# ECOTOURISM INTERN, SCOTLAND: SHOW PEOPLE WHAT RESTORATION LOOKS LIKE

## About the Role

Most people have never stood in a landscape that is being actively restored at scale. Our Scottish estates are vast, wild and beautiful, with native woodland returning, peatland recovering and wildlife arriving back year on year. The people lucky enough to experience our Estates, will leave feeling a strong connection with nature and expand their thinking to new possibilities.

People make the place, and as our Ecotourism Intern, you'll help welcome more guests to our Scottish estates and distil a dram of OC magic into everything they experience whilst here. Guests leave us feeling more connected; with nature, each other, and the speed, scale and precision with which we operate. From introducing landscape scale restoration, to the small but incredibly important details that make a stay truly amazing, you can help shape everything.

You will work with our Scottish estate teams and with Oxygen Escapes. Because you will be the person who greets guests, guides them across the estate and sends them home inspired, you will be the one they remember.

## About You

### Environment

- A love for the natural world and rural environment, and a commitment to its ecological restoration.
- Knowledgeable and genuinely enthusiastic about Scottish landscapes, wildlife and restoration.
- Able to explain environmental restoration on our estates in a way that lands with someone who has never thought about it before.
- A passion for providing unforgettable experiences and pursuing the highest standards.

### Impact

- Unreasonable Hospitality: You have exceptionally high standards for guest experience, understanding that emotional awareness and eye for detail are crucial.

- Brilliantly organised across a genuinely broad remit, from bookings and logistics to the hundred small touches that turn a stay into an experience.

### Adventure

- Determined to give every guest a real sense of adventure, from suggesting local hidden gems to leading them out across our estates.
- Flexible about hours, because you want to be there the moment guests arrive and their adventure begins.
- A driving licence is a real advantage given the locations.

### Together

- Warm, confident and genuinely good with people from a wide range of backgrounds.
- Works well with estate teams, local suppliers and the surrounding community.
- And let's be honest, you have to be really kind too. Sharing snacks on long journeys or a packed lunch in the driving rain is mandatory!

We believe in recruiting exceptional people and creating opportunities that allow you 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 are committed to building a genuinely diverse team drawn from across the country, with a wide range of lived and learnt experiences. It doesn't matter what point in your career you are at, what school you went to, or whether you have a degree or not. We want amazing people with a desire to make a difference.

## Key Responsibilities

- **Guest Experience:** Welcome guests to our Scottish estates and be there throughout their stay to help, guide and make them feel genuinely looked after.
- **Experience Design:** Help build and improve the activities, walks and interpretation that show guests what landscape-scale restoration actually involves.
- **Bookings and Logistics:** Support the day-to-day coordination that keeps stays running smoothly.
- **Interpretation and Storytelling:** Translate the restoration work happening around guests into something they understand and care about.
- **Unreasonable Hospitality:** Ensure the overall guest experience from booking to departure is exceptional.
- **Local Relationships:** Work with estate teams, local suppliers and the surrounding community to make the offer better.

## About Us

We're building the UK's first genuine Natural Capital portfolio: acquiring 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 premium natural capital products like carbon credits, biodiversity units, and nature credits while also exploring regenerative agriculture, renewable energy and ecotourism experiences (you can check them out at Oxygen Escapes).

In just five years, we've grown to managing over 50,000 acres and a valuation of hundreds of millions of pounds. By 2030, our ambition is to have 250,000 acres under restoration while to connect helping millions more acres for nature.

Our mission is simple: prove that restoring ecosystems can not only deliver transformative environmental and social impact, but also 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 funding 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.

## Key Information

**Term and Start Date:** A fixed term (3-month) opportunity starting January 2027.

**Location:** Our Scottish estates, including Invergeldie

**Accommodation:** [ACCOMMODATION POSITION TO CONFIRM: potential availability at the lodge at Invergeldie]

**Salary:** £26,500 pro rata

**Closing Date:** [CLOSING DATE]

**Support:** Travel and subsistence costs covered during your internship

**Right to Work:** You'll need the right to work in the UK to join Oxygen Conservation. We don't currently hold a UK Home Office sponsor licence, which means we're unable to sponsor visa applications or to extend anyone's existing permission to work. This is a 3-month fixed-term role, so you'll need permission to work in the UK that covers the length of the contract. Time-limited permission is ok provided it runs for the full term. We ask every applicant the same questions about right to work, and we carry out right to work checks on everyone we appoint, including British and Irish citizens.

## Our Recruitment Process

We believe in keeping you informed every step of the way. Here's what to expect if you apply:

- **Confirmation of Receipt:** Once you press submit, you should immediately receive an email to say we've got your application! If you don't receive this, please pop a quick message to our lovely people inbox (people@oxygenconservation.com) and we'll check you're on the system!

- **Application review:** Once applications close, we'll take around 2 weeks to carefully review every application.
- **Virtual interview:** Shortlisted candidates will be invited to a one-hour virtual interview with some of our team. Those unsuccessful will be informed.
- **Intern Dinner and Day:** If your interview is successful, you'll be invited to our Intern Dinner (evening) and Intern Day (the following day), where you'll meet the whole team. All travel, accommodation and food are covered by Oxygen Conservation.
- **Offers:** Internship offers are made following the Intern Day.

**Please note:** Attending the Intern Dinner and Day is essential to be offered an internship. It's the one time we bring the whole team together, and we can't repeat it.

Once you've applied, we'll email you the exact dates for each stage so you can plan ahead. We're often oversubscribed, so thank you for your patience while we work through applications.