



Ionian Butterfly Conservation (IBC)
Executive Director

Thank you for taking the time to find out about our Executive Director position.

This is the primary leadership role for IBC which offers immense scope to positively impact upon scientific knowledge and conservation for butterflies and moths (and other biodiversity) across the Greek Ionian islands. Included in this pack is background information about our organisation along with details of the Executive Director's role. As founder and current Executive Director, it is with reluctance that I will be stepping aside after 12 years working on this project, and so we are seeking another leader to further develop IBC.

Corfu Butterfly Conservation (CBC) is our original organisation, which for over a decade has developed a considerable reputation for introducing biodiversity awareness through butterflies to the island of Corfu (Kerkyra). Butterflies are highly visible and universally attractive indicators of the health of the wider natural environment. Engaging policy makers, naturalists and the community in butterfly conservation has proven to be an effective route into wider environmental awareness and action.

The newly formed IBC will encompass both CBC and our emergent groups on the other Ionian islands, to fully incorporate our Ionian wide ambitions. We are a non-profit making United Kingdom registered Community Interest Company working in partnership with both governmental and non-governmental partners both in Greece, the United Kingdom and Europe. We intend to document and conserve the butterflies of the Ionian and more broadly its biodiversity. IBC is focused on recording scientifically robust data on the 76+ species of butterflies found on these islands and use this information to raise awareness of the challenges involved in the conservation of Ionian butterflies and the wider natural environment.

IBC has over 2100 members and 357 registered recorders primarily affiliated with the Corfu Butterfly Survey. The five-year long survey (a Citizen Science Project) has recorded over 132,000 butterflies to date and this data will be used to create the first fully comprehensive Corfu Butterfly Atlas.

In partnership with the Ionian Environment Foundation (<https://ionianenvironment.org/>) and Capodistrias Museum (www.capodistriasmuseum.gr/en) CBC has established a dedicated Educational Outreach Officer (EOO). The EOO engages with interest groups and the education sector with actions to conserve Corfu's threatened butterflies and by focusing on education help ensure a younger generation of Corfiot's are enthused by the island's natural heritage. IBC has established strong relationships within the Department for Education on Corfu, and 8,000 identification posters have been distributed to all the island's primary school children, and 1,000 Greek language identification guides have been given to all its teachers. These identification materials have also been made available at CBC events.

If you are excited about the prospects of working for a leading conservation organisation in the Ionian archipelago, please read through the attached job description to see if you have the right skills to lead IBC. You can find out more about our activities at www.ionianbutterflyconservation.org. We look forward to hearing from you soon.

With best wishes

Dr Dan Danahar
Executive Director
Ionian Butterfly Conservation

Role Summary

Role title	Ionian Butterfly Conservation Executive Director
Responsible to	CBC Committee and Chairman
Employment	This is an unpaid voluntary role – although we are actively pursuing means by which this post might be part funded.
Location	Home based, but it would be an advantage to be based on Corfu.
Hours	No formal hours, part time.
Start Date	April 2026

Purpose of this role

To lead Ionian Butterfly Conservation in achieving its strategic objectives. Our organisation accumulates scientific evidence as a basis for raising awareness and influencing policy to address the value and fragility of the Ionian natural environment with particular focus on butterflies.

You will be expected to:

- Provide proactive inclusive leadership and motivation to the IBC committee and its members.
- Ensure robust and challenging strategic objectives are set and achieved.
- Champion butterflies as indicators of environmental health and based on scientific evidence drive our conservation objectives in the Ionian.
- Work ethically and inclusively within the Governance policies.
- Be responsible for financial probity and transparency.
- Build wide ranging relationships and contacts with stakeholders to develop effective influence and collaboration.

Examples of Specific Tasks

- **Abundance data recording and eBMS**
Critical to our effective conservation influence is the need to monitor both butterfly and some moth species' longitudinal abundance data. Robust data of this kind showing any species' decline is a call to action that should drive policy and encourage behavioral change. This will be essential to meet the next phase of our developing educational outreach, our accumulation of scientific knowledge and our increasing conservation influence. Plans are underway to use the European Butterfly Monitoring Scheme (eBMS) app for standardized 15-minute counts. This requires negotiation with eBMS and the Greek Butterfly Monitoring scheme (Apollo).
- **Extension Across the Ionian Islands and Branding as Ionian Butterfly Conservation**
IBC has extended its website recording to cover the entire Ionian archipelago and records are now being received. This extension aligns with our primary funder Ionian Environment Foundation and the Regional Government of the Ionian Islands, forming a regional coordination unit for the Greek and European Butterfly Monitoring schemes. This rebranding and geographic extension offers enormous potential for science and influence.

- **The Corfu Butterfly Atlas (CBA)**

It is intended that the CBA will be published in 2027 and is based on the data collected during the 5-year Corfu Butterfly Survey, that completes at the end of 2025. Writing, funding, publishing and distributing the Atlas is a major undertaking which will require support.

- **DNA barcoding**

We aim to create a DNA barcode library for all the Ionian butterfly species by working in partnership with European scientists. This will be especially helpful for those species that are difficult to distinguish visually, and we hope will provide a definitive species list from the entire Ionian archipelago. We hope to complete our initial DNA barcoding on Corfu by the end of 2026, but the DNA barcoding of all the Ionian butterfly species may require governmental approval, significant funding, and will take longer to complete

- **Conservation**

IBC aims to raise awareness of the rich and fragile biodiversity of the Ionian but influencing policy and behaviour is a long term, through an evidence-based process. Mediterranean butterflies boast a high diversity of species, with a significant percentage being endemic species. However, data gathered over the past two decades by the Catalan Butterfly Monitoring Scheme has shown a decline in 70% of the butterfly species they have monitored. No such data is available for Greece and so currently we can only make broad assumptions about the conservation status of its butterfly species. It is apparent there are major conservation challenges on each of the Ionian islands. A conservation strategy has recently been developed for IBC and the first steps to socialization and implementation need to be taken.

- **Fund Raising.** Where the case has been made IBC has been very successful in securing funding, a good example is the 3-year grant for the Educational Outreach Officer. However, there is no overall strategy for fund raising and a forward plan is required for administrative overheads and the Atlas.

PERSON PROFILE

Role Title: Executive Director

Specialist/Technical Skills	Essential	Desirable
Educated to degree level in a biological or environmental science, or equivalent experience.	Y	
Strong inclusive leadership capabilities. Leadership of a substantive organisation	Y	
Project delivery experience in the conservation sector.		Y
Competent with computers including Microsoft Office software.	Y	
Excellent interpersonal and negotiation skills. Strategic networking and influencing.	Y	
Excellent presentation skills, both written and spoken preferably in both Greek and English. Public speaking experience.	Y	
Experience of working with and within budgets. Experience of fundraising and grant submission for a charity or non-profit.		Y
Track record of substantial successful project delivery and impact		Y
Experience nurturing the growth of an organisation		Y
Personal/Character Attributes		
Empathy with the aims and objectives of IBC	Y	
Well organised and self-motivated; able to plan and undertake work without direct supervision	Y	
Able to prioritize, meet deadlines and use judgement.	Y	
Able to work effectively and inclusively as the leader of team.	Y	
Pragmatic, innovative, enthusiastic, and able to motivate and inspire others.	Y	
Able to manage potential conflicts by dealing with people in a calm and professional manner.	Y	
Happy to work flexibly to accommodate weekend and evening events and meetings.	Y	
Ability to engage with local stakeholders and public authorities in the Ionian Islands	Y	



How to Apply and the Appointment Process

Please provide a CV and a letter of application by email to:

chris@ionianbutterflyconservation.org

We are committed to the promotion of equality of opportunity in all our cases.

Your application letter plays an important part in our selection process. Please ensure that it and your CV relate as closely as possible to the requirements of the role, detailed in the Role Description and the Personal Profile.

We will correspond with you by email, telephone and perhaps later by Zoom. Please ensure that you provide us with an email address and phone numbers that you are happy for us to use for this purpose. Also, please provide a mobile phone contact if possible.

If you require any further information regarding this position, please email us on the email address above.

Closing Date: Please note that the closing date for applications will be **31 January 2026**, late applications may not be considered.

Selection Process: A shortlist of candidates will be invited to attend an interview (which may be online) from week commencing **1st March 2026**.

Ionian Butterfly Conservation collects a range of data about you during this process which will include:

- Your name, contact details and address.
- Details of your skills, qualifications, experience, and employment history.
- Information regarding your rights of nationality, residency and employment

This information will be collected from your application form and/or covering email or letter on submission to us, plus from your examination certificates, passport, driving license or other identity documents provided. We may also collect personal data about you from third parties, such as references obtained from former employers, background checks or criminal record checks, as applicable.

This data will be stored in an electronic format (including email) on our internal IT systems and in paper form. Your information may be shared internally for recruitment purposes with the directors of Ionian Butterfly Conservation, strictly for decision making purposes. We do not share your data with any third parties.

We need to process your data to take the necessary steps prior to entering any contract with you. We may also need to process your data if we agree to enter an agreement with you. We have a legitimate interest in processing your data during this process to ensure that we make and keep records of this process. These records allow us to manage the process effectively, assess a candidate's suitability for employment and decide whom to offer roles to. We may also, from time to time, need to process data from applicants to respond to and defend against legal claims.

As a data subject, you have several rights including access to your data on request, to stop us processing your data on demand, to ask us to delete your data on demand or to change any incorrect or incomplete data we hold on you.

We will protect your data internally through internal controls and policies to ensure that your data is not lost, accidentally destroyed, misused, or disclosed, and is not accessed by our employees except in the proper performance of their duties.

We will keep your personal data in this regard for a maximum of six months unless you withdraw your consent during this timescale. The current processes are not based on automated decision making and you are under no statutory or contractual obligation to provide your data to us. If you elect not to do so however, we will not be able to process your application properly, if at all.

