GIS INTERN: EVERY DECISION BUILT ON EVIDENCE

About the Role

Great spatial evidence is how we restore landscapes at scale. It is what lets us make confident, well-judged decisions about every acre in our care.

As our GIS Intern you will support our Intelligence team and our estate teams with mapping and spatial analysis, helping to maintain, develop and make the most of our wealth of spatial data. From on-the-ground surveys to live-streamed environmental sensors, to outputs derived from our proprietary models, you'll help turn spatial data into clear, practical insight that informs every decision we make about our landscapes.

About You

Environment

- A love for the natural world and rural environment, and a commitment to its ecological restoration.
- A passion for landscapes and a genuine love of mapping them.
- Excited by how spatial analysis supports restoration and natural capital decisions.

Impact

- Strong skills on ArcGIS or similar, and keen to go deeper, including scripting and automation.
- Strong data management skills, keeping provenance, projections and accuracy right in a live, fast-moving environment.
- You make maps that are beautiful as well as functional, and that people genuinely enjoy using.

Adventure

- Keen to get out onto the estates and see the landscapes behind the data.
- Adaptable, comfortable moving quickly as new data and new priorities arrive.

Together

- Collaborative and responsive, supporting colleagues across the business and making their work easier.
- Generous with what you know, helping colleagues across the business grow in confidence with maps and spatial data.

- 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

- **Mapping:** Produce clear, accurate maps for estate management, scheme design, acquisitions and investor material.
- **Spatial Analysis:** Carry out analysis that supports restoration planning, constraint identification and opportunity mapping.
- **Data Management:** Build and maintain well-structured spatial datasets across the portfolio, with proper provenance and metadata.
- **Supporting the Estates:** Respond to mapping and analysis requests from estate teams, turning every request into something genuinely useful.
- **Integration:** Work with the Intelligence team to bring spatial data together with remote sensing and ecological data.
- **Improving How We Work:** Automate repetitive mapping tasks so the team's time goes on the analysis that matters.

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: Remote (UK-based), with regular estate visits for content capture

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.

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