



The Charles Darwin Foundation for the Galapagos Islands

is recruiting

Junior Shark Researcher

Role:	Junior Shark Researcher
Type of work:	Full-time employment
Deadline for application:	December 1 st , 2025
Starting date:	February 1 st , 2026
Duration:	1 year, with annual renewal based on performance

Introduction

The Charles Darwin Foundation for the Galapagos Islands (CDF) is recruiting a Junior Project Scientist to join our shark research team and strengthen the ongoing long-term research on shark population ecology and conservation conducted by the CDF.

We are seeking a motivated professional committed to the conservation of sharks and marine ecosystems of the Galapagos Marine Reserve (GMR) and wider Eastern Tropical Pacific. The activities conducted by the junior scientist will generate high-quality scientific outcomes that will assist in improving knowledge about shark populations in the Ecuadorian Exclusive Economic Zones (EEZ), including the Galapagos Islands.

Position Objective

As part of the Sharks Ecology and Conservation Program, the Junior Scientist will contribute to advancing key project activities, including the long-term monitoring of shark populations within the GMR, movement ecology studies on key shark species in relation to Marine Protected Areas in the region, and their interactions with fishing fleets.

The ideal candidate will have a strong background in data processing, analysis, and management, as well as in conducting fieldwork. This role will involve conducting video analysis from underwater visual census using Diver-Operated Video cameras (DOV) and Baited Remotely Operated Underwater Video Systems (BRUVS). As part of a team, the researcher will also conduct marine fieldwork to undertake standardized underwater surveys and conduct shark tagging and biological sampling using various techniques. The position will also be responsible for processing, managing, curating, and analyzing datasets (e.g., stereo-video, satellite telemetry, biological data, etc.), coordinating administrative processes, assisting with fieldwork logistics and equipment maintenance, and producing technical documents, such as peer-reviewed scientific publications.

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Activities

The selected candidate will maintain a close and active interaction with the Principal Investigators of the Shark Ecology and Conservation Program. The selected person will also collaborate closely with other team members and key project partners, including NGOs, industry, and government. Additionally, the chosen candidate may co-develop collaborative initiatives with local, national, and international institutions, and will work alongside the Galapagos National Park Directorate (GNPD) and with other strategic partners.

The primary responsibilities of the position are:

- Actively contribute to the research on the ecology, population dynamics, and conservation of sharks in the GMR, EEEZ, and wider Eastern Tropical Pacific, by processing, analyzing, and publishing project data.
- Executing internal administrative processes such as procurement of goods and services, coordinating activities of project volunteers and students, to ensure adequate project management.
- Help coordinate and undertake fieldwork. This will include co-organizing logistics (supplies, science and safety gear, etc.), ensuring all safety protocols and administrative requirements are followed before, during, and after the trips.
- Conduct surveys of sharks and pelagic fishes using underwater tools and techniques such as BRUVS, DOVS (using SCUBA), to collect shark relative abundance and spatial data.
- Manage the video processing and analysis produced by the project (BRUVS, DOVs, and others). This will include (but will not be limited to) processing videos, entering data, managing, and updating databases.
- As part of a team, be actively involved in shark tagging activities, ensuring the well-being of animals and high standards of safety in the operation.
- Undertake and supervise the collection and storage of biological samples for various studies.
- Ensure the adequate maintenance and servicing of field gear and the project's equipment before, during, and after field work.
- Co-supervise the work of assistant staff, volunteers, and students involved in the project.
- Collaborate on the production of high-quality scientific peer-reviewed publications, reports, and outreach material.
- Collaborate on the design, elaboration, and execution of events as part of the education/outreach activities related to the project.

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- Actively collaborate with the Galapagos National Park and other strategic partners, facilitating their participation in the project when necessary.

Required Profile

Qualifications and experience

- BSc and/or MSc in marine biology, fisheries science, or a related field.
- Experience managing and analyzing DOVs and BRUVS data and datasets, including calibration.
- Good organizational and time management skills with administrative processes.
- Capacity and experience to undertake field work during long periods of time in basic conditions and remote areas.
- Proven experience with shark research fieldwork, including expertise with SCUBA underwater surveys using DOVs, shark handling, and tagging.
- Rescue diver certification, with good scientific SCUBA diving skills (minimum of 100 scientific dives).
- Freediving experience (certification is an advantage).
- Good verbal and written communication skills in English and Spanish
- Previous experience in writing technical reports and scientific publications.

Desirable qualifications

- Knowledge of ArcGIS/QGIS software.
- Proficiency in statistical software (R, Python, etc)

The ideal candidate will ideally meet most, though not necessarily all, of the criteria mentioned above. If you believe you possess unique skills that align well with the role and are highly motivated, we encourage you to apply, even if you do not meet all the requirements.

Employment Conditions

The Junior *Shark Researcher* will be based at the Charles Darwin Research Station in Puerto Ayora, Santa Cruz, Galapagos Islands, Ecuador.

The Researcher will faithfully fulfill the norms, regulations, and manuals of procedures of the CDF; in addition, he/she will observe and follow strictly the standards and regulations set by the GNPD. Among the practices of this: follow authorized trails, do not remove sand, stones, or elements of nature, and DO NOT introduce any foreign element into the ecosystem, such as food, plants, and pets.

The working schedule for the CDF is from 07:45 to 12:30 and 14:00 to 17:15. Due to the nature of the position (fieldwork, unexpected activities), the hired person must be flexible. The position

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may require field expeditions and work during late evenings or weekends.

The Human Resources department at CDF will oversee all residency papers related to the hiring process, but will require the candidate's assistance to obtain the necessary legal documents. For foreigners, a work visa must be applied for and issued by the Ecuadorian government. CDF will also oversee the processing of the Galapagos residence permit for the selected candidate.

How to apply?

Potential candidates should send the following information by e-mail to **pro.seleccion@fcdarwin.org.ec** with the subject: **JUNIOR SHARK RESEARCHER**.

- Updated CV (one page)
- One-page letter of interest describing his/her competencies meeting or exceeding the minimum requirements for this position
- The names and emails of two professional references. Letters will only be requested if a candidate advances to an initial interview round.

Please send all application materials as a single PDF document. If more details are needed, please do not hesitate to contact us at the e-mail address provided above.

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