



## JOB DESCRIPTION

Title: Forestry Ranger

Reporting to: Lead Forestry Ranger

Based: North Perthshire (Blair Atholl / Dunkeld area)

Salary: Dependant on experience

Job Duties: Forestry Deer Culling & Forestry management

Closing Date: Sunday 28<sup>th</sup> April. We reserve the right to close the application window earlier, dependent upon the number of applications received. Please submit a CV detailing relevant experience to date, and brief covering letter stating why you are applying for the role, along with a completed application form.

Further information [msw@atholl-estates.co.uk](mailto:msw@atholl-estates.co.uk) / 07764 827559  
<https://atholl-estates.co.uk/woodland/>

### Description:

Our Forestry Department is seeking a Forestry Ranger to work with the current Lead Forestry Ranger, in carrying out deer culling activities and supporting forestry management within the core woods on Atholl Estates. This post will work to the Lead Ranger on a day-to-day basis, the Forestry Department is overseen by the Forestry Manager, who reports to the Head of Rural and Conservation, and ultimately to the CEO.

The role requires experience and an understanding, or willingness to learn, forestry aims and objectives alongside deer experience. The successful candidate may, in addition to the deer culling aspect, be asked to assist when required with basic supervising of forestry operations such as, pre and post harvesting wildlife surveys, basic operational forestry site visits, crop establishment surveys for grazing, tree health, weevil assessment etc.

Atholl has around 56,655 hectares of land, with around 7,000 hectares of forestry. The annual cull is around 600 animals from the woods, but with increased felling and restock activity along with significant woodland creation this number will fluctuate. With around 50+ hectares of restock every year, professional and dedicated deer control is required to ensure grazing damage is kept low. Deer are culled in season, under General Licence and under Night Authorisations.





In this role you will assist the Lead Ranger and the Forestry Manager with the implementation of optimum methods of crop protection and wildlife management, by deer culling. You will work with the Lead Ranger to deliver (or to develop knowledge on) crop assessments and impact monitoring techniques as well as general wildlife matters relating to the forest environment. You may carry out basic operational forestry site assessments on ground preparation, harvesting, crop establishment surveys, tree safety inspections, and recording of results, of which training can be given.

### Core Duties - Forest Deer Management:

- Undertake culling in the core woods as directed by Lead Ranger / Forestry Manager
- Assist the Lead Ranger / Forestry Manager in the production of annual deer census and cull targets for forestry blocks
- Learn and utilise industry standard techniques to produce evidence-based information on grazing levels, setting cull targets etc
- Learn and utilise nearest neighbour browsing assessments, as well as indirect population assessments and keep accurate records of assessments in Excel format
- Carry out wildlife surveys e.g. pre harvesting checks, beaver surveys
- Carry out regular fence checks, fence repairs and ensure records of such checks are kept up to date
- Operate under General and Specific Out of Season and Night Shooting authorisations
- Update all records relating to deer, grazing, Health and Safety, PPE on Excel in conjunction with the Lead Ranger
- Understand how to create basic risk assessments
- Carry out and assist with the cleaning and upkeep of the dedicated forestry deer larder
- Enter all deer cull records accurately and timeously onto the Forestry Cull Record database
- Occasional guiding of sporting clients when required.

The ideal candidate will be highly motivated, driven, enthusiastic, reliable and adaptable. They will have a real passion for forestry, conservation and wildlife management and an understanding of wildlife & forestry management principles. In addition to this they will ideally have:

- Relevant academic qualifications in wildlife management, Forestry, ecology, environment or other land-based discipline
- Ideally at least 1 years relevant experience in Forestry and Deer Management
- Deer Stalking Certificate Levels 1 & 2 (or working towards these)





- ATV Certificate (or willingness to complete this)
- Be on the NatureScot Fit and Competent Register (or be able to register)
- Full relevant Firearms Certificate.
- Good working knowledge of Best Practice relating to wildlife conservation, deer control and environmental legislation.
- Good understanding of herbivore impact assessments, population modelling, cull setting (or willingness to learn these skills)
- Strong team worker, but also able to work on own initiative, lead and develop other team members
- Be open to, implement and suggest innovate thinking
- Keep and use a trained deer dog
- Full driving licence.
- An understanding of IT skills mainly Word, Outlook, Excel.
- Good use of GPS and other “in field” mapping tools e.g. Avenza (or willingness to learn these skills)
- Good written and verbal communication skills
- Good knowledge of Commercial Forestry activities, crop establishment, crop assessment (or willingness to learn these skills)
- Ability to work with all departments (Game, Rural, Countryside Rangers)
- A strong ethos relating to Health & Safety
- Willingness to progress training and attend courses in regards to forestry and wildlife management
- Have or willingness to obtain Chainsaw Certificates

We are happy to consider applications from trainees with high enthusiasm, where further learning might be required to develop all of the above skills.

The successful candidate will join one of Scotland’s best-known Highland estates and receive a competitive wage, a tied house if required, a customised vehicle for work purposes, PPE, and other equipment that is required for the role, as well as ongoing training and development to increase their skillset.

To apply please complete the Job Application Form, and return with CV and covering letter to [msw@atholl-estates.co.uk](mailto:msw@atholl-estates.co.uk)





## WORKING CONDITIONS:

Term of Appointment:	This is Permanent Contract
Hours:	Normal working hours are 40 hours per week on a five over seven rota, daily hours flexible to suit the business needs along with on-call duty as required.
Breaks:	One hour for lunch unpaid
Remuneration:	Competitive salary and attractive company pension scheme
Accommodation:	Let accommodation can be provided if required
Uniform:	Uniform and PPE is provided and should be worn as required at all times, a smart appearance is required
Holidays:	The Estate operates a 26-day holiday allowance (including bank holidays) with 4 statutory (Christmas and New Year)
Equality in the Workplace:	Atholl Estates is an equal opportunity employer
Website:	<a href="https://atholl-estates.co.uk/estate/about/forestry/">https://atholl-estates.co.uk/estate/about/forestry/</a>

