

Role: Ghillie	Region: Mar Lodge Estate
Reports to: Head Stalker	Pay Grade: Grade 1 - £27,976 pro-rata, per annum
Location: Mar Lodge Estate, Braemar Aberdeenshire AB35 5YJ	Type of Contract: Full-Time, 40 Hours Per Week. Fixed-Term Until December 2026.

JOB PURPOSE

To assist the sporting team in managing and enhancing the game management activities on Mar lodge Estate In accordance with the Deer Management Plan. Principally this will involve the use of ATV vehicles for extraction of deer carcasses, associated larder work, and general estate maintenance duties as required.

This position plays a vital role in the practical implementation and successful delivery of the written management plans. The location of the estate in such an area of environmental significance as well as high levels of public usage means that the role is often employed in practical ways to inform and educate both staff and members of the public thus reducing the risk of potential conflict between our three core principles which are, Conservation - Access - Field Sports.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

- *Helping to Deliver the MLE management plan and DMP, under the training, supervision and direction of a Stalker.*
- *Working at all times to a level of service delivery equivalent to, or above, published codes of conduct and best practice relating to areas of work undertaken as part of the duties of a Ghillie.*
- *Care and use of estate vehicles and machinery required to undertake the necessary duties of a Ghillie, such as ATV's, 4WD's, Tractors, including the maintenance and operator checks necessary for all vehicles and machinery used, as per training and manufacturers guidelines.*
- *To implement fully the National Trust for Scotland's Health and safety policy.*
- *To extend the understanding of visitors to the estate of game management and field sports and the harmonious benefits to be experienced for both sports and conservation.*
- *General estate duties as required.*

REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE

Qualifications

Essential

- *A full driving license*

Desirable

- *A trailer driving license*
- *Shotgun and/or FAC certificate*
- *DMQ1*
- *Argo/skid steer ATV certificate*
- *Previous experience of the same or similar role.*
- *First aid certificate.*
- *A game keeping/stalking, college qualification.*

Experience

Essential

- *The ability to work in the challenging environment of the highlands, undertaking arduous and challenging work, mostly in remote locations.*
- *A sound and practical knowledge of health and safety processes and procedures and the ability to work effectively within these processes.*
- *A commitment to undertaking field sports and nature conservation to the highest standards.*
- *A methodical approach to undertaking tasks.*
- *The tenacity to undertake lone working in remote areas as required by the role.*
- *The ability to conduct or the willingness to learn estate maintenance skills like, but not limited to, grass cutting, grass strimming and firewood processing.*

Desirable

- *Experience of ATV's on and off tracks/roads*
- *Experience of 4WD's on and off tracks/roads*
- *Basic larder butchery or the willingness to learn.*
- *Knowledge of all forms of deer extraction.*

DIMENSIONS AND SCOPE OF JOB

Scale

- ♦ *This is a role with a high element of health and safety.*
- ♦ *This is a role which works actively outdoors, often in inclement weather, and on occasions in anti-social hours.*
- ♦ *This role requires the ability to be involved in the culling and butchery of wild deer.*
- ♦ *This role may require the post holder to be involved in deer management methods through the use of out of season and night licenses.*

People Management

- ♦ This role does not manage or supervise other staff or volunteers.
- ♦ This role is designed to interact with visitors and guests.

Finance Management

- ♦ This role is not a budget holder.

Shared accommodation **may** be provided.

*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.*

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 by Friday 3rd July 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, "Ghillie – Mar Lodge"