FINANCE INTERN: WHERE NUMBERS MEET NATURE

About the Role

Year-end is the busiest time of the year in our finance team. Everything we have delivered across twelve months comes together in one place, and the numbers tell the story of what we have restored, acquired and built.

As our Finance Intern you will be right in the middle of it, helping deliver our January to March year-end to the standard our investors expect. You will work alongside our amazing finance team and with colleagues across our estates and Oxygen Capital, gaining hands-on experience of a full finance function in a fast-growing environmental business.

It is busy, and that is exactly the opportunity. You will learn more in three months with us than in a year almost anywhere else.

About You

Environment

- A love for the natural world and rural environment, and a commitment to its ecological restoration.
- Motivated by the part finance plays in making conservation possible. Commercial rigour is what funds restoration at scale.

Impact

- Precise. You notice when something doesn't reconcile, and you care enough to find out why.
- Love spreadsheets, reconciliations and process documentation.
- Keen to improve systems, not just operate them, including through automation and AI tools.
- Calm and consistent under pressure, holding your standard when the deadlines are fixed.

Adventure

- Willing to work at pace in a business that is still building its systems as it scales.
- Excited to visit our estates and see what sits behind the numbers.

Together

- Clear and personable when working with colleagues across the business to bring information together.
- Collaborative, kind, and a good communicator across finance and non-finance teams.
- 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

- **Year-End Reporting:** Support delivery of the January to March year-end across our companies to investor-grade standard, preparing reconciliations and supporting schedules.
- **Transaction Processing:** Bring order to the transaction and financial data across our growing portfolio of companies and estates, ensuring records are accurate, complete and consistent.
- **Period-End Closure:** Help close out month-end by preparing reconciliations, supporting journal entries and keeping our numbers on time.
- **Audit Support:** Work with our Management Accountants to prepare audit deliverables, collecting data and checking the detail stacks up.
- **Operational Finance:** Support the day-to-day work, from expenses and invoices to supplier queries, that keeps the business running.
- **Process Improvement:** Review controls and workflows, and explore automation or AI tools that make finance faster and more reliable.

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. This role is tied to the year-end cycle, so the January start is fixed.

Location: Remote (UK-based), with opportunity for estate visits

Salary: £26,500 pro rata

Closing Date: Monday 2nd November

Support: Travel and subsistence costs covered during your internship

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.

