



# OXYGEN CONSERVATION

# ESTATE RANGER: WILD WORK IN A WILD PLACE

This is not your average Ranger role. This is your chance to deliver transformative environmental projects on the edge of the Cairngorms National Park. At Kinrara Estate, you won't just work on the land, you'll help reshape it to deliver lasting impact for nature and people. We're searching for a passionate and capable Estate Ranger to drive ambitious conservation initiatives with energy, purpose, and vision. If you thrive on challenge, love working with people, and believe in making bold things happen, this is your next great adventure.

## ABOUT YOU

Do you want an opportunity to really make a difference? Do you want to look back knowing your work helped tackle climate change and biodiversity loss? We're looking for an enthusiastic Estate Ranger who's excited by the opportunity to live and work in one of Scotland's most inspiring landscapes contributing to a bold vision for nature recovery.

We're looking for:

### IMPACT

- **Practical Problem Solver:** Ability to think creatively and implement sustainable practices to overcome challenges.
- **Exacting Standards:** Sharp eye for detail and a deep commitment to delivering exceptional outcomes.
- **Physical Fitness:** Happy working in all weather conditions and able to perform physically demanding tasks.

### ENVIRONMENT

- **Environmental Knowledge:** Strong understanding of woodland creation and peatland restoration.
- **Rural Stewardship:** A love for the natural world and rural Scotland, and a deep commitment to ecological restoration.
- **Risk Management:** Proven ability to work safely in rural environments.
- **Herbivore Management:** Experienced in humane herbivore control, holding DSC1 or DSC2 and committed to restoration through population management.

### ADVENTURE

- **Passionate Explorer:** Fuelled by a love of adventure, environmental conservation, and making tangible impact.

## TOGETHER

- **People Person:** Ability to build strong relationships with diverse stakeholders, including landowners, farmers, partners, neighbours, contractors, and regulators.
- **Commitment to Growth:** A dedication to continuous personal development and fostering growth within the wider team.
- **Cross-Estate Team Player:** Committed to working closely with the Dorback team and other estates to share expertise and align delivery.
- **Kindness and Approachability:** And of course, you have to be really nice! Sharing snacks on long journeys or a packed lunch whilst out in the rain is mandatory!

We believe in recruiting exceptional people and creating the role that allows them to do incredible things. We are committed to having a genuinely diverse team drawn from across the country, with a wide range of lived and learnt experiences. You might have skills in some, but not all, of the areas above. Whatever your skillset, we'd love to hear from you if you think you can make a real difference with Oxygen Conservation and the communities where we're fortunate to work.

## ABOUT THE ROLE

As an Estate Ranger at Kinrara you will play a crucial role in large-scale restoration projects. This is a chance to get your hands dirty and make a real impact. No day will be the same, but every single day will be an adventure waiting to unfold!

Kinrara Estate sits on the edge of the Cairngorms National Park in a spectacular, ecologically diverse landscape of moorland, peatland, woodland and river systems, and is the site of BrewDog's **Lost Forest** project. A substantial tranche of native woodland creation has already begun here (phase-one planting in 2023 established hundreds of thousands of trees). As we take stewardship forward, Kinrara represents a major opportunity to restore peatlands, expand native woodland (alongside natural regeneration), and rebuild resilient habitats at scale.

## KEY RESPONSIBILITIES

- **Land Management & Conservation:** Support the delivery of high-quality woodland creation and peatland restoration across the Estate, implementing sustainable practices that enhance biodiversity, restore habitats, and protect the long-term ecological health of woodlands, grasslands, and wider natural landscapes.
- **Operational Delivery:** Work at pace to ensure the Estate remains well-maintained, safe, and fit for purpose throughout the year. Take ownership of daily tasks, respond to emerging challenges, and uphold the highest standards of care for the land.
- **Herbivore Management:** Oversee a sustainable herbivore management approach that ensures the deer population is in balance with conservation

goals. Support regular population surveys, monitor ecological impact, and participate in deer-stalking operations to safeguard habitat recovery.

- **Collaboration & Community:** Work closely with colleagues, neighbours, contractors, and local partners to enhance environmental outcomes, share expertise, and ensure the Estate remains a positive presence within the local community.
- **Maintenance & Estate Infrastructure:** Maintain and enhance the Estate's infrastructure, including paths, fences, gates, tracks, and signage. Conduct proactive inspections, carry out essential repairs, and ensure all estate facilities and visitor areas are safe, functional, and welcoming.

## **ABOUT US**

We're building the UK's first genuine natural capital portfolio - acquiring large landscapes, restoring them, and creating investable natural capital products like premium carbon credits, biodiversity units, renewable energy partnerships, and ecotourism experiences (you can check them out at [Oxygen Escapes](#)).

In just four years, we've grown to a valuation of around £400m with 50,000+ acres owned and helped connect over half a million acres for nature.

Our mission is simple: prove that restoring ecosystems can deliver transformative environmental, social, and financial returns.

Our work hasn't gone unnoticed. In 2022, we were named **Start-Up of the Year** at the Business Leader South West Awards, followed by **Team of the Year** at the 2023 Edie Awards and our nature fundings agreement with Triodos won **ESG Deal of the Year at the 2024 Insider South West Dealmakers Awards**. Our founder and CEO, Dr Rich Stockdale, is featured in the **ENDS Power List** as one of the top 100 UK environmental professionals driving significant impact, and was shortlisted for **Edie's Leader of the Year Award** in 2024.

## **KEY INFORMATION**

**Term:** Full-time, permanent

**Location:** Aviemore, Scottish Highlands. Accommodation opportunities may be available with this role and can be discussed further during the process. Alternatively, you're welcome to live within a 60-minute commute of the Estate if you'd prefer.

**Closing date:** Sunday 25<sup>th</sup> January 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. Health, Safety, and Wellbeing: Can you tell us about your process for planning, preparing, and executing successful field work?
6. 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?
7. 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!

