



Job Description

August 2025

Role: Ben Lawers National Nature Reserve and Moirlanich Longhouse Property Manager	Region/Department: Highlands & Islands
Reports to: Operations Manager, West Highlands	Pay Band: Grade 5 Lower – (£40,707 - £44,847 pro-rata, per annum).
Location: Lynedoch, Main Street, Killin, FK21 8UW	Type of Contract: Permanent, Full-Time, 40 Hours Per Week
Cost Centre: 3BEN	Activity Code: PMZ

JOB PURPOSE

The Property Manager is our first point of contact and main local representative at Ben Lawers and Moirlanich Longhouse, building trust and confidence in our organisation and its objectives through sound management and delivery across a wide spectrum of activities. They can expect to be “hands-on” dealing with operational issues on-site, pro-active in ensuring legal compliance, planning initiatives that help keep the Trust at the forefront of conservation management and visitor engagement.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

- Manage Ben Lawers National Nature Reserve (NNR) and Moirlanich Longhouse to conserve and enhance their significant natural and cultural heritage
- Engage with visitors to ensure their visits are as inspiring, memorable and accessible
- Plan and deliver the operational budgets and ensure all legal compliance
- Increase opportunities for financial sustainability through assessing and monitoring costs and identifying and instigating opportunities for income
- Manage the staff team (currently: Ranger, Property Secretary/Cleaner/Housekeeper, Seasonal Ranger, Seasonal Ecologist, 2 x Visitor Services Assistants and volunteers)
- Maintain regular contact and good working relationships with partners and stakeholders including NatureScot, graziers and licensees, neighbouring land owners, local community, etc
- Promote high standards of management on Ben Lawers NNR aimed at maximizing benefits for wildlife and the community
- Promote wider understanding of our role and the value of supporting the Trust

Commented [HC1]: Being pedantic, I would alter the order of this in recognition of significance to BEN, so NatureScot, graziers etc at beginning. We have relatively little contact with CCs. Do we need a separate list for MOI? It would be much shorter.

DELIVERABLES:

Planning and operational delivery:

- Review and update the Management and Operational Plans ensuring they are delivered on time and within budget.

Conservation and Engagement:

- Manage the conservation of the natural and cultural heritage
- Implement and review of the biological monitoring strategy and programme at Ben Lawers
- Maintain infrastructure and ensure compliance of buildings and infrastructure in line with Trust policies
- Actively engage with visitors and local community to encourage support for the work of the Trust

Sustainability:

- Prepare annual budgets, project budgets, monitor variances and take remedial action where necessary
- Work with Trust fundraising team to seek external funding where possible.
- Ensure administration is carried out to Trust procedures, including health and safety and finances, record-keeping etc.
- Demonstrate responsibility and accountability for all H&S activity on the properties
- Minimise the impact on the environment, through e.g. efficient use of water/heat/light, recycling and the disposal of waste, considered use of transport.

People management:

- Lead recruitment, induction and management of staff and volunteers such that they understand and are equipped to fulfill their roles to the standards required and feel valued, motivated, respected and supported
- Engage with partners and stakeholders (e.g. members, visitors, graziers, neighbours, local community, funding partners, affinity organisations).
- Manage services provided by third parties (e.g. suppliers and contractors,) such that they adhere to Trust policy and standards

REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE

Essential

- Significant practical experience in nature conservation and land management
- Confident writing and reporting skills
- Financial and operational management experience
- Legal compliance and health and safety
- Managing a staff/volunteer team
- Good knowledge of upland flora and fauna
- Relevant experience of visitor management
- Knowledge natural and cultural heritage of the Highlands/ Perthshire area
- Personable, open-minded with good people skills
- Good partnership working and communications skills
- Driving Licence, valid for driving within the UK

- Computer literate

Desirable

- Degree or equivalent in relevant natural science subject
- Experience in Ecological and/or archaeological fieldwork and research
- Building restoration and maintenance
- Summer Mountain Leadership Award

DIMENSIONS AND SCOPE OF THE ROLE

Ben Lawers (By Killin, Perthshire):

The 4723 hectare Ben Lawers property was purchased largely in 1950 with the help of the Mountainous Country Fund established by Percy Unna and the hill ground on the Tarmachan range was added in 1996 through a successful appeal. The property is named after its highest mountain, the dominant feature of the north Loch Tayside landscape. Being the 10th highest mountain in Scotland and the highest peak in Tayside, it is now a magnet for hill walkers and other visitors to the area.

It was the first Trust property to be acquired primarily for nature conservation. The National Nature Reserve supports a large number of nationally rare or scarce plant species including vascular plants, lichens and bryophytes. It also supports a characteristic range of upland birds and mammals and has an outstanding diversity of invertebrates with many nationally rare or notable species.

Onsite facilities include a car park with adjacent interpretation, low-level waymarked trails and mountain paths. Visitor services offered by the Ranger Service together with the habitat restoration and historic landscape projects provide excellent opportunities for education, research, and raising awareness of the Trust's work as well as visitor enjoyment. The property's administrative and operational base is Lynedoch in Killin which provides office/meeting space, accommodation for staff, volunteers and researchers, equipment storage and a tree nursery. NB The manager is the 'key-holder' and has responsibility for Lynedoch; they will need to live relatively close by in case of emergencies.

The post holder is responsible for the management of this iconic countryside property, one of the botanically richest mountains in Britain, widely known for its outstanding range and diversity of arctic-alpine species and vegetation types. The post holder must have or develop the specialist knowledge to lead nature conservation at Ben Lawers and provide well-founded formulation of objectives and plans for management of the site. The landscape around Ben Lawers is also renowned for its outstanding scenic beauty, which attracts an estimated 40-45,000 visitors each year.

The natural heritage of Ben Lawers is of national and international significance (SSSI, NNR, SAC designations) and is rated as one of the top 10 nature conservation sites in Britain. The cultural heritage value of the property and the wider Loch Tayside area is also considered to be of national importance. In partnership with others, the post-holder will ensure that the cultural,

natural and wild land heritage assets of Ben Lawers are managed in line with Trust policy and standards.

Moirlanich Longhouse (Killin, Perthshire):

Moirlanich Longhouse is a beautifully conserved cruck-framed byre dwelling nestled in Glen Lochay, virtually unchanged since its last inhabitant left in 1968. Inside, the family's living quarters are separated from the cattle byre by a wooden partition. Unusually, it retains original features such as the "hingin' lum", box beds, Scotch dresser and layer upon layer of patterned wallpaper.

The byre, once home to three milking cows, now displays some of the agricultural tools used on this farm. It also provides an excellent view of the cruck-frame construction and a glimpse of the original thatch under the tin roof.

The Tin Bothy now holds an exhibition of many original artefacts from the house and byre, including rare examples of the family's clothing discovered in the roof space above the house. A small but significant display of photographs and records reveal the changes throughout the 19th and 20th centuries to a once-thriving Gaelic community that has dwindled away.

Moirlanich Longhouse was acquired in 1992 following a generous donation in memory of Sheriff Prain by his family. It is an important example of late 18th or early 19th Century longhouse with integral byre. It was home to five generations of the Robertson family, with the last member leaving in 1968. The building has hardly changed and retains many of its original features, such as the "hingin lum" and box beds. The property is open two days a week, manned by a team of volunteers from the Killin Heritage Society.

The post holder is responsible for the management of this rare and unique historic building and visitor attraction.

This Job Description reflects the requirements of the job at the time of issue. The Trust reserves the right to amend these with appropriate consultation and/or request the post-holder to undertake any activities that it believes to be reasonable within the broad scope of the job or his/her general abilities.

APPLICATIONS

Interested applicants should forward their Curriculum Vitae (CV) or an Application Form to the People Services Department (Applications) by email via workforus@nts.org.uk by Sunday 7th September 2025.

Please ensure your CV includes your full name and contact details, the CV file sent to us should be titled your first initial and surname. When submitting your CV please state the position and job location of the vacancy you are applying for in the subject title or body of your email: For example, "Property Manager – Ben Lawers"

PLACE IN ORGANISATIONAL STRUCTURE

