

Job Description

Role: Stalker	Department / Region: Mar Lodge
Reports to: Head Stalker	Pay Band/Starting Salary: 2 upper, £25,483 - £26,907 pro-rata, per annum
Location: Mar Lodge Estate, Braemar, Aberdeenshire AB35 5YJ	Type of Contract: Full Time, Permanent
Terms and conditions <i>The post is subject to the standard terms and conditions provided with the application pack and the following special conditions also apply:</i> <ul style="list-style-type: none"> • Accommodation may be available. The Trust's "Terms of Occupancy" and Housing Policy will apply. • Hours of work will be 40 hours per week Some working of unsociable hours is likely. • A dog allowance is available. 	

PURPOSE OF THE ROLE

To assist the Head Stalker in managing and enhancing the game resource and conservation activities on Mar Lodge Estate in accordance with the management plan. The central function of the role is in deer management; with delivering our annual cull being the principal priority but also catering to our sporting clients.

The position plays a key role in the practical implementation of written management plans on the ground. This includes carrying out works in some of the most ecologically significant wildlife communities within the Cairngorms National Park. The location of the Estate in such an area of environmental significance, as well as the high levels of public usage, means that the role is often employed in practical ways to manage the potential conflicts between these interests.

KEY RESPONSIBILITIES

The Key Purposes of the role will be met by:

- Leading on, implementing and ensuring the successful delivery of the Mar Lodge Estate Deer Management Plan, and operational management plan as well as other priority actions (i.e. predator control) over a 'beat' (area assigned to each Stalker) of several thousand hectares of remote woodland, moorland and mountainous terrain.
- Advising and supporting the Head Stalker on appropriate management issues and processes, as necessary, and assist in the formulation of appropriate management prescriptions.
- Training, mentoring, and supervising junior staff, seasonal staff, volunteers and guests.
- To implement fully the National Trust for Scotland's Health and Safety Policy and any processes and procedures specific to issues of game management and sport. To be active in the continual development and review of risk assessments.
- Keeping, training and caring for working dogs to; comply with the legal conditions of deer management authorisations, and to support game shooting and predator control activities.
- Supporting the wider estate in maintenance of key infrastructure using a wide range of plant and machinery.
- Working at all times to a level of service delivery equivalent to, or above, published codes of conduct and best practice relating to areas of work undertaken as part of the duties of a stalker.
- To extend the understanding of visitors to the Estate of game management and field sports and the harmonious benefits to be experienced for both sports, access, and conservation.

The current duties of this job do require a criminal records (Disclosure Scotland) check to be carried out.

SCOPE OF ROLE

People Management

- Not a line manager, but will be responsible for training, supervising and guiding seasonal staff, volunteers and clients as required.
- Will have frequent contact with visitors, particularly sporting clients and will from time to time be expected to take part in public events and to present the Trust's policies in a holistic sense and promote its work at all times.

Financial Management

- Not a budget holder.

SKILLS, EXPERIENCE & KNOWLEDGE

The above outlines the key skills the job holder will need to possess and exercise. In addition, either knowledge of or experience in the following is required:

Essential

- HNC Gamekeeping & Wildlife Management or equivalent qualification
- Must have a shotgun and firearms certificate and if not already, be eligible to be listed on the NatureScot 'Fit and competent' register;
- Holder of DSC Level 2 or ready for assessment
- The ability to work in a challenging environment located at the center of the Cairngorms National Park, undertaking arduous and challenging work, in remote locations, on your own or as part of a team.
- A commitment to undertaking field sports and nature conservation to the highest standards in accordance with industry best practice guidance and legal standards, in order to protect the reputation of the NTS and its officers from any potential vicarious liability prosecution.
- The ability to project an infectious enthusiasm for the work of a keeper on a highland estate to clients and others;
- The ability to undertake accurate monitoring of wildlife populations.
- A sound and practical knowledge of Health and Safety processes and procedures and the ability to work effectively within these processes;
- Good oral and written communication skills and interpersonal skills;
- Good presentation skills for both one to one and group situations;
- A meticulous and planned approach to undertaking tasks;
- A full driving license valid for driving in the UK.

Desirable

- Demonstrable practical upland keeping experience, particularly red deer stalking;
- Current First Aid certificate;
- Demonstrable IT skills including the suite of Microsoft Office software;
- Experience of use of ATVs and other plant, preferably with successful formal training;
- Knowledge of the area including the topography and geography and socio-economic issues relating to such highland sporting estates;
- Experience of working in a mountain environment;
- Knowledge of nature conservation principles and processes.

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.

Applications

Interested applicants should forward their Curriculum Vitae (CV) and or an Application Form to the People Services Department (Applications) by email via workforus@nts.org.uk, by Sunday 19th January 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, "Gardener - Culzean".
