



OXYGEN CONSERVATION

Geospatial Analyst: From Baseline to Big Picture

Are you excited by the idea of using geospatial data to help restore habitats, protect wildlife, and tackle climate change? So are we. At Oxygen Conservation, geospatial data isn't background infrastructure – it shapes everything we do, one acquisition, one Biodiversity Net Gain project and one data collection app at a time. As we scale, we're creating a new Geospatial Analyst role to power the mapping and data work behind our Natural Capital projects, our acquisitions pipeline, and our own internal software products. You'll learn directly from [Lara Salam](#), our GIS and Data Visualisation Lead, who's built our entire GIS function from scratch, and grow your career at the pace we're growing ours.

About You

We're looking for someone who's eager to learn, grow, and take their technical skills and career to the next level – with a strong analytical mindset, a genuine curiosity about data, and an appetite for using AI to work smarter. Ideally, you'll bring the following:

Environment

- **Passionate Explorer:** Fuelled by a genuine passion for environmental conservation and making a tangible impact on the landscapes we protect.
- **Spatial Data Practitioner:** Hands-on experience analysing, visualising, and managing spatial datasets, ideally within the ArcGIS Platform.

Impact

- **Data-Driven:** Sharp attention to detail and a high standard for data quality in everything you touch.
- **Clear Communicator:** Able to turn complex data into clear insights and visualisations, whether it's a beautiful map, an informative dashboard, or a well-structured dataset.

Adventure

- **AI-Enabled Experimenter:** Genuinely interested in using AI tools (think Claude Code) to write Python, automate workflows, and speed up your own work. No computer science background required, just curiosity and a willingness to have a go.
- **Practical Problem Solver:** When the obvious approach doesn't work, you try another, and another. You think outside the box rather than getting stuck.

Together

- **Commitment to Growth:** A passion for lifelong learning and continuous personal development, growing alongside a team that invests in you.
- **Kindness and Approachability:** And of course, you have to be really kind! Sharing snacks on long journeys or a packed lunch whilst out in the rain is mandatory!

We're imagining this role for someone early in their GIS career, whether you're finishing education, changing direction, or taking another route into the field. With direct coaching from Lara, we'll support your growth and development. We believe in recruiting exceptional people and building a genuinely diverse team from across the country, with a broad range of lived and learned experiences. So, if you have some or all of the skills above, are full of enthusiasm, passionate about learning, and ready to work hard to Scale Conservation, apply now!

ABOUT THE ROLE

As our Geospatial Analyst, you'll be the engine room behind our Natural Capital projects and our growing suite of internal GIS tools. As Lara leads our geospatial strategy and internal software products, you'll deliver hands-on GIS work that keeps our projects moving forward, with her coaching and mentoring you every step of the way. Once in the role, you'll be joining a small, high-performing team that genuinely cares about you and your growth.

KEY RESPONSIBILITIES

- **Natural Capital Mapping:** Build and maintain the mapping and data behind our Biodiversity Net Gain, biodiversity credit and other Natural Capital projects, from baseline surveys through to vision maps, ready for planning and delivery.
- **New Frontiers:** Get stuck into new areas of Natural Capital as we expand (think soil carbon and beyond), finding and building the datasets and maps that these emerging project types need.
- **Acquisitions Support:** Source, prepare and quality-check the spatial data behind our acquisitions, from estate-level detail to country and regional-level searches, and help us automate more of this workflow through our internal tools.
- **Tools, Automation & Data Curation:** Support the maintenance of our ArcGIS web and mobile apps, StoryMaps and dashboards, help streamline the manual and repetitive parts of our GIS workflows, and turn messy external data into clean, styled, ready-to-use datasets.

ABOUT US

Oxygen Conservation was founded in 2021 with a clear mission: Scaling Conservation. We're building the UK's first genuine natural capital portfolio, acquiring large landscapes, restoring them at scale, and creating investable natural capital products including premium carbon credits, biodiversity net gain units, renewable energy partnerships, and ecotourism experiences.

In just four years, we've grown to a valuation of around £400m, with 50,000+ acres owned and over half a million acres connected for nature. By 2030, we aim to have £1 billion of natural capital assets under management, enabling us to protect and restore 250,000 acres of land for people and wildlife.

Oxygen Capital is the investment and finance division of Oxygen Conservation, focused on raising capital, developing natural capital opportunities, and supporting the commercial growth of large-scale conservation. Oxygen Intelligence is our data and analytical infrastructure division, providing the insight, measurement, and proprietary tools that underpin our wider platform. While each division has a distinct external focus, all teams sit within the wider Oxygen Conservation platform and work closely together to deliver our mission of scaling conservation.

We move fast, hold ourselves to high standards, and genuinely believe that what we're building matters. If that sounds like the kind of place you do your best work, we'd love to hear from you.

KEY INFORMATION

Term: Full-time, permanent.

Location: Remote (some travel to estates or other meetings expected).

Salary: £28,000

Closing date: To be confirmed (targeting a late July / early August launch).

How to Apply: Visit our website and share your GIS work or a portfolio you're proud of, to support your application.

Unfortunately, we do not hold a licence to sponsor visas. Therefore, we are not able to process any applications that require sponsorship.

