



OXYGEN CONSERVATION

ESTATE MANAGER SOUTH WEST

Imagine shaping the future of some of the most beautiful and biodiverse landscapes in the West Country, where estate management is no longer about maintenance, but about mission. At Oxygen Conservation, we're on a bold journey of landscape-scale restoration, and we're looking for a passionate environmentalist to join us at the heart of it. This is your opportunity to create thriving habitats, lead pioneering conservation projects, and deliver unforgettable hospitality to those inspired by nature's power. If you're fuelled by purpose, ready to grow, and eager to redefine what it means to care for land, people, and the planet – we want you with us.

ABOUT YOU

You are a motivated and ambitious Estate Manager who thrives in rural environments and sees the future of land management and environmental restoration as rooted in purpose and possibility. You are just as comfortable discussing woodland strategy with partners and regulatory bodies as you are hosting guests around the dinner table or walking estates with a neighbouring farmer.

You'll bring a strong foundation in rural estate management and land stewardship, along with the drive to Scale Conservation through impactful leadership. Specifically, we're looking for:

- Knowledge of environmental land management and estate operations, including woodland creation and regenerative grazing.
- Knowledge of agri-environment schemes with familiarity in relevant policy and planning frameworks and confidence in drafting operational agreements such as grazing licenses and land-use plans.
- Confidence in planning, delivery, and stakeholder engagement in complex rural projects.
- Proactive, warm, and thoughtful with an ability to communicate with a wide range of stakeholders from investors to local farmers to team members.
- Sharp eye for detail and a deep commitment to delivering exceptional service.
- Ability to proactively deliver multiple projects and tasks, prioritising and re-prioritising at a fast pace to meet the demands of the role.
- Financial acumen and the ability to balance budgets, timelines, and priorities.
- Discretion, adaptability, and professional presence across all settings.
- And let's be honest, you must be really nice too – sharing snacks on muddy walks is part of the deal!

ABOUT THE ROLE

This is a rare and exciting opportunity for someone passionate about environmental restoration and rural estate management to join our mission at Oxygen Conservation. Working across the Leighon and Wood Advent estates in the South West, you'll collaborate with Charles Owen, our inspiring Head of Estate Management, supporting delivery across rich and diverse landscapes.

From welcoming investors and board members with warm, unforgettable hospitality to overseeing the creation of habitats, woodlands, and regenerative farmland, this is your chance to lead landscape-scale change and help shape the future of conservation in the UK.

KEY RESPONSIBILITIES

- **Land and Environmental Management:** Deliver high-impact practical estate management, from habitat restoration to woodland creation and agri-environment schemes, aligned with regenerative and rewilding principles.
- **Project Leadership & Strategy:** Lead impactful, multi-stakeholder projects from funding and planning through to delivery, driving long-term conservation outcomes across the estate.
- **"Unreasonable Hospitality":** Provide exceptional hospitality for investors, board members, and VIP guests.
- **Stakeholder Engagement:** Utilise strong communication skills to build trusted relationships across rural communities and stakeholder networks.
- **Compliance & Insight:** Maintain robust compliance, legal, and spatial data systems to inform decision-making.
- **Property Management:** Manage estate buildings and infrastructure to ensure sustainability, safety, and alignment with operational and conservation goals.

KEY INFORMATION

- **Term:** Full-time, permanent
- **Location:** Based in Devon
- **Accommodation:** Provided
- **Working Pattern:** The successful candidate will need to be flexible and happy to travel to various locations in the South West and beyond. In return, Oxygen Conservation will be incredibly trusting and flexible with you.
- **Closing Date:** January 25th 2026

ABOUT THE NEXT STEPS

To help you prepare for an interview, here are a list of questions we've used in previous recruitments. Now, here's the twist – they might come up in our conversation, or they might not. Consider this a sneak peek, an insider's tip to help you feel ready and excited for interview.

1. Environment: Please tell us about your relationship with the natural world and what living sustainability means to you?
2. Awareness and Engagement: What do you perceive to be the biggest threats to biodiversity in the UK?
3. Getting to know you: What do you need from us to be awesome in this role?
4. Response to Challenge & Learning: Can you describe a time when you faced a significant challenge or setback? How did you approach it, navigate the messy middle, and what did you learn from the experience?
5. Multitasking, Organisation, and Prioritisation: Your priorities here will change constantly. What do you do when priorities change quickly? Can you give us an example of when you were particularly effective at prioritising tasks?
6. Working Pattern: What does working flexibly mean to you?

We hope the information on our website, and in this candidate pack, has inspired you to apply. Please be bold, creative, and most importantly, be yourself throughout the whole application process. Good luck!

