

<b>Role:</b> Ben Lawers and Moirlanich Longhouse Property Manager	<b>Region/Department:</b> Highlands & Islands
<b>Reports to:</b> Operations Manager, West Highlands	<b>Pay Band:</b> Grade 5 Lower (£40,707 - £44,847 per annum)
<b>Location:</b> Lynedoch, Main Street, Killin, FK21 8UW	<b>Type of Contract:</b> Permanent, Full-Time, 40 Hours Per Week

## OVERVIEW

The Property Manager is our first point of contact and main local representative at Ben Lawers National Nature Reserve and Moirlanich Longhouse. A good team leader and communicator, building trust and confidence in our organisation and its objectives. Managing operations on site, overseeing budgets, ensuring legal compliance, and leading activities that keep the National Trust for Scotland at the forefront of upland 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 landowners and the local community
- Promote wider understanding of our role and the value of supporting the Trust

## **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, compliance and record-keeping
- 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/transport, recycling and the disposal of waste.

### **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**

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### **Essential**

- Significant practical experience in nature conservation and land management
- Good knowledge of upland flora and fauna
- Relevant experience of visitor management
- Knowledge of the natural and cultural heritage of the Highlands/ Perthshire area
- Managing a staff/volunteer team
- Financial and operational management experience
- Legal compliance and health and safety
- Confident writing and reporting skills
- 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**

The administrative and operational base for both Ben Lawers and Moirlanich Longhouse is **Lynedoch** in Killin which provides office/meeting space, accommodation for staff, volunteers and researchers, equipment storage and a tree nursery. The Property Manager is the 'key-holder' and has responsibility for Lynedoch. They need to live relatively close by in case of emergencies.

#### **Ben Lawers (By Killin, Perthshire):**

The post holder is responsible for the management of this iconic countryside property, one of the most botanically rich 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. In partnership with others, they will ensure that the cultural, natural and landscape assets of Ben Lawers are managed in line with Trust policy and standards.

The 4723 hectare Ben Lawers property was purchased largely in 1950 with the hill ground on the Tarmachan range added in 1996. Ben Lawers, being the 10<sup>th</sup> highest mountain in Scotland and the highest peak in Tayside, is very popular for hill walkers and other visitors to the area.

Ben Lawers was the first Trust property to be acquired primarily for nature conservation. The National Nature Reserve supports nationally rare or scarce 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. 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.

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.

## **Moirlanich Longhouse (Killin, Perthshire):**

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

Moirlanich Longhouse was acquired in 1992. It is an important example of late 18<sup>th</sup> or early 19<sup>th</sup> Century longhouse with integral byre. It is a beautifully conserved cruck-framed byre dwelling nestled in Glen Lochay, virtually unchanged since its last inhabitant left in 1968. The building retains many of its original features, such as the “hingin lum” and box beds. The family’s living quarters are separated from the cattle byre by a wooden partition.

The Tin Bothy (next door) 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.

The property is open two days a week, manned by a team of volunteers from the Killin Heritage Society.

***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.***

## **HOW TO APPLY**

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](mailto:workforus@nts.org.uk) by Friday 31<sup>st</sup> October 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 & Moirlanich"

## PLACE IN ORGANISATIONAL STRUCTURE

