ATHOLL
ESTATES

Forestry Deer Ranger | Atholl Estates



Join us at Atholl Estates

We are seeking a self-motivated, reliable and adaptable individual to join our team and would welcome applications from both experienced and aspiring deer rangers for the full-time role of Forestry (Deer) Ranger at Atholl Estates. You'll have your own area to look after and work alongside a fellow Ranger to work with on shared beats. It's a varied outdoor role, culling deer across woodland, farmland, high and lowland ground, where you can see the difference your work makes, as young trees establish and thrive in commercial woodlands, native woodland habitats recover, and new woodland creation scheme expand.

The estate is home to a friendly rural community. Alongside farming, forestry, sporting, hydro energy, property and tourism, we're creating new woodlands, planting along watercourses and restoring peatland and other habitats.

We offer a competitive salary, tied accommodation on the estate with council tax paid, a vehicle for work use, ongoing training and support, and have an excellent pension scheme, many employee benefits and discounts are offered across the estate and 30 days of annual leave.



The role

The Forestry Department's two Rangers report to the Forestry Manager as part of the Rural Team. Both help shape the deer management plan, work to its priorities and report progress at weekly meetings. The estate covers over 58,500ha (145,000 acres), including 10,700ha (26,440 acres) of woodland from Dunkeld to Dalnamein. The annual forestry cull is around 700 red, roe and fallow deer in total.

Deer control and larder work

Each Ranger works towards a cull target based on grazing impacts and contributes to the wider estate programme. The role involves humane deer control in line with legislation, using out-of-season and night shooting authorisations when needed. Other duties include working with a trained deer dog, leading guided stalking and controlling foxes, grey squirrels or beavers where required and authorised.

Larder work includes recovering and preparing carcasses to for the game dealer, keeping cull, carcass and larder records, maintaining hygiene and assisting with audits.

Monitoring and woodland protection

Monitoring shows where young trees are recovering and where more protection is needed. The work includes basic deer population assessments as required, nearest-neighbour and herbivore impact assessments may be up to twice a year, and beat-up assessments as required. Rangers check restock sites and new woodlands for browsing damage, pests such as pine weevil and fence failures, and report findings to the Forestry Manager.

Estate work and safety

The two Rangers plan daily work together, including night shooting, fence checks and other shared tasks. Stalking is coordinated with harvesting, planting and public access.

Other practical work may include minor repairs to fences, gates and drains, filling potholes and helping with emergency tree clearance and wildfire response. The role also involves helping other departments when needed and dealing courteously with the public.

The role involves following lone-working procedures and risk assessments, helping identify risks and hazards, and reporting any safety incidents promptly. Rangers keep firearms secure, and tools, vehicles and equipment well maintained, arrange annual rifle servicing and operate ATVs and forestry equipment where trained and required to do so.

Working hours

The role is with Blair Castle Estates Ltd (Atholl Estates). Core hours are 40 per week, Monday to Friday, with flexibility by agreement for early starts and evening work. Occasional weekend and other out-of-hours work may be required by prior arrangement.

Experience and qualifications

A relevant qualification, practical experience or a good understanding of forestry and forestry deer management is desirable. Candidates should hold Deer Stalking Certificate Level 1, plus Level 2 or a willingness to gain it within six months. Current firearms and shotgun certificates and a full driving licence are required, along with ATV certification or a willingness to obtain it. You should also be on, or eligible to join, the NatureScot Fit and Competent Register.

We're looking for proven skills in humane deer control, carcass recovery and larder work, and the ability to keep and use a suitably trained deer dog for recovery. The role calls for someone who works well independently and with a colleague, takes safety and animal welfare seriously, and builds good relations with the public.

Good communication and record-keeping skills are important. Basic familiarity with applications such as Word, Outlook, Excel, using a GPS or mapping app such as Avenza, is desirable, and we will provide training in these tools. The successful applicant should be willing to undertake further training as agreed, in forestry / wildlife management, and chainsaw use etc if required.

Applications

For more information, please email Malcolm Whyte at msw@atholl-estates.co.uk.

To apply please complete the Job Application Form and email it to: Malcolm Whyte at msw@atholl-estates.co.uk.

Alternatively, email your CV along with the Application Form with all sections completed *apart from* sections C and D.

Appointment will be subject to satisfactory references and disclosure check.

