



Natural Estate Manager

Gilwell Park



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Welcome

We're Scouts and everyone's welcome here. All genders, races and backgrounds. Every week we give almost half a million people aged 6-25 the skills they need for school, college, university, the job interview, the important speech, the tricky challenge and the big dreams: the skills they need for life.

At a time when communities are becoming more divided, we bring people together. We encourage our young people to do more, learn more and be more. We're a worldwide movement, creating stronger communities and inspiring positive futures. We welcome talent from all backgrounds and your contribution to help even more young people succeed in life.



Carl Hankinson, UK Chief Volunteer

Aidan Jones, Chief Executive



“My volunteer leaders believed in me as a young person and taught me to believe in myself. They showed me I could do anything I put my mind to, and others would help me along the way. Now I want a new generation to learn the skills, friendship and belonging I felt when I needed them most. I want to show that the outdoors is a place for all of us to be at our best, that Scouts is truly open to all.”

Dwayne Fields, Chief Scout

Why choose Scout Adventures?

Scout Adventures is a natural home for youth groups looking for a brilliant residential or shorter experience such as an activity day. Our adventure centres are not just places to visit and stay; they're starting points for new adventures, challenges, expeditions and experiences.

Benefits

We've got some great benefits

Time Off

- Holiday: 28 days + bank holidays (rising to 32 after two years, pro rata).
- Personal Days: Up to 4 paid personal days per year.
- Maternity/Paternity: Enhanced pay above statutory requirements.

Perks & Development

- Scout Store: 25% discount on select items.
- Online Benefits Portal: Customise your perks.
- Study & Volunteer Leave: Paid leave for learning and volunteering.
- All staff enjoy a complimentary lunch at our centres while on shift and free beverages throughout the day.

Health & Well-being

- Simply Health: Covers optical, dental, and more, plus gym and family discounts.
- Sick Pay: Generous sick pay after 3 months.

Financial Security

- Pension: Auto-enrolled at 3%, Scouts contribute 6%. We match up to 10%.
- Life Assurance: 4x basic salary if you pass away while employed.

Flexibility

- Working Hours: Flexible start/finish times available.

Want to know more?

Check out our [benefits page](#)

We're the Scout Adventures Team.

We're doing well, but you can help us do better.

Scout Adventures is a great place to work and is a team with big plans for the future. You'll be a key part of the centre team and work in partnership with motivated and experienced colleagues across the UK. As well as amazing support from the Scouts, Scout Adventures provides a diverse wealth of opportunities to enhance your personal skillset and knowledge base, with opportunities for progression to bigger Centres or different roles.

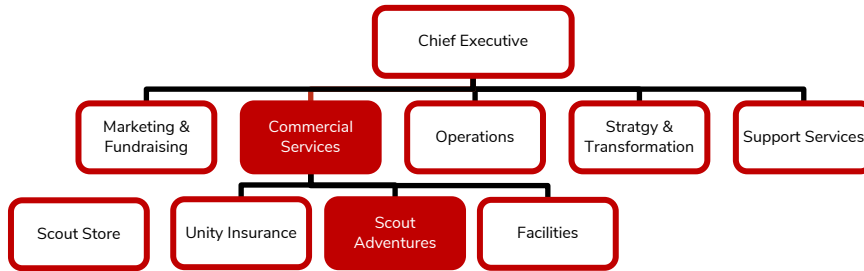
We invest heavily in you as a leader, and make sure that you are given the opportunity to keep learning & developing your transferable skills. This is not just an ordinary job in the outdoors; it's an adventure waiting to happen.

Luke Gaskill

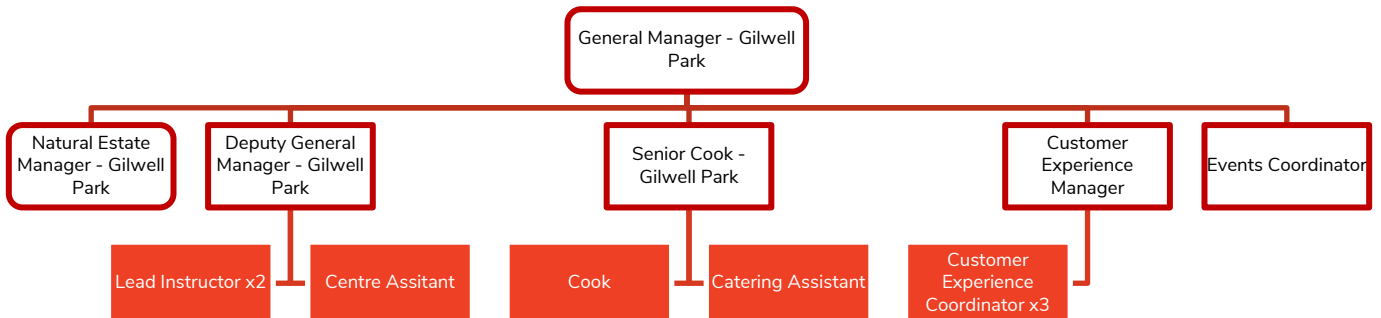
General Manager – Gilwell Park

Our Structure

The UK headquarters of the Scouts is based at Gilwell Park, Chingford, London, and is operationally divided into five directorates.



Team Structure



About the role

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| Responsible to: | Gilwell Park General Manager |
| Department: | Scout Adventures |
| Base Location: | Gilwell Park, Chingford, London |
| Role supports hybrid working: | Yes – click here for further details |
| Term: | Permanent |
| Salary: | £30,040 per annum – Band D, Level 3 (Inclusive of Outer London Weighting) |
| Hours: | 35 hours per week |
| Line Management Responsibility: | N/A |
| DBS: | Enhanced |

What's expected?

Gilwell Park is a 108-acre estate with a mix of formal grounds, secondary woodland and semi-unimproved grassland. The Park is home to the headquarters of the Scout Association and Scout Adventures, and hosts thousands of young visitors each year who come to learn skills for life, camp and have outdoor adventures.

Gilwell Park's Natural Estate Manager will help deliver and lead a busy but rewarding work programme that aims to improve habitats, biodiversity and visitor's engagement with nature. Focussed on hands-on delivery of estate maintenance and habitat improvements that are guided by the sites newly developed 10-year woodland management plan and evidence based best practice.

Your skills and commitment to nature, doing better and leading through organisational values in action will help us find the right balance between meeting the needs of nature, visitors, and the organisation in the short, medium and long term. Where doing better is both through our onsite approach and practices as well as supporting the planning, delivery and reporting of grant funded nature recovery projects across Scout Adventures sites.

Working alone and alongside the wider staff team, volunteers, corporate supporters and young people the manager will deliver meaningful change for nature and people. Supporting people to connect with nature through improved access, awareness raising and teaching groups practical habitat management skills. Managing volunteer work parties so people of all ages can support the restoration and enhancement of the park or take their new skills and knowledge to support other natural spaces they are involved with.

You should have availability to work flexibly across a 7-day operation to support business needs, such as training weekends, and volunteer work parties. After all, nature never takes a day off! You should be technologically savvy; computers systems will be your trusty sidekick. Safety should be at the forefront of your decision making whilst having a high standard with an eagle eye attention to detail. A friendly smile is always a bonus!

Key accountabilities

Practical grounds maintenance and management work

- Leading the delivery of the 10-year woodland management through general grounds and woodland maintenance in a mature woodland and historic park.
- Park restoration and maintenance work, including weeding, formal garden care, mowing.
- Maintaining and improving access within the park, which includes inspections, reporting health and safety issues, and resolving problems under own initiative.
- Use of machinery and tools, including strimming, ride on mowing, hedge cutting, tree care, machine cleaning paved areas.
- Leading volunteer work parties and supervising volunteers, corporate partners, work experience students and groups of young people.
- Habitat creation, maintenance and monitoring
- Partnership working to help deliver the woodland management plan, including building and maintaining partnerships with local conservation groups and stakeholders (e.g., Epping Forest Conservators)
- Monitoring site litter levels and supporting site cleanliness
- Supporting the planning, delivery and reporting of grant funded nature recovery projects across Scout Adventures sites.
- Tracking management plan delivery, and occasional progress reporting to senior management (written and verbally).

People Engagement

- Providing support to deliver general volunteer and corporate volunteer work parties when needed, which may include some weekend work.
- Supporting educational and conservation skills training, and other stakeholder visits where required.
- Deliver training and observations to the international volunteer team in gardening equipment use (trimmer's, lawn mowers, hedge cutters etc)

- Assisting with the planning and delivery of Gilwell Park events and outdoor activities that impact the grounds
- Contribute information, photos and stories for communication channels.
- Being an ambassador for the Scouts and Scout Adventures and actively championing the regeneration of nature and nature connection.

General

- Demonstrate and promote Scout Values (Integrity, Respect, Care, Belief, Co-operation)
- Promote, demonstrate and deliver Scout's HQ Nature Regeneration principles and objectives.
- Maintain a commitment to high standards of health and safety at all times. Ensure all work is undertaken within the Scouts health and safety policy and procedures.
- Play an active part within the wider Gilwell Park team.
- Make active use of information and resources gained via personal networks to inform the development of this role.
- Perform any other duties consistent with the role and / or reasonably required by your line manager, and/or the Senior Leadership Team.

About you

Experience

- Knowledge and experience of delivering practical nature conservation, habitat management and estate maintenance
- Knowledge and experience of practical estate and infrastructure management, maintenance and repair (ditches, tracks, foot paths etc)
- Demonstrable knowledge and experience of operating and maintaining machinery, tools and equipment to agreed standards
- Implementing and updating health and safety records and risk assessments
- Experience leading and managing volunteer work parties and skills sharing sessions across all age groups, with specific experience of working with young people
- You will have a proven track record of working and completing work alone and working within a varied team of staff and volunteers
- Experience of supporting and/or delivering grant funded projects, including planning, delivery, monitoring and supporting evaluation and reporting.

Skills, Abilities & Knowledge

- A sound knowledge of the relevant ecology (e.g., trees, woodland and parkland), best practice management and aligned practical conservation skills
- Essential practical conservation skills include coppicing, hedge care, unimproved grassland care, woodland restoration, invasive species management
- Good project management skills (small and medium sized projects)
- Knowledge of environmental compliance requirements & record keeping.

- Strong interpersonal skills with an ability to build relationships and engage effectively with people at all levels
- Good communication skills, both oral and written, with ability to manage and proactively respond to volunteer needs/feedback to improve the site and our services
- Competent user of standard IT applications to a beginner level (e.g. Microsoft word, Outlook, Excel)

No requirement for deer or grey squirrel control skills and qualification, but if present an advantage.

Values & Personal qualities

- An innovative, can-do, enthusiastic work ethic
- Self-motivated and proven experience of ability to work on own initiative
- Effective team worker
- Able to communicate Scouts values, standards and purpose to visitors, supporters and stakeholders
- Committed to conservation and supporting young people to engage and connect with nature through practical skills sharing
- A flexible approach to work and willingness to undertake some evening and weekend work
- Willingness to develop new skills and take on new areas of responsibility
- Thrives working outdoors regardless of the weather

Education & Qualifications

- A manual driving licence that is valid in the UK
- Practical woodland, habitat and estate management competencies - NPTC, Lantra, or equivalent qualifications (e.g. tree survey and inspection, pruning, land-based activities, woodland management for conservation, hedging)
- Formal extended training in horticulture, conservation, habitat management, arboriculture or equivalent an advantage but not essential if equivalent knowledge and experience can be demonstrated

The successful candidate will be expected to complete a formal First aid qualification including AED and Critical bleed alongside a vast array of mandatory e learning accredited by ROSPA. There may also be an opportunity for formal chainsaw and role related training.

Equity, Diversity & Inclusion

The Scouts is an equal opportunities employer and we are committed to fostering an inclusive environment where everyone feels valued and empowered to contribute. We offer flexible working arrangements to support diverse needs and lifestyles, ensuring that our teams can thrive both professionally and personally. We welcome and encourage applicants from all walks of life, believing that varied perspectives strengthen our innovation and community. Your unique experiences and ideas are essential to our success, and we look forward to hearing from all voices.

How to apply

Before making an application, please make sure that you've read the [Recruitment and Selection Policy](#).

Please submit an application via [our jobs page](#) by **11:59pm on Friday 29th May 2026**.

Scouts is an inclusive organisation, and we are committed to creating a recruitment process that is accessible to everyone. If you need support during the application process, please email recruitment@scouts.org.uk, and we will endeavour to support your accessibility needs.

If you are shortlisted for an interview, we will ask you whether you require any adjustments or support to participate fully in the selection process.

To help us monitor the application of our [Equality, Diversity & Inclusion Policy](#), we'd be grateful if you'd also complete the Recruitment Monitoring questions on the Application Form.

Interviews will be held at Gilwell Park on Wednesday 10th June 2026.

If you'd like to find out more to see if this role suits you, we'd be very happy to have an informal chat; please contact recruitment@scouts.org.uk to set up a call or virtual meeting.

