TANERA

FARM AND ESTATES LEAD

Job Description

REPORTS TO	Director for Regeneration and Communities
LOCATION	Tanera Mòr and mainland properties, Coigach, Northwest Highlands

JOB OVERVIEW

We are looking for an experienced farmer to lead our Farm and Estates team into the next phase of the project as we expand our livestock offering across our island and mainland properties. We currently have Blackface sheep and plan to add chickens, pigs and cattle in 2027. Our holdings total c. 6,500 acres of grounds, in-bye land, woodland and hill. We also have access to c. 14,000 acres of Common Grazing and are part of the Crofting Community in Coigach.

The young Farm and Estates team is 5 strong and has a wide remit, including livestock, forestry, groundskeeping, soft landscaping, stalking, fishing, guest activities, and, in due course, restoring historical agricultural land to productivity. They also support our gardens, ecology, horse and path teams with extra hands where needed. Our work is supported by seasonal hands, volunteers, and staff from other teams working multifunctionally. The team is long-serving and has a range of ages, experience and expertise, with each member encouraged to take responsibility for specific areas of the Farm and Estates remit.

The project is currently transitioning from a construction focus and has just become a Scottish charity. We are looking to develop regenerative farming as a core part of our land management and produce much more food in-house. This will sit alongside our core focus on providing respite breaks for those in public service.

Our land management approach balances production, nature, and heritage, with an emphasis on including people in our work. We share everything we do with guests and volunteers, so planning and delivering shared activities is a core part of the role. We carry out all aspects of our work with an impeccable aesthetic centred on heritage, industry and creativity, requiring a real eye for detail.

The Farm and Estates team covers several core functions in the charity and has a diverse remit with competing priorities, so this role will appeal to proven leaders who can deliver both on the ground and in planning and organisation. It will involve turning a hand to many different tasks and many hours out and about in our challenging West Coast environment.

This role will involve working on-island year-round and some weekend working. We will be happy to discuss flexible working, shift patterns, and accommodation options on the island or mainland with the right candidate.

CORE RESPONSIBILITIES

- Drive forward Farm and Estates team priorities and task team members, balancing routine jobs and core delivery with team member focus areas and Trustee projects.
- Plan and deliver an expanded livestock and regenerative farming programme across our holdings, starting from small beginnings.
- Oversee the team looking after soft landscaping, forestry, groundskeeping, livestock, stalking and fishing on the project, covering island and mainland properties.
- Manage the Farm and Estates team rotas, holidays, morale and development.
- Manage all aspects of Health and Safety for the team.

- Coordinate with and support the work of the gardens, ecological restoration, paths, horses and other teams as needed.
- Support workforce multifunctionality across The Tanera Project by hosting team members from other teams and encouraging Farm and Estates team members to work with different teams and on different projects.
- Host volunteers across the Farm and Estates team remit. This is a core development area for the team and will be supported by our Volunteer Lead.
- Coordinate and deliver seasonal and spontaneous Farm and Estates team guest offering in conjunction with the hospitality team. This is a significant chunk of the team's weekly timetable.
- Contribute to development of the land management plan, balancing the care of the natural environment, heritage and food production.
- Monitor performance indicators for the team and otherwise keep leadership and the Trustees updated on progress. Indicators will focus on both food production and the inclusion of guests and volunteers.
- Ensure Farm and Estates team vehicles, equipment and machinery are well maintained and fit for purpose.

THE RIGHT CANDIDATE WILL

- be an experienced and knowledgeable leader and farmer, enthusiastic about landscape-scale regeneration.
    - be an experienced stockperson, able to look after animal welfare, drive productivity in a nature-friendly way and handle the regulatory side of farming.
    - be confident with building and maintaining fencing.
- be happy to be hands on, mucking in with whatever's needed, working in challenging weather conditions and leading by example in a physically demanding job with a young team.
- have a proven ability to manage competing priorities decisively and plan on an annual, monthly, weekly and daily basis.
- be calm, flexible and responsive in a fast-paced work environment.
- be able to follow through with focus, complete jobs and embed new processes and routines.
- be capable both on the ground and in planning and organisation.
- have high professional standards, an eye for detail and the confidence to help team members, volunteers and other contributors maintain and improve standards.
- have an excellent work ethic.
- be keen to creatively balance heritage, productivity and doing things in a nature-friendly way.
- be engaged with developments in regenerative land management and how this can link with heritage and communities.
- ideally be experienced with living and working in remote, small communities - someone who's comfortable working with people with a range of different backgrounds and communication styles. Experience of the Northwest Highlands specifically, or equally challenging environments, would be beneficial, as would knowledge of crofting.

REQUIREMENTS

- Proven experience and/or qualifications in farm, croft or estate management.

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- Demonstrable experience of team leadership and coordination in a complex, dynamic or challenging work environment (3+ years).
- Office competence (Excel, Teams, SharePoint etc.).
- Driving licence.

For enquiries about the role, please email **recruitment@taneraproject.org**

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