



WHO WE ARE

Buccleuch is a diverse and innovative business with a passion for sustainable land use in rural Britain. People are at the heart of Buccleuch, in particular, colleagues, tenants, customers and visitors. Our commercial enterprises, including leisure & hospitality, agriculture, forestry, energy, rural estates property and commercial property, provide approximately 500 jobs in local communities.

Buccleuch Woodlands actively manage significant areas of forestry across the South of Scotland and Northamptonshire; planting an average of 800,000 trees per annum, whilst sustainably harvesting around 60,000 tonnes of timber.

more information about us, and what we do, look at our website here:

www.buccleuch.com

OUR VALUES



- We treat each other with respect
- We do our best for customers
- We care about our communities
- We actively manage our impact on the environment

WORKING FOR US

Shepherd, Lettings Agent, GIS Technician, Gardener, App Developer, Joiner, Wildlife Ranger, Barista, Forester, Surveyor, Retail Assistant, House Guide, Project Manager, Finance Assistant, Fencer, Site Engineer...

Just some of the many and varied roles people carry out at Buccleuch and chances are, you won't have worked anywhere like it before. Whether you're based on one of our stunning rural estates or in our centrally located modern Edinburgh office, if you join us, you can expect to be busy and challenged, but you'll never find it dull. Colleagues are encouraged to use their initiative and many have had the opportunity to develop their roles. We're particularly committed to safety and wellbeing and we like to think this is a great place to work.

In our last People Survey colleagues reported that they are proud to work for Buccleuch, they understand what is expected of them and feel that their team environment is supportive. Here's what some of our colleagues had to say:

"A thoroughly enjoyable place to work"

"Buccleuch is unique but it's the people that really make it"

"I'm very proud to work for Buccleuch and feel very much part of an amazing team"

"Really listened to colleagues to find out what benefits they would appreciate the most"

"The company has really demonstrated commitment to everyone's wellbeing"

"The mansion houses and grounds are so beautiful and it's interesting to work with a family whose roots trace back to King Charles II and beyond"

"Progressive and always looking to improve ways of working"



THE ROLE

Role title	Forestry Manager	Perm/temp	Permanent
Location	Queensberry Estate, The Borders Estate in Selkirk or Langholm	Hours per week	39
Start date	ASAP	Manager's role	Head of Forestry

We have an exciting opportunity for an experienced Forestry/Woodland Manager to lead our expanding program of forest management and woodland establishment across our Scottish Estates. This role can be based from our Estate offices at Queensberry in Dumfries & Galloway, Langholm or Bowhill in Selkirk.

With experience in both the application and delivery of native and commercial woodland creation, candidates should;

- **Have sound forestry management experience and knowledge of GIS applications**
- **Be able to demonstrate working knowledge of grant schemes**
- **Demonstrate strong communication skills**
- **Be able to build effective working relationships with a wide range of internal and external stakeholders**

You will find more detail about the day-to-day responsibilities and tasks involved in this role at the end of this pack.

An attractive salary and benefits package is available, as set out below.

Salary & benefits

Salary	dependent on experience
Employer pension contribution (subject to you contributing 3.5%)	5.5%
Annual leave (inclusive of public and statutory holidays)*	30
Life assurance	2.5 times salary
Other	Entitled to join BUPA
Allowances	Car allowance

Holidays increase by one day for five years' continuous employment (up to a maximum of 5 additional days) and we offer the opportunity to join a holiday purchase scheme (after one year's employment) along with a pension and cycle to work salary sacrifice schemes.

THE PERSON

We want to hear from candidates who have the skills listed below and who can demonstrate the personal traits and behaviours that are key to success in this role.

Essential skills

Proven leadership & management skills

Strong commercial acumen

Sound silvicultural knowledge of a wide range of species found in the UK not just Sitka.

Personal traits & behaviours

A can-do attitude and willingness to provide support and assistance to colleagues

Confident communicator with the ability to build strong working relationships

We are looking for candidates who have these qualifications and experience:

Qualifications and/or professional membership

Full drivers licence

ICF membership (preferable but not essential)

Experience

Proven consultation experience

GIS (preferably QGIS)

Desirable

Woodland Carbon Code application experience

Interest in ecology

Interest in landscape scale land use



ROLE SPECIFICS

On a day-to-day basis, our Forestry Manager will:

- Lead on woodland creation projects across our Scottish Estates
- Plan and implement annual work programmes
- Manage contractors and subcontractors
- Ensure impeccable health and safety standards
- Liaise with a wide range of internal and external stakeholders
- Keep up to date with changes in legislation, grant schemes and other industry developments
- Plan and control budgets, preparing costings and financial forecasts as required
- Monitor existing forestry practices

Managers are expected to:

- Support team members to perform well in their roles by providing coaching, training, guidance and feedback
- Communicate relevant information about business performance, future plans and key objectives
- Be approachable and foster positive relationships with team members
- Be familiar with company policies, including those that relate to GDPR, and ensure their team complies with them.
- Integrate new technology and research findings into our practices.

We ask all our colleagues to:

- Be familiar with, and adhere to our company policies, guidance and practices
- Co-operate with colleagues to ensure that Buccleuch is a safe place to work and visit, reporting any concerns to a relevant manager or a member of the safety team
- Undertake other duties as may be required from time-to-time and are consistent with the overall responsibilities of the role.

APPLYING FOR THE ROLE

Sound interesting? If you haven't already applied and think you have the right skills, attitude and experience to join our team, we would love to hear from you! To apply, simply email your CV and a covering letter to our recruitment team at recruitment@buccleuch.com.

If you have any questions about the role, would like this information presented in a different format, or would like more information about our application process, please contact us at recruitment@buccleuch.com