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Career Summary

After a dual 17 years accomplished career in academia and conservation, I focussed on protecting ecosystems and species. A proven leader with an ability to improve conservation outcomes, strategy, administration, transparency, funding, and employee empowerment. Scientific career in ecology and evolution and long periods of fieldwork in the tropics led to in-depth understanding of global conservation priorities and challenges. Works across distinct cultural and societal backgrounds in three languages.

Experience

2016- current CEO, Fundación Jocotoco, Ecuador. Increased annual donations sixfold; 24 months turn-around from 22% deficit to achieving surplus. Oversaw growth of land owned by >100%, of staff by 50% to 102, and of land co-managed by 600%. After a period of internal change, built and supervised a strong team that created five new reserves in four years. Team moved accounting and data storage into the cloud, increased cooperation with governments, private sector, academia, and national and international NGOs. Started Jocotoco-US 501c3 and two endowment funds. Technical innovations such as the Jocotoco App improve reserve management. Team strongly improved profits on subsidiary for-profit tourism company (pre-Covid) and set up a Jocoambiente as secondary subsidiary company. Board member of Jocotoco, reports to that international board of 15. Developed and fundraised for a research consortium involving 20 universities to study the recovery of the Chocó rainforest.

2007-2015 Associate Professor Evolutionary Biology and Animal Ecology, **University of Freiburg, Germany.** To work for conservation, declined the offer to become **Chair in Evolutionary Ecology**, University Munich, including generous funding (both recurrent and one-off). As PhD committee member chaired ~20 PhD defences in biology. Speaker of Biodiversity and Conservation section of Freiburg Graduate School from 2010-2015; Speaker of the Ecology Group of the German Zoological Society from 2007-2011. Supervised >60 students (4 post-docs, 17 PhD students, 42 graduate students); group was entirely externally funded. Taught 6 hours per week.

2003-2007 Assistant Professor in Evolutionary Biology and Animal Ecology, **University of Freiburg, Germany.** Taught 4 hours per week, developed two research avenues, one on basic ecology and evolutionary biology.

2002-2003 Independent researcher on threatened birds in Ecuador. Extensive fieldwork in three reserves. Work led to 400% increase in the population of the once critically endangered Pale-headed Brushfinch and 25% increase in the endangered El Oro Parakeet. Based on our work, the Pale-headed Brushfinch was down-listed to endangered, one of only 16 avoided bird extinctions globally at the time. Supervised two employees, three students, and ten volunteers.

Boards

2017-current	Strunden Parrot Conservation Foundation, Germany
2015-current	Advisory board Zoological Society for the Conservation of Species & Populations (ZGAP), Germany
2014-2017	Severo Ochoa Advisory board, Estacion Biologica, Doñana, Spain
2003- current	Board member, Fundación Jocotoco

Editorial boards: *Frontiers in Zoology* (2013-2019); *New Zealand Journal of Botany* (2010-2015), *Tree Physiology* (2005-2008)

Other positions

2016-2021 member of IUCN Species Survival Commission for Ibises, Storks and Spoonbills.

Awards

2011-2014 Honorary Research Associate, Victoria University, Wellington, New Zealand
2011 Löhrl Award, German Ornithological Society
2006 Schreiber-Award for best publication in 2004 & 2005, Faculty of Biology, University of Freiburg
2004-2005 Honorary Faculty member of Zoological Department, University of Florida, Gainesville, US
2003 Emmy Noether Excellence Awardee, German Science Foundation
2002 Awardee of Best Dissertation in Biological and Life Sciences, University of Oldenburg, Germany

Publication list

>153 publications; 1 book, 3 book chapters, 7340 citations, h-index of 47. A few selected below (students of my group underlined):

Oppel, S., **H. M. Schaefer** & V. Schmidt **2003**: First description of the nest, eggs, and breeding behavior of the Pale-headed Brushfinch (*Atlapetes pallidiceps*) from Ecuador. **Wilson Bulletin** 115: 360-366.

Oppel, S., **H. M. Schaefer**, V. Schmidt & B. Schröder **2004**: Cowbird parasitism of the Pale-headed Brush-Finch *Atlapetes pallidiceps*: Implications for conservation and management. *Bird Conservation International* 14: 63-75.

Oppel, S., **H. M. Schaefer**, V. Schmidt, & B. Schröder **2004**: Habitat selection of the Pale-headed Brushfinch, *Atlapetes pallidiceps*, the role of interspecific competition, and implications for management. *Biological Conservation* 118: 33-40.

Oppel, S., **H. M. Schaefer**, V. Schmidt & B. Schröder **2004**: How much suitable habitat is left for the last known population of the Pale-headed Brushfinch? **Condor** 106: 429-434.

Heinz, M., V. Schmidt & **H. M. Schaefer** **2005**: New distributional information on the Jocotoco Antpitta (*Formicariidae*: *Grallaria ridgelyi*) in South Ecuador. **Cotinga** 23: 24-26.

Rolshausen G., Segelbacher, G., Hobson K. & **H. M. Schaefer** **2009**: A recent migratory divide facilitates the contemporary evolution of reproductive isolation and phenotypic divergence in sympatry. **Current Biology** 19: 2097-2101.

Schaefer, H. M. & G. Ruxton **2011**: Plant-animal communication. **Oxford University Press**.

McCarthy, DP, Donald, PF, Scharlemann, JPW., Buchanan, GM, Balmford, A, Green, JMH, Bennun, LA, Burgess, ND, Fischpool, LDC, Garnett, ST, Leonard, DL, Maloney, RF, Morling, P, **Schaefer, HM**, Symes, A, Wiedenfeld, DA, & SHM Butchart **2012**: Financial costs of meeting global biodiversity conservation targets: current spending and unmet needs. *Science* 338: 946-949.

Klauke, N., Segelbacher, G. & **H. M. Schaefer** **2013**: Reproductive success depends on the quality of helpers and on female experience in the endangered, cooperative El Oro Parakeet (*Pyrrhura orcesi*). *Molecular Ecology* 22: 2011-2027.

Hartmann, S., **Schaefer H. M.** & G. Segelbacher (**2014**): Genetic depletion at adaptive but not neutral loci in an endangered bird species. *Molecular Ecology* 23: 5712-5725.

- Klauke, N., Jansen, J., Kramer, J. & H. M. Schaefer (2014): How to feed the multitude: food allocation rules in a cooperatively breeding parrot. *Behavioral Ecology & Sociobiology* 68: 1037-1047
- Hartmann, S., Segelbacher, G., Juiña, M. E. & H. M. Schaefer (2015): Effects of habitat management can vary over time during the recovery of an endangered bird species. *Biological Conservation*: 192:154-160.
- Klauke, N., Schaefer HM, Bauer, M., Segelbacher, G (2016): Limited dispersal and significant fine-scale genetic structure in a tropical montane parrot species. *PLoS One* 11: e0169165.
- Kramer, J., Klauke, N, Bauer M. & H. M. Schaefer (2016) No evidence for enforced alloparental care in a cooperatively breeding parrot. *Ethology* 122: 389-398.
- Soliveres, S; van der Plas, F; Manning, P ; Prati, D ; Gossner, MM; Renner, SC; Alt, F; Arndt, H; Baumgartner, V; Binkenstein, J ; Birkhofer, K; Blaser, S; Blüthgen, N; Boch, S; Bohm, S; Borschig, C; Buscot, F; Diekötter, T; Heinze, J; Holzel, N; Jung, K; Klaus, VH; Kleinebecker, T; Klemmer, S; Krauss, J; Lange, M; Morris, EK; Muller, J; Oelmann, Y; Overmann, J; Pasalic, E; Rillig, MC; **Schaefer, HM**; Schloter, M; Schmitt, B; Schoning, I; Schrumpf, M; Sikorski, J; Socher, SA; Solly, EF; Sonnemann, I; Sorkau, E; Steckel, J; Steffan-Dewenter, I; Stempfhuber, B; Tschapka, M; Turke, M; Venter, PC; Weiner, CN; Weisser, WW; Werner, M; Westphal, C; Wilcke, W; Wolters, V; Wubet, T; Wurst, S; Fischer, M; Allan, E (2016): ***Biodiversity of multiple trophic levels is needed for ecosystem multifunctionality.*** *Nature* 536: 456-459.
- Hartmann SA, Oppel, S., Segelbacher, G., Juiña ME & HM Schaefer 2017: Decline in territory size and fecundity as a response to carrying capacity in an endangered songbird . *Oecologia* 183: 597-606.
- Hermes, C., Segelbacher, G. & H.M. Schaefer (2017): A framework for prioritizing areas for conservation in tropical montane cloud forests, *Ecoscience* 25: 97-108.
- Hermes C, Keller K, Nicholas RE, Segelbacher G, Schaefer HM (2018): Projected impacts of climate change on habitat availability for an endangered parakeet. *PLoS ONE* 13(1): e0191773.
- Hermes, C. & HM Schaefer (2018): Habitat requirements and population estimate of the endangered Ecuadorian Tapaculo (*Scytalopus robbinsi*). *Bird Conservation International*: 28: 302-318.

>60 Talks in 14 countries (Australia, Austria, Brazil, Colombia, Ecuador, Finland, France, Germany, New Zealand, Spain, Sweden, Switzerland, UK, US (Yale, North Carolina, Explorer Club NY))

Work featured in >300 press releases including New York Times, Greenpeace, National Public Radio US, Economist, Financial Times, Discovery Channel, American Scientist, Guardian, and BBC.

Publication decisions: > 50 scientific journals including Nature and PNAS, Oxford University Press, Cambridge University Press, and Springer Book Section.

Education

9/99 –3/02 PhD Dissertation; **Degree: summa cum laude** at University of Oldenburg, Institute of Avian Research, Germany, and Konrad Lorenz Institute of Comparative Ethology, Vienna, Austria. Funded through individual grant from German Merit Foundation.

1998 Diploma in biology (equivalent to Master), **Degree: 1.1** (1.0 is maximal score),
University of Freiburg and Max-Planck Institute of Behavioural Physiology,
Radolfzell, Germany.