate will maintain close and active interaction with project researchers. They will also work closely with other team members and key partners, including NGOs, businesses and government agencies. In addition, they may participate in collaborative initiatives with local, national and international institutions, and will work alongside the Galapagos National Park Directorate (GNPD) and other strategic partners.

The main responsibilities of the position are:

Fieldwork:

1. Search for and monitor nests on Santa Cruz year-round along established transects to establish a baseline of nesting activity at different elevations and in different habitats;
2. Support activities related to the conservation of the little vermilion flycatcher on Santa Cruz, such as searching for and monitoring nests, checking dispensers, and examining nests for *P. downsi* and material from dispensers;
3. Participate in bird capture and banding;
4. Participate in bird counts;
5. Participate in field trips to other islands;
6. Collaborate with visiting researchers and members of the landbird and *P. downsi* control working groups;

Office work:

7. Support the coordination of activities on Isabela and Floreana to install and maintain dispensers containing different types of nesting material to reduce the impact of *P. downsi*;
8. Communicate regularly with the supervisor;
9. Digitize project data promptly and enter them into the corresponding databases, ensuring their integrity, organization and updating;
10. Analyze the data generated using Excel and statistical software (such as R);
11. Prepare technical reports on activities carried out and collaborate in producing peer-reviewed scientific publications and outreach materials;
12. Carry out administrative processes, such as purchasing materials and equipment, in accordance with CDF policies and procedures;



Training:

13. Participate in training volunteers and students who collaborate or take part in the project;
14. Collaborate with CDF's education, communication and fundraising programs as needed to disseminate project progress and results and raise the profile of the project's work;

Teamwork:

15. Actively contribute to a positive working environment and participate in required inductions or training on safeguards and other human resources topics;
16. Respect the Code of Conduct and the principles of integrity, ethics and professional behavior;
17. Comply with applicable Occupational Health and Safety (OHS) requirements;
18. Maintain a working environment free from discrimination, harassment, exploitation, abuse and gender-based violence, promoting equal opportunities and inclusion;
19. Understand and apply relevant procedures, such as the Grievance Redress Mechanism and other instruments of the Program's Environmental and Social Management System (ESMS), as well as project-specific procedures relevant to the activities performed;
20. Carry out assigned activities in accordance with CDF's strategic plan;
21. Actively collaborate with the GNPD and other strategic partners, facilitating their participation in the project when necessary.

Minimum candidate profile

Qualifications and experience

- A degree in Biology or a related field;
- Previous experience in avian ecology and participation in bird projects, with fieldwork experience;
- Skills in using mist nets, bird vocalizations and blood sampling are desirable;
- Skills in information handling and management, data analysis and synthesis;
- Good organizational and time-management skills for administrative processes;
- Demonstrated ability to write technical reports;
- Advanced Spanish and intermediate English, with oral and written communication skills;
- Demonstrated ability to work as part of a team and openness to feedback and continuous improvement;
- Excellent willingness to undertake fieldwork and work outside normal hours, according to the needs of the research project;
- Be responsible, proactive and committed to conservation.



Desirable qualifications

- Proficiency in statistical software (R, etc.)

The ideal candidate is expected to meet most, though not necessarily all, of the criteria listed above.

If you believe you have unique skills that are well suited to the position and are highly motivated, we encourage you to apply, even if you do not fully meet all the requirements.

Employment conditions

Professionals who are permanent residents of Galapagos are encouraged to apply for this position.

- Contract type: Employment contract under current Ecuadorian regulations and the Charles Darwin Foundation's internal policies.
- Position type: Technical staff – research assistant level.
- Working hours: Full-time, in accordance with the working schedule established by the Charles Darwin Foundation.
- Work location: Charles Darwin Research Station, Santa Cruz Island, Galapagos, Ecuador.
- Remuneration: Monthly salary of USD 1,300.00.
- Contract duration: Employment contract with the possibility of annual renewal, subject to demonstrated performance and the availability of project funding.
- Travel and fieldwork: Availability to participate in fieldwork and activities outside CDF, within Galapagos and, occasionally, in other locations related to the Program, in accordance with institutional planning.
- Regulatory compliance: The selected candidate must comply with the Charles Darwin Foundation's internal rules, biosecurity protocols and regulations applicable to scientific work in Galapagos, including the provisions of the Galapagos National Park.
- Benefits: Statutory benefits and those established by the Charles Darwin Foundation's internal policies.

Why join the Charles Darwin Foundation

- Be part of a globally respected, mission-driven organization dedicated to preserving one of the planet's most iconic ecosystems;
- Contribute to capacity building in invasive species control applied to conservation, in a scientific environment with rigorous technical standards;
- Work hands-on in the field, participating in projects with a direct impact on the management and protection of Galapagos ecosystems;

Quito: Francisco Andrade Marín E6-122 y Av. Eloy Alfaro. + 593 (2) 2 231 174 **Galápagos:** Av. Charles Darwin s/n, Santa Cruz, Puerto Ayora. + 593 (5) 2 526 146 The 'Charles Darwin Foundation for the Galapagos Islands', in French 'Fondation Charles Darwin pour les îles Galapagos', Association internationale sans but lucratif (AISBL), has its registered office at 54 Avenue Louise, 1050 Brussels, Belgium. Trade Registry # 0409.359.103
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- Develop professional experience in a globally unique setting, collaborating with multidisciplinary teams and strategic partners;
- Help advance vital research and conservation 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 should use the following link to submit their application and the required documentation: <https://forms.gle/sCq1efDjbkN7Mvyw5>

- A cover letter detailing relevant experience (maximum 2 pages).
- An updated CV.
- Contact details for three professional references (names, email addresses and contact numbers).

Application deadline: 30 October 2026.

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