



# Transactions Intern

The UK natural capital market is being built right now. This is your chance to join a small, high-performing team at Oxygen Conservation who are working on landmark projects that are helping to shaping it - and contribute towards their delivery.

We are scaling to £1 billion of natural capital assets under management (**AUM**) by 2030. Delivering this ambition depends on transactional excellence at pace. The Transactions Intern role has been created to strengthen our legal and investment functions at the exact moment we need them most.

If you want to gain real commercial experience in a business doing genuinely impactful work, we'd love to meet you.

## About You

This internship position is designed for someone who combines intellectual curiosity, practical delivery, and a genuine commitment to environmental improvement alongside strong technical capabilities. You don't need prior legal or investment experience, nor any professional qualifications - what matters most is attitude, initiative, and a desire to learn fast in a high-performance team.

Like everyone at Oxygen Conservation, you're purpose-driven, collaborative, and talented. The kind of person who asks good questions, gets stuck in whatever comes your way, and makes the colleagues around you better.

Here's a snapshot of the strengths you'll bring:

### Environment

- Genuine passion for nature and conservation, and a belief in the role that law and investment can play in restoring ecosystems.
- Motivation to contribute to work where commercial success and environmental impact are directly linked.
- Alignment with our mission of Scaling Conservation, and a desire to help prove that conservation-led investment can deliver institutional-grade returns.

### Impact

- Awareness of the wider investment landscape - including the role of institutional capital, and how deals are sourced, diligenced, and closed.
- Strong written communication - clear, precise, and concise. You can review documents, identify key issues, and summarise findings accurately.
- High attention to detail, with the ability to maintain accuracy under time pressure.
- Strong working knowledge of AI tools and a track record of using them to accelerate real work. You can design prompts, build simple automations, and



create workflows that make repeatable tasks faster, more accurate, and more scalable.

- Highly organised with strong project management skills - able to manage multiple tasks and deadlines without compromising on quality.
- Genuine excitement about where technology is heading, and comfort using AI to create original outputs - briefings, analysis, research, documentation.
- Competency with Microsoft Office, particularly Outlook, Word, Excel, and PowerPoint.

### **Adventure**

- Self-starting and comfortable taking initiative, making progress rather than waiting for instruction.
- Resilient and adaptable, able to shift priorities as dynamic projects evolve.

### **Together**

- Collaborative by nature - a genuine team player who turns their hand to anything and makes colleagues' work easier.
- Trustworthy, with the maturity to handle commercial and confidential information with skill and care.
- And, as we always say - you must be a really nice person too.

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 strengths 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.

## **About the Role**

As Transactions Intern, you'll work across two interconnected functions - legal and investment - supporting the transactions that will define both Oxygen Conservation and the natural capital market.

You'll report directly to our brilliant Senior Legal Counsel, Hannah Davies, and work in close collaboration with George Pawley (General Counsel) and Matt Hattam (Investment Manager). This team sits at the centre of how deals get done at OC, and you'll be alongside them on live workstreams from your first week. You won't be observing from the sidelines - you'll be contributing to strategic projects with real deadlines and real impact.

The work is genuinely varied. One day you might be coordinating diligence across lawyers and advisors; the next, drafting an investor briefing or pressure-testing a board pack. You'll see how a transaction moves from origination to completion, how investors evaluate natural capital, and how a small team delivers complex deals at pace.

It will be a steep learning curve, but a well-supported one - and a rare chance to learn this craft on real deals that matter.



## Key Responsibilities

Your work will sit across two layers - the core transactional workstreams (the deals themselves), and the enabling workstreams (the operational rigour that keeps everything moving).

### Core workstreams

- **Transaction execution:** Supporting live transactions from origination to completion - tracking workstreams, managing timelines, and flagging issues before they become problems.
- **Due diligence co-ordination:** Contributing to due diligence processes, ensuring datarooms are maintained and documentation is complete, well-organised, and immediately accessible to investors, lawyers, and advisors.
- **Investor engagement:** Preparing investor briefings, updating our engagement database, and helping build the relationships that underpin the capital raise.
- **Investor and board reporting:** Assisting with the drafting of reports, board packs, and governance materials that communicate transaction progress to our investors, directors and internal teams.

### Enabling workstreams

- **Strategic project delivery:** Taking ownership of actions across our wider strategic and operational projects, so the team can maintain transaction focus without compromising other priorities.
- **Market research:** Producing research on transactions, investors, counterparties, and the wider natural capital market to inform decisions across the business.
- **Meeting and action management:** Running meeting coordination end-to-end - agendas in advance, clear notes during, tracked actions afterwards - for both internal and external teams.
- **Quality assurance:** Reviewing and pressure-testing key documents and outputs to ensure everything that leaves the business is accurate, clear, and commercially sound.
- **Governance and compliance:** Keeping our internal records, registers, and compliance processes fully up to date and audit-ready and ensuring our data protection policies and processes are fully implemented and kept updated.
- **AI workflow development:** Helping us develop the AI prompts and workflows we need for transactional delivery and scaling, so we can maximise impact across the team.

## What You'll Gain

By the end of your internship, you'll have:

- Practical exposure to how complex transactions are sourced, structured, negotiated, and closed.



- A working understanding of natural capital as an emerging asset class - and the legal and financial frameworks that underpin it.
- Hands-on experience of data room management, due diligence, and investor engagement.
- A track record of designing AI workflows that have accelerated real transactional work.
- A network of talented colleagues across legal, investment, and leadership - and a credible foundation to build the next step of your career on.

## Our Culture

The intern we take on will be an exceptional fit with the following cultural pillars. Oxygen Conservation is a remote-first organisation, inspired by the philosophy set out in Yvon Chouinard's *Let My People Go Surfing*. We believe great people do their best work when they have the autonomy and flexibility to choose how and where they work. We have high expectations of performance, and equally high levels of support - and we want this internship to be a genuinely formative experience for your career.

- Collaborative by default: we share information, support each other, and celebrate collective wins.
- High standards, high support: we expect exceptional work and invest in helping people achieve it.
- Adventure and togetherness: we visit estates, share experiences, and bring genuine energy to what we do.
- Commercial and pragmatic: we find solutions, not problems. We roll our sleeves up.
- Grounded in mission: everything we do is in service of Scaling Conservation. Impact is the point.

## About Us

Oxygen Conservation was founded in 2021 with a clear and ambitious mission: Scaling Conservation. We acquire land at scale on behalf of asset owners to deliver transformative environmental and social impact - creating financial returns as a direct result of what we do. In just four years, we've completed twelve transactions and assembled a portfolio of over 50,000 acres dedicated to restoring and protecting nature.

We are scaling to £1 billion of natural capital assets under management by 2030, enabling us to protect and restore land for people and wildlife at scale. We are now raising new capital to continue building our portfolio in the United Kingdom and expand into Europe - acquiring large landscapes, restoring them, and creating investable natural capital products including premium carbon credits, biodiversity net gain units, renewable energy partnerships, and ecotourism experiences.



Our work has attracted national recognition - Team of the Year at the 2023 Edie Awards, and ESG Deal of the Year at the 2024 Insider South West Dealmakers Awards for our nature funding agreement with Triodos. Our legal team has been shortlisted at The Lawyer Awards 2026. Our founder and CEO, Dr Rich Stockdale, has been recognised in the ENDS Power List as one of the top 100 UK environmental professionals driving significant impact.

At Oxygen Conservation, we're scaling impact, creating opportunities, and leading the charge for a nature-based economy that works for people, wildlife, and the planet.

## Key Information

**Term:** Fixed-term, 3 months

**Salary:** £26,500 per annum, pro rata (approximately £6,625 for the 3-month term)

**Location:** Remote-first, with occasional travel to meetings and estates

**Reporting to:** Hannah Davies, Senior Legal Counsel

**Closing date:** Monday 18<sup>th</sup> May 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.

- **Environment:** Please tell us about your relationship with the natural world, and what living sustainably means to you.
- **Awareness and Engagement:** Why do you think natural capital matters as an asset class, and what do you see as its biggest challenges and opportunities?
- **Getting to know you:** What do you need from us to be awesome in this role?
- **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?
- **Technical Fluency:** Tell us about a time you used AI to do something meaningful. What was the workflow, what worked, and what would you do differently next time?
- **Attention to Detail:** Tell us about a time you caught an error or inconsistency that others had missed. How did you find it, and what did you do next?
- **Working Pattern:** What does working flexibly mean to you, and how do you stay focused in a remote-first environment?

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!