



## The Charles Darwin Foundation for the Galapagos Islands

*we are hiring*

# Development Director for the European Union (EU)

*(based in Europe)*

The **Charles Darwin Foundation (CDF)** is an international non-profit organization registered in Belgium, dedicated to advancing scientific research and conservation in the Galapagos Islands, one of the world's most unique ecosystems. For over 65 years, CDF has provided the scientific knowledge and assessment to guide the Ecuadorian government and global conservation community in protecting the Galapagos' extraordinary biodiversity.

With a research station in the Galapagos Islands and offices in Quito and Brussels, CDF operates through a network of global supporters, scientists, and conservationists committed to ensuring that the Galapagos Islands remain a living laboratory of evolution and sustainability.

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### Position Summary

The **Development Director for the EU** will play a key role in advancing CDF's global fundraising strategy by cultivating, soliciting, and stewarding relationships with high-net-worth individuals, family foundations and offices, as well as major donors across Europe and beyond. This position is responsible for managing all aspects of the donor cycle, including donor identification and cultivation, proposal development, donor solicitation and stewardship, as well as monitoring and evaluation of the process. The ideal candidate is an experienced, independent, relationship-driven, and mission-oriented professional who is passionate about conservation, science, and the long-term sustainability of the Galapagos Islands.

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### Key Responsibilities

- **Research & Prospecting**
  - Identify and qualify new prospects capable of significant philanthropic support.
  - Work with scientists to develop research proposals for EU-funded programs and alert scientists and Directors when appropriate calls are announced.



- Use data-driven approaches to track engagement and forecast fundraising performance.
- **Major Donor Strategy & Portfolio Management**
  - Design and implement the major donor strategy for Chief Development Officer and Executive Director approval.
  - Manage and grow a portfolio of approximately 100 current and prospective major donors (gifts of €10,000+), with a focus on Europe.
  - Develop and implement tailored cultivation, solicitation, and stewardship strategies for each prospect.
  - Work closely with leadership and scientists to align donor interests with CDF's funding priorities.
- **Multilateral and Bilateral Funding**
  - Develop, lead, and implement a Bilateral and Multilateral Fundraising Strategy.
  - Manage relationships with government agencies, donor country representatives, foundations, and multilateral agencies.
  - Provide training in fundraising to staff directly involved in the strategy.
  - Prepare reports, documentation, and supporting materials related to the execution of activities and the fulfillment of established KPI's.
- **Relationship Building & Stewardship**
  - Build strong, authentic relationships with donors through personalized communication, meetings, and events.
  - Plan and execute high-impact donor experiences, including field visits to the Galapagos Islands and exclusive donor briefings.
  - Ensure timely follow-up, reporting, and recognition of all major gifts.
- **Collaboration & Representation**
  - Work closely with the Chief Development Officer, Executive Director, and the fundraising team to coordinate donor engagement efforts.
  - Represent the Charles Darwin Foundation in meetings, networks, platforms, and conferences.
  - Engage and increase the effectiveness of Friends of Galapagos organizations (FOGOs) based in the Netherlands and Switzerland, and rekindle dormant FOGO's.



- Work with communications and program staff of CDF to prepare compelling proposals, impact reports, and donor materials.
- Apply the CDF corporate visual identity in all communications with potential prospects.

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## Qualifications

### Required:

- Bachelor's or master's degree in a relevant field (e.g., communications, fundraising, international relations, environmental studies). Knowledge of fundraising trends, professional qualifications, or an advanced degree in a relevant field.
- Minimum of 8 years' experience in major gifts fundraising, preferably within an international NGO or environmental organization.
- Proven track record of securing five- and six-figure gifts.
- Strong relationship-building and communication skills, both written and verbal.
- Fluent in English; proficiency in Spanish, Dutch, German, or French is a strong asset.
- Excellent proposal writing skills and demonstrated experience and success with EU funding applications.
- Experience with CRM systems and donor management software.
- Excellent ability to work independently, manage multiple priorities, and travel internationally on a regular basis.

### Preferred:

- Knowledge of environmental science, biodiversity, or conservation issues.
- Familiarity with philanthropic networks and donor culture in Europe.

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## 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.
- Collaborate with scientists, conservationists, and philanthropists from around the world.



- Enjoy a **flexible hybrid work environment** with opportunities for travel and professional growth.
- Help secure transformational support that sustains vital research and conservation in the Galápagos Islands.

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### ***¿How to apply?***

Applications will be reviewed on a rolling basis until the position is filled. Please, submit your application and the requested documents as a single PDF file, following the link: <https://forms.gle/EDACwkdgs44mHXt1A>

### ***Required documents***

- A 2-page cover letter outlining your motivation and relevant experience.
- An updated CV.
- Names and contact information (phone and e-mail) of three professional references.

***Application deadline:*** Applications will be received until **February 15<sup>th</sup> 2026**.

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