



EBCD Director

Position: Director

Location: Brussels, Belgium (in person)

About EBCD:

The European Bureau for Conservation and Development (EBCD) is a non-profit, non-governmental organization established in 1989 to promote the sustainable use and conservation of natural resources through science-based policy dialogue and partnerships. EBCD seeks to strike a balance between the protection of nature and human wellbeing across environmental, social and economic benefits. EBCD serves as a bridge between stakeholders - governments, EU institutions, international organizations, civil society, industry, and the scientific community - facilitating collaboration.

EBCD's work focuses particularly on fisheries, ocean governance, blue economy, and biodiversity conservation, supporting evidence-based policymaking within the European Union, the relevant United Nations organizations and other global fora. The organization also serves as the Secretariat of several platforms under IUCN and the European Parliament, providing coordination, knowledge exchange, and policy support.

Role summary:

EBCD is seeking an experienced and visionary Director to lead the organization in Brussels and steer its strategic direction. The Director will manage EBCD's operations and programs, represent its values and positions at the highest policy levels, and ensure its continued relevance and financial sustainability. The ideal candidate will bring in-depth knowledge of fisheries and ocean governance policies, a strong grasp of EU and international processes, and proven leadership in building partnerships and mobilizing resources.

Key responsibilities:

- Strategic Leadership: Implement EBCD's strategic plan, ensuring alignment with its mission and evolving global sustainability priorities.
- Fundraising & Resource Mobilization: Develop funding strategies, lead proposal development, and cultivate donor and member relationships.
- Organizational Management: Lead and manage the team, supervise staff and consultants, manage budget, and ensure sound governance and reporting practices, report regularly to the EBCD Board, supporting its oversight and decision-making role.
- Partnership Development: Maintain and expand collaborations with key partners and networks, including European and international institutions, NGOs, academia, and the private sector.
- Project Management: Oversee the coordination, and delivery of EBCD's projects, events, and expert networks, ensuring quality and impact.
- Representation & Advocacy: Represent EBCD in EU institutions, UN processes, and relevant international bodies;
- Communication & Outreach: Guide EBCD's communication strategy to strengthen visibility, engagement, and influence.

Qualifications and experiences:

- Demonstrated leadership and organizational management experience.
- Proven track record in fundraising, project development, and partnership building.
- Good representation, negotiation, and communication skills.
- Solid understanding of EU decision-making processes, as well as relevant international institutions and frameworks (e.g., UN, CBD, FAO, BBNJ, CITES).
- Fluency in English and proficiency in at least one additional main EU language (French or Spanish preferred).
- Extensive network of professional relationships in the sustainability and conservation community. Contacts in development are also a plus.
- Advanced knowledge and professional experience in fisheries, ocean and environmental policies both in the EU and internationally .

Appointment process:

The EBCD Board of Directors will oversee the recruitment process, including shortlisting, interviews, and final appointment.

How to apply:

Interested candidates are invited to submit a CV and cover letter, outlining their motivation and relevant experience to EBCD Director Ms. Despina Symons at ebcd.info@ebcd.org by **6 February 2026**.