



OXYGEN
CONSERVATION

ESTATE MANAGER: AN ADVENTURE IN LANDSCAPE-SCALE RESTORATION

Imagine leading transformative environmental projects on the edge of the Cairngorms National Park where you won't just manage land, but help reshape it to deliver lasting impact for nature and people. We're searching for a passionate and capable Estate Manager at Kinrara 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 are looking for someone, and potentially their family, who wants to make a long-term commitment to this incredible landscape and its surrounding community.

You'll be a passionate environmentalist, a skilled project manager, and a brilliant collaborator with a sharp eye for delivery. You'll also bring strong knowledge and experience in Health & Safety leadership, ensuring our work is delivered to the highest standards across Kinrara and in close collaboration with Dorback Estate and our wider Scottish portfolio.

We're looking for:

IMPACT

- **Project Delivery:** Demonstrable experience leading multi-disciplinary environmental projects from design to delivery.
- **Exacting Standards:** Sharp eye for detail and a deep commitment to delivering exceptional outcomes.
- **Practical Problem Solver:** Ability to think creatively and implement sustainable practices to overcome challenges.
- **Compliance Confident:** Familiarity with COSHH, emergency planning, lone working, and contractor oversight.

ENVIRONMENT

- **Environmental Expertise:** Strong knowledge of land management, conservation, and restoration, gained through education or hands-on experience.

- **Rural Stewardship:** A love for the natural world and rural Scotland, and a deep commitment to ecological restoration.
- **Risk Management:** Proven ability to lead Health & Safety management in rural environments.

ADVENTURE

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

TOGETHER

- **Collaborative Relationship Builder:** Ability to create strong partnerships with communities, neighbours, contractors, and regulators.
- **Cross-Estate Team Player:** Committed to working closely with the Dorback team and other estates to share expertise and align delivery.
- **Leadership:** Confidence to guide and train colleagues to ensure a safe and positive working culture across multiple estates.
- **Kindness and Approachability:** And let's be honest, you must be really nice too. 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 Estate Manager at Kinrara, you'll play a critical role in delivering large-scale restoration projects and embedding a culture of Health & Safety excellence across our Scottish estates.

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.

Importantly, you'll also lead Health & Safety across Kinrara, Dorback, and our wider Scottish estates, ensuring safe, professional, and progressive practices underpin everything we do.

No day will be the same, but all will be an adventure!

KEY RESPONSIBILITIES

- **Project Leadership:** Lead the planning, coordination, and delivery of environmental restoration projects, tailored to the unique challenges and opportunities of Kinrara Estate.
- **Health & Safety Leadership:** Champion H&S across Kinrara, Dorback, and other Scottish estates. Ensure compliance with all relevant regulations, oversee estate vehicles and machinery, provide training, and embed a culture of safety.
- **Collaboration:** Work closely with Dorback Estate and other Scottish estates to share resources, expertise, and strategies to maximise collective impact.
- **Community Engagement:** Build meaningful partnerships with local communities, neighbours, contractors, and regulators to enhance and protect the environment.
- **Contractor & Supplier Oversight:** Manage consultants and contractors, ensuring clear scopes of work, safe operations, timely delivery, and value for money.
- **Budget & Grant Management:** Own estate-level budgets, contribute to funding bids, and ensure grant compliance and reporting.
- **Global Impact:** Save a part of the world for the next generation and set an example for worldwide environmental management.

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 £300m 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: 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. 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!

