



LOVE WHAT
YOU DO

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NATIONAL
TRUST *for*
SCOTLAND

WELCOME

The amount of time each of us spends at work is considerable. Imagine if you were doing something that feels really important to you and matters to others – the kind of work that makes a difference.

At the National Trust for Scotland, we are here to make a difference to what makes Scotland so special. We do it for the people living here, as well as those from around the world who come to experience our Highlands, islands, castles and culture. Our teams are inspired by a common sense of purpose and see what they do as an extension of what matters to them.

What unites our teams across the country, from our visitor services, gardening and estate teams based at properties to our central services teams at our business offices around Scotland, is the belief that we all do what we do for the love of Scotland. That's a big thought. If you want to love what you do and work together to make a difference with us – read on!

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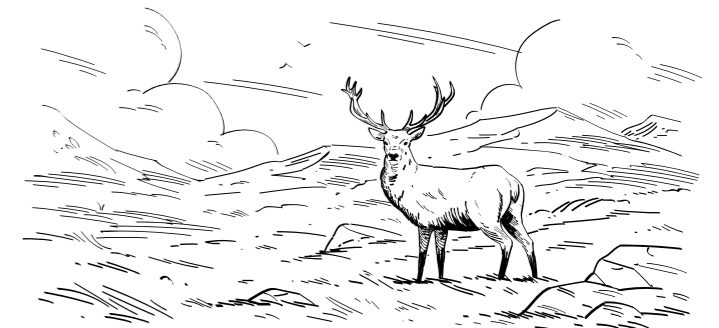
A little bit ABOUT US

The Trust is Scotland's largest and leading conservation charity. We were founded in 1931 to look after many of Scotland's most special places, important collections and compelling stories, so that they can be shared and experienced for generations to come.

We are responsible for Scotland's heritage in all its many forms, from coastlines to castles, art to architecture, and wildlife to wilderness. We protect historical battlefields such as Culloden and Bannockburn, iconic castles like Culzean and Fyvie, and beautiful gardens including Threave and Brodick, not to mention 245 miles of mountain footpaths, 300,000 precious objects, 8 National Nature Reserves and 76,000 hectares of countryside.

As well as protecting what is in our care, we see it as a massive privilege to welcome people in and throw open our doors for visitors. In this way, the Trust is not just looking after Scotland's heritage; we are making sure it is accessible by giving everyone – schools, families, couples, adventure seekers, tourists, and young and old alike – access to these places and experiences.

We have up to 1,500 people in our paid staff teams, and we are supported by a further 2,500 volunteers who help us do what we do. While we have colleagues who remain with us for many years, there are always new opportunities to join the team and be a part of the Trust's important purpose. Maybe we are right for you? See how many of the following ideas are ones you want to be a part of.



DO YOU WANT TO BE A PART OF...

...A WONDERFUL TEAM?

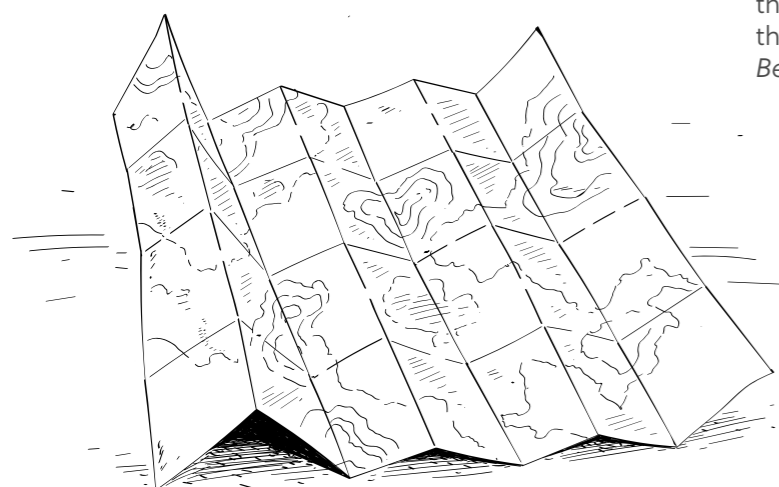
Across the Trust we are made up of a brilliant set of dedicated, talented and caring teams.

There's a huge diversity of roles at the Trust, but one thing's for certain: what all of our colleagues share is that they are great people to be around. You'll be inspired by them, and they're keen to be inspired by what you can bring to the Trust too.

...AN ORGANISATION THAT IS DRIVEN BY A BIG IDEA?

We have a BIG vision!

We are here to make a wide range of iconic Scottish places available for everyone to experience, including castles, historic houses, decorative gardens, unique collections, country parks, coasts and National Nature Reserves. We are also here to thoughtfully conserve these places and objects so that they are protected for the future. Our vision is simple and profound: *Nature, Beauty and Heritage for Everyone.*



How can what you do **TODAY** make a difference **TOMORROW?**

The Trust will celebrate its 100th anniversary in 2031, and we're not waiting around for a birthday cake and a card!

As nice as that sounds (and we do love cake), instead the years between now and 2031 are all about the difference we can make. We are on a mission to achieve some amazing things, conserving historic places, maintaining footpaths across Scotland, and helping our nation play its part in responding to climate emergency. The next decade is going to be busy, exciting and challenging. It's an ambitious time at the Trust, so we're an ideal team to be on if you want to see your efforts help achieve some really big outcomes.



How can you always feel **ENGAGED** with what you do?

They say variety is the spice of life. Well, the Trust is so broad and diverse that we'd be impressed if you could say you've experienced it all!

We have over 100 places of significance across Scotland, with thousands of stories attached to these places, and hundreds of thousands of valuable objects and artefacts in our collections. As well as this sheer range being compelling to the people who visit and join as members, it means we are continually excited by what we have to offer too!

There are always opportunities to learn and connect with colleagues from across the Trust. We do not just like our teams to visit Trust properties – we actively encourage that everyone does so.

We are keen for colleagues to visit our sites and see for themselves what we show to visitors. And if you enjoy exploring outside of work hours too, then our Employee Card give you and a friend or family member free access to all our places. The Trust really is your oyster! There are also opportunities to work with different teams, put forward creative projects and ideas that you'd like to be part of, or go behind the scenes and learn from the experts themselves (for example, our gardeners are bursting with green-fingered wisdom). It's important to us that everyone at the Trust gets to truly experience the Trust.



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How can you have a career that is **FLEXIBLE** to your needs?



Wherever possible, we embrace flexible ways of working. The word 'trust' is in our name, and it is in our nature too.

The commitments we each have outside of work matter, whether that's caring for family members or you have some continuous learning you need to devote time to. Many of our senior and central services roles have flexibility built in, with the ability to work from home or at our properties and offices.

For our property-based roles in visitor services, we offer shift and rota flexibility and do our best to accommodate individual needs and working hour preferences. There are a variety of contract types available with the Trust, both full and part time, as well as different levels of hours so that you can commit to what you're comfortable with.

If you want to embrace working in a trusting and flexible environment, then we are an ideal choice.

We aim to help our colleagues flourish in their roles, by supporting with additional adjustments where possible, and ensuring that everyone feels comfortable to bring their whole selves to work. The diversity of our team is our greatest strength and we celebrate this through our different workforce groups and by making our heritage, beauty and nature accessible to everyone.

Can you join an **ORGANISATION** that knows your wellbeing matters?

Wellbeing matters to us. We are keen for our colleagues to love what they do, and we encourage everyone to take breaks, go on holiday and maintain a healthy balance between work and home life.

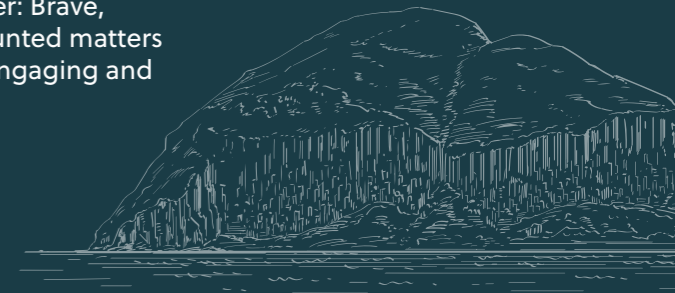
Despite all of this there will be times when things come along that are challenging for a colleague. That is why we have excellent employee support programmes in place for when times are tough.



Do you want to be part of team that **VALUES EACH OTHER?**

At the Trust we think the way we each look out for each other is really important.

We have five core values that help define the way we work together: Brave, Caring, Inclusive, Vibrant and Curious. Standing up and being counted matters to us, as does supporting each other, including everyone, being engaging and always looking for ways to improve.





Do you want to be part of an organisation that believes in **SUSTAINABILITY?**

Increasingly we all need to feel that we are playing our part in addressing the biggest threat our planet has ever seen.

At the Trust we pride ourselves on being a conservation charity that looks after significant areas of Scotland's natural landscape, including National Nature Reserves, mountains, and forests. As well as our woodlands and peatlands helping fight emissions, the Trust encourages sustainable travel for its colleagues and aims to trail-blaze on climate response projects in the coming years.



TO FIND OUT MORE

If you like the sound of what it means to be a part of Team Trust then visit nts.org.uk/careers to explore the paid roles we have available.

We update current positions by around 4pm every Friday so do check back regularly to see if we have the role for you. Until then, thank you for finding out about the Trust!

nts.org.uk/careers

CARING

BRAVE

CURIOUS

VIBRANT

INCLUSIVE

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For the *love*
of Scotland



The National Trust for Scotland is a Scottish charity, SC007410