Estate Manager – Siblyback

An adventure in landscape-scale restoration on Bodmin Moor

About the Role

Siblyback is a 968-acre former sheep farm on the edge of Bodmin Moor, in the Cornwall National Landscape, and it's being transformed into an example of what nature recovery can look like. We're delivering one of Cornwall's largest woodland creation schemes, including new temperate rainforest, alongside a large Biodiversity Net Gain (BNG) programme and restoration of the Siblyback Stream and its wetlands. With the masterplan set and delivery ramping up, we need an Estate Manager to make it happen on the ground: trees planted, contractors on site, and an estate looked after to a standard we're proud of.

You'll be the link between the central Oxygen Conservation team and the people who make Siblyback work day to day: tenants, contractors, suppliers, neighbours, the farming community and regulators. People care deeply about this landscape, so change here is earned through trust and good relationships. No two days will look the same, but each one will be an adventure.

About You

Environment

- **Land management and conservation expertise:** strong, well-founded knowledge, built through education, hands-on experience or both. Experience of woodland creation, habitat restoration or agri-environment schemes is a real bonus.
- **A conservation-first mindset:** you believe in restoring land, not simply managing it, and you can explain why it matters to anyone who asks.

Impact

- **Delivery-focused:** you're confident running small and medium-sized works programmes, juggling budgets, grant claims, contractors and timelines, and getting them over the line.
- **Exacting standards:** a sharp eye for detail and a commitment to doing things properly, safely and to a standard you'd happily sign your name to.
- **Practical problem-solver:** you find creative, sustainable ways through the inevitable challenges of estate life.

Adventure

- **Up for it:** being outdoors in all weathers energises you, and so does the chance to build something new for Cornwall.

- **Steady under pressure:** priorities here shift with the weather, the seasons, planning and partners. You keep a cool head and keep things moving.
- **Self-starter:** you're comfortable working independently as Oxygen Conservation's presence on site, with a full UK driving licence to get you around the estate and beyond.

Together

- **Relationship builder:** you build strong, trusted relationships with landowners, tenants, farmers, partners, neighbours, contractors and regulators, and you're patient with those who need a little more convincing.
- **Commitment to growth:** you're dedicated to your own development and to helping the wider team grow alongside you.
- **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. You don't need to tick every box above, and you don't need to look or sound a certain way to belong here. We're committed to building a diverse team drawn from across the country, with a wide range of lived and learnt experiences. Whatever your background, if you think you could make a real difference at Siblyback, we'd love to hear from you.

Key Responsibilities

- **Estate Management:** Lead on every element of work on site, including health and safety, land management, property, ecotourism and renewable energy, plus the hundreds of fascinating things that pop up along the way.
- **Nature Recovery Delivery:** Lead delivery of woodland creation (including temperate rainforest), BNG habitat creation and long-term management, and wetland and stream restoration, including invasive species control.
- **Project and Budget Management:** Run conservation and property works programmes end to end, managing site budgets, grant applications and claims, and contractors from tender through to sign-off.
- **Property and Infrastructure:** Keep the estate's buildings, boundaries and infrastructure in good order, and support projects to bring the farmhouse and traditional barns back into productive use.
- **Monitoring and Reporting:** Keep the estate's evidence base up to date, from habitat monitoring and BNG obligations to protected species, and contribute clear estate updates to our regular reporting.
- **Community and Stakeholders:** Build meaningful partnerships with neighbours, the local community, tenants and statutory bodies, representing Siblyback and Oxygen Conservation well.

- **Working Together:** Work closely and flexibly with colleagues across our estates, natural capital and central teams as priorities shift.
- **Health and Safety:** Plan and oversee safe working across the estate, including risk assessments, contractor safety, lone working and the estate's fire management plan.

About Us

We're building the UK's first true natural capital portfolio: buying large landscapes, restoring them at scale, and proving that nature recovery can create real, investable value. Across our 12 estates, that means using restoration to create carbon credits, biodiversity units and nature credits, while also exploring regenerative agriculture, renewable energy and ecotourism. In just five years we've grown to over 50,000 acres, and by 2030 our ambition is to have 250,000 acres under restoration. Our mission is simple: prove that restoring ecosystems can deliver transformative environmental and social impact, and financial returns.

Our work has been recognised along the way. We were named Start-Up of the Year at the 2022 Business Leader South West Awards and Team of the Year at the 2023 Edie Awards. Our nature funding agreement with Triodos won ESG Deal of the Year at the 2024 Insider South West Dealmakers Awards, and our founder and CEO, Dr Rich Stockdale, features in the ENDS Power List.

Key Information

Term: Full-time, permanent.

Location: Siblyback, near Liskeard, on the edge of Bodmin Moor, Cornwall. You'll need to live within a sensible commute of the estate.

Closing Date: Tuesday 27 October 2026 at 9:00am.