



OXYGEN  
CONSERVATION

# ESTATE RANGER: WILD WORK IN A WILD PLACE

This is not your average Ranger role. This is your chance to be at the cutting edge of nature recovery woodland creation, peatland restoration, moving livestock, spotting wildlife, and helping transform 11,000+ acres of iconic upland Scotland into a thriving, wild, working landscape.

We're looking for someone who wants to be outside every day, rain, shine, snow, or sideways wind playing a frontline role in bringing nature back. You'll work with the Estate Manager and our partners, to deliver real, measurable environmental change.

If you love wild places, take pride in practical work, and want to be part of something genuinely bold and beautiful—this is the role for you!

## ABOUT YOU

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 and becoming part of a friendly, rural community. Specifically, we're looking for:

- **Passionate Explorer:** Fuelled by a passion for adventure, environmental conservation, and making tangible impact.
- **Environmental Knowledge:** strong understanding of land use and grazing impacts, with a particular focus on conservation grazing.
- **Practical Problem Solver:** Ability to think creatively to implement sustainable practices and resolve challenges.
- **High Standards:** Sharp eye for detail and a deep commitment to delivering great work.
- **Agricultural Knowledge:** Knowledge of cattle handling, welfare requirements and agricultural operations, acquired through education or hands-on experience.
- **Herbivore Management:** Experienced in humane herbivore control, holding DSC1 or DSC2 and committed to restoration through population management.
- **Physical Fitness:** Happy working in all weather conditions and able to perform physically demanding tasks.
- **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.

- **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 Blackburn & Hartsgarth you will play a crucial role in transforming and nurturing one of the UK's most exciting landscapes. This is a chance to get your hands dirty and make a real impact. You'll be directly involved in the conservation of diverse habitats, overseeing the care and management of livestock, and the overall stewardship of the land. You'll help bring ambitious ecological plans to life, over 2000 acres of native woodland, 3000 acres of peatland restoration, and a suite of biodiversity improvements by delivering practical conservation with real purpose. Whether working with ecologists, contractors, or community groups, you'll be Oxygen Conservation's boots on the ground, making sure our work is effective, inclusive, and deeply connected to the local landscape and people.

## **KEY RESPONSIBILITIES**

### **Land Management & Conservation:**

- Implement sustainable land management practices, including invasive species control and habitat restoration.
- Monitor and maintain the health of woodlands, grasslands, biodiversity and other natural habitats.

### **Livestock Care & Management:**

- Overseeing care and management of the estate's cattle, always ensuring their health and wellbeing.
- Implement grazing plans to optimise land use and promote biodiversity.
- Maintain and develop cattle infrastructure, such as fencing, water troughs, and feeding systems.

### **Herbivore Management:**

- Implement and oversee a sustainable herbivore management program to balance the deer population with habitat conservation goals.

- Support regular deer population surveys and monitor their impact on the estate's vegetation.
- Coordinate and participate in deer stalking activities as necessary.

#### **Maintenance & Infrastructure:**

- Maintain estate infrastructure, including paths, fences, gates, and signage.
- Conduct regular inspections and repairs of estate facilities and equipment.
- Ensure the upkeep and cleanliness of visitor areas and amenities.

#### **Health & Safety:**

- Conduct risk assessments and implement safety measures for all estate operations and visitor activities.
- Ensure the safety of yourself, and others on site, at all times.

### **ABOUT BLACKBURN & HARTSGARTH**

Blackburn & Hartsgarth (B&H) is a remarkable 11,400-acre estate nestled in the Scottish Borders, offering an ideal balance of accessibility and natural beauty. The estate stretches from fertile holm fields in the valley at 120 meters above sea level, ascending to the vast, open moorland and reaching the summit of Roan Fell at 568 meters. Historically managed as a driven grouse moor, B&H has recently embarked on an ambitious journey towards landscape-scale restoration and regenerative agricultural practices.

This is a blank canvas of a landscape brimming with potential for positive environmental and social impact. The vision for B&H includes the creation and management of a diverse mosaic of habitats—integrating woodland planting, upland heather, peatland, water, and meadow restoration. By employing innovative and forward-thinking approaches like conservation fenceless grazing, the use of native breeds, and nature-based solutions alongside green energy production, B&H has the opportunity to become one of the largest and most exciting conservation projects in the UK.

### **KEY INFORMATION**

**Term:** Full time, permanent

**Location:** Blackburn & Hartsgarth, Newcastleton

**Closing date:** Monday 4th August at 09:00 / until we find the perfect candidate.

**Salary:** £27,000

### **ABOUT US**

Oxygen Conservation was founded in 2021 by [Oxygen House Group](#) and [Dr Rich Stockdale](#) with the mission of Scaling Conservation. We buy land at scale to deliver positive environmental and social impact, generating profit as a result, not as the purpose, of what we do. We have acquired ten sites totalling more than 27,000 acres. Our goal is to deploy capital to protect and restore 250,000 acres of land by 2030.

We were proud to be named 'Start Up of the Year' at the 2022 Business Leader South West Awards and awarded the 'Team of the Year' at the 2023 Edie Awards. Our founder and Managing Director, Rich, is featured in the [ENDS Power List 2023](#), which names the 100 UK environmental professions who have made the greatest impact in the past two years.

## **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, yourself, throughout the whole application process. Good luck!

