

Role: Stalker	Region: Highlands and Islands
Reports to: Senior Ranger, Glencoe NNR	Pay Band: Grade 3 Lower - £30,000 Per Annum + Dog Allowance
Location: NTS Glencoe National Nature Reserve, The Visitor Centre, Glencoe, PH49 4HX	Type of Contract: Permanent, Full-Time, 40 Hours Per Week. Includes regular early morning and late evening activities.

JOB PURPOSE

As part of the Ranger team which cares for Glencoe National Nature Reserve, the Stalker plays a crucial role in delivering our conservation ambitions for this iconic and ecologically significant mountainous landscape, which has been in the care of the National Trust for Scotland since the 1930s.

You will focus on all aspects of deer management within this 14,000-acre estate, working closely with our neighbours and other local partners to achieve optimum grazing conditions for our protected habitats to regenerate and flourish. You'll also get involved in the management of livestock for conservation grazing in species-rich grassland and as part of our woodland regeneration activities.

Alongside deer management, you'll work on your own and with ranger colleagues on a variety of complementary practical conservation tasks, including site condition monitoring and herbivore impact assessments, species surveys, fencing and estate infrastructure maintenance, invasive species removal, tree planting, volunteer supervision and public engagement.

We're looking for someone with a passion for biodiversity and the benefits it brings our community, who enjoys being outdoors in all weathers and working with animals. By sharing that enthusiasm with those who visit this world-famous nature reserve, you'll help build awareness and support for our charity.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

Deer management

- Work with the Senior Ranger and Nature Conservation Advisor to develop annual deer cull targets, informed by regular deer counts and habitat monitoring activities.
- Deliver a year-round deer cull, ensuring best practice in line with SQWV requirements, and coordinating the support of contract stalkers as required.
- Monitor herbivore impacts by carrying out regular habitat impact assessments along with other species surveying.
- Build collaborative relationships with neighbouring estates, as part of Black Mount Deer Management Group, to achieve landscape-scale habitat improvements.

- Ensure equipment, machinery and vehicles are maintained to the highest standards and arrange regular servicing of plant as required.

Other conservation and estate activities

- Perform a range of practical habitat conservation and improvement tasks, including seed harvesting, tree nursery care, planting out, and invasive-species management.
- Work with estate team colleagues and our tenant farmer to maximise the conservation grazing benefits of a small number of cattle and sheep within the reserve, including monitoring their activities, and supervising their feeding, movement and welfare.
- Achieve high standards of presentation and repair for estate infrastructure to achieve ecological, visitor service and safety outcomes, including fence, gate, path, wall and sign maintenance.
- Seek to minimize our environmental impact through sustainable working practices and sensitive use of power, equipment, transport, and other resources.

Public engagement

- Work with the Senior Ranger to pilot community stalking, offering opportunities for those living nearby to use or learn deer management skills.
- Support the Ranger team's programme of engagement activities, including guided walks, talks, safaris or school learning events, sharing our nature conservation vision for Glencoe NNR and championing a "leave no trace" culture among those who visit us.

Working together

- Recruit, induct and supervise volunteers to help grow our team's capacity, and assist with the leadership of group volunteering activities as required.
- Uphold a strong health & safety culture, complying with the property's 'Safe System of Work', risk management and emergency procedures, to safeguard yourself, colleagues and the public.

Funding our future

- Liaise with game dealers to coordinate the pick-up of deer carcasses and to maximise the value of our venison sales.
- Support the delivery of grant funded projects to meet funder objectives and reporting requirements.
- Seek sustainable income opportunities to enable our charity's conservation work, including promoting NTS membership and encouraging donations.
- While not a budget holder, be mindful of cost-effective use of Trust funds and resources.

REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE

Essential

- Deer Management Qualification DSC L1
- Holder of the appropriate certificates for the use of firearms in relation to this work.

- Full driving licence, valid for driving in the UK, plus appropriate requirements for driving with a trailer.
- Formal training in driving ATVs/Argo.
- Experience of practical land management and conservation work and of supervising others to conduct tasks.
- Knowledge of Scottish habitats and species, particularly upland flora and fauna, and ecological survey and monitoring techniques.
- Confidence in interacting with and influencing a wide range of staff, volunteers, visitors, educational groups and other stakeholders.
- The interpersonal skills to work in a team and the self-motivation to work alone with minimal supervision.
- Confident in hill-craft or working in a mountain environment.
- Sound IT skills, familiarity with Microsoft Office products and social media channels.
- Understanding of and belief in, the work of the National Trust for Scotland.

Desirable

- Deer Management Qualification DSC L2
- Trained to use equipment including chainsaw, brush-cutter, pesticides, woodchipper, and confident user of other relevant tools.
- Summer Mountain Leader Certificate.
- First Aid Certificate (or willingness to obtain one).

The Key Responsibilities, Scope of Job, and Required Qualifications, Skills, Experience & Knowledge reflect the requirements of the job at the time of issue. The Trust reserves the right to amend these with appropriate consultation and/or request the post-holder to undertake any activities that it believes to be reasonable within the broad scope of the job or his/her general abilities.

How to apply:

Interested applicants should forward their Curriculum Vitae (CV) or an Application Form to the People Services Department (Applications) by email via workforus@nts.org.uk by Sunday 22nd June 2025.

Please ensure your CV includes your full name and contact details, the CV file sent to us should be titled your first initial and surname. When submitting your CV please state the position and job location of the vacancy you are applying for in the subject title or body of your email: For example, "Stalker - Glencoe"