

<b>Role:</b> Estate Manager	<b>Region:</b> Mar Lodge Estate
<b>Reports to:</b> Head of Mar Lodge Estate	<b>Pay Band:</b> Grade 5 Lower - (£40,707 to £44,847)
<b>Location:</b> Mar Lodge Estate, Braemar Aberdeenshire, AB35 5YJ	<b>Type of Contract:</b> Permanent, Full time, 40 Hours Per Week

## JOB PURPOSE

### **Mar Lodge Estate**

Mar Lodge Estate is Britain's largest National Nature Reserve made up of more than 29,000 ha of astonishing Scottish landscape: heather-covered moorland, Caledonian pine forest, towering mountains and the Quoich wetlands, home to wading birds and otters.

The estate has a significant built heritage including multiple listed buildings, Mar Lodge, stable block offices, workshop complex, biomass, staff houses and redundant buildings. Attracting over 100,000 visitors per year, the estate has c200 miles of footpath and 7 scheduled ancient monument sites plus numerous other archaeological sites.

### **Estate Manager**

An exciting opportunity has arisen to join the team at the Trust as an Estate Manager at Mar Lodge Estate. This role is responsible for the planning and delivery of property and land management activities on Mar Lodge Estate, including Estate & Building Maintenance, Forestry, Deer Management & Commercial Stalking, and the Estate Ranger Service.

Leading a multi-discipline team of staff, the role is responsible for translating strategy through the management plan, into practical delivery across the entire property. As a key part of the management team, the role will actively contribute to the development of future strategy on the Estate.

## KEY RESPONSIBILITIES AND ACCOUNTABILITIES

- Lead the teams managing property and land management activity, with accountability for:
  - *Buildings Maintenance & Compliance*
  - *Estate Infrastructure including tracks, bridges, footpaths, fencing, car parks etc*
  - *Deer Management & Commercial Stalking/Shooting*
  - *Forestry*
  - *Ranger Services*
- In conjunction with the Head of Mar Lodge Estate, plan, develop and deliver capital projects of significant scale.
- Actively contribute to strategy and management planning for the UK's largest National Nature Reserve.
- Financial planning/delegated budget management and accountability across the above areas of operation
- Manage a diverse range of stakeholder interests both internal and external, ensuring that the long term goals of the estate are communicated effectively, protecting the reputation of the Estate, and enhancing the reputation of NTS.
- Develop and deliver "Visitor Safety in the Countryside"; You will identify and manage risks in line with NTS policy and procedure and within the framework of Managing Visitor Safety in the Countryside. You will take responsibility for the actions of you and your team, ensuring a safe and secure working environment, compliant with relevant legislation.
- Monitor and report activity against the Mar Lodge Estate Management plan and report on work plan delivery against KPI's.

- Accountable for Health & Safety management and SSoW across the estate. Instil a Health & Safety culture across the property, ensuring the team work within the property's 'Safe System of Work' to reduce risk of incidents and accidents to volunteers, employees and visitors.
- Develop SOR's for capital & maintenance works. Instruct and manage contractors to ensure works are completed as specified, within budget and on time, ensuring all statutory and regulatory requirements are adhered
- Will regularly deputise for the Head of Mar Lodge Estate , and represent the property and organisation in regional and national forums.
- REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE

### **Qualifications**

#### **Essential**

- Degree (or demonstrable equivalent experience) in a relevant land management discipline
- Driving Licence, valid for driving within the UK

#### **Desirable**

- Member of RICS
- Project management qualifications or experience
- Vocational qualifications in land management

### **Experience**

#### **Essential**

- Proven strong leadership skills, particularly in the areas of team development, communication and programme delivery;
- Significant practical experience in a relevant property and/or land management discipline.
- Significant project management experience in an property/estate/upland setting
- Significant experience of managing risk within a property and/or countryside setting, including the Health and Safety of staff, volunteers and visitors.
- Good working knowledge of the legislative requirements relating to managing safety in the countryside;
- Experience of forestry management and delivering large scale thinning operations;
- Experience of managing upland footpath maintenance contracts;
- Proven track record in managing finance in line with budget expectations, and financial planning to deliver operational goals and projects;
- Excellent interpersonal skills, with an ability to build strong, professional relationships with a wide range of people;
- Excellent presentation skills;
- A proactive approach to driving forward ideas and projects.

#### **Desirable**

- Experience in the Planning Permission/ Building warrant process
- Proven track record in planning and delivering exceptional visitor experiences within a countryside setting;
- Experience of leading and inspiring a culture of exceptional service for customers;
- A sound knowledge of the major issues affecting the conservation and management of Scotland's environment and wildlife would be an advantage;
- A genuine understanding of and belief in, the work of the National Trust for Scotland, particularly with regard to the management of Mar Lodge Estate.

### **DIMENSIONS AND SCOPE OF JOB**

#### **Scale**

- ♦ 29,000 ha of land
- ♦ Britain's largest National Nature Reserve

- ♦ Numerous designations including National Park, SAC, SPA, Ramsar and SSSI
- ♦ Significant built heritage including multiple listed buildings, Mar Lodge, stable block offices, Derry Lodge plus 2 holiday cottages, workshop, biomass plant, 6 staff houses and 4 redundant buildings
- ♦ At least 100,000 visitors per year
- ♦ 200 miles of footpath
- ♦ 7 scheduled ancient monument sites plus numerous other archaeological sites

#### People Management

- ♦ Line management of the Head Stalker, Estate Foreman and Rangers
- ♦ Building and maintaining relations with a wide range of internal and external stakeholders.
- ♦ Working closely with specialist Trust staff (e.g. nature conservation advisors) based at local and central support bases to ensure Trust policies and standards are implemented.
- ♦ Management of volunteers

#### Finance Management

- ♦ Delegated responsibility for a gross annual budget of c£1,000,000
- ♦ Significant project management budget ranging from £50k - >£1m

#### Tools / equipment / systems

- ♦ Biomass plant and district heating system
- ♦ Estate vehicles including tractor, timber crane, telehandler, sit in ATV, etc.
- ♦ Workshop areas

***The Key Responsibilities, Scope of Job, and Required Qualifications, Skills, Experience & Knowledge reflect 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.***

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### **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 Sunday 1<sup>st</sup> February 2026.

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, "Estate Manager – Mar Lodge"