SCOTTISH WOODLANDS

www.scottishwoodlands.co.uk

Graduate Development Programme



Growing a Sustainable Future



Who are we and what do we do?

Scottish Woodlands Ltd is a leading forestry management company with a long tradition of serving forest owners and investors in Scotland and the rest of the UK.

We provide a comprehensive range of forest, estate and land-related services underpinned by our in-depth market experience, knowledge base and commitment to quality. The business is largely employee owned, and this encourages a dedication and commitment to the highest standards of professionalism and customer focus. Our aim is to understand each client's specific objectives and then to provide a service which is both flexible and personal.

The future for the Company over the next decade will comprise, amongst other initiatives, harnessing the challenges of climate change, energy requirements, and delivering for the needs of industry. We were the first national commercial enterprise to establish and run a group certification scheme ratified to UKWAS principles for our clients so that we can deliver timber to the market with a credible eco-label and a secure chain of custody. We aim to be at the forefront of the renewable-energy revolution.

UK and Scottish forestry has come of age as truly the defining business for a sustainable environment. It can deliver a wide range of benefits to clients, investors and society. Our company is well placed to take advantage of these opportunities, and the Board of Directors will ensure that the resources, organisational strength and drive are made available to achieve these aims.



Forestry
Harvesting
Investment
Utilities & Landscaping

Growing a Sustainable Career

Our core programme lasts for 2 years during which you will gain experience in various ways. You will learn about all aspects of the business through a blend of work experience, shadowing colleagues, on the job training, internal and external training events, mentoring, coaching and support from Senior Managers and Colleagues. You will be allocated a dedicated mentor throughout the 2-year period who may or may not be your line manager, but who will be on hand for general support and guidance.

Throughout the programme, you will have the opportunity to apply your technical learning and further develop your skills and competencies within an exciting, fast-paced and customer-focused forestry business.

Our Graduate Programme is an opportunity to advance your career and give you breadth of experience and develop your understanding within one of the UK's leading Forestry companies.

As Scottish Woodlands moves towards its 60th year, working more collaboratively is key, and being part of our Graduate Programme will put you at the heart of this.

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What will you be doing?

The answer is…….. a lot!

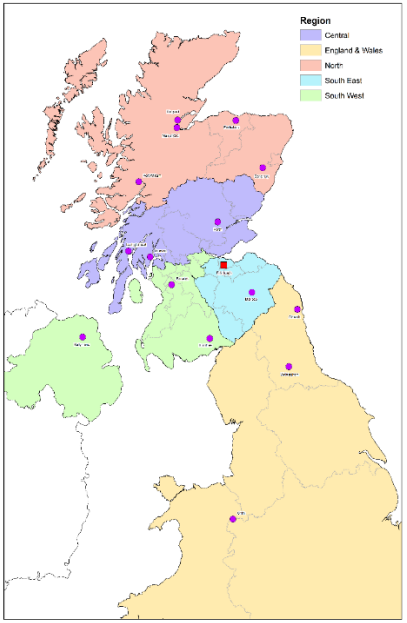
From day one you will be working within a committed team. Our people are determined to provide the highest quality of service to our clients, whatever the size of woodland or its complexity, we have the expertise to help, and you can be part of it. The range of work we do might surprise you!

You'll be hands-on, in roles that will challenge and give you experience of a wide range of opportunities including managing client relationships, frontline supervision of contractors, conducting field visits, planning harvesting management operations, financial planning & analysis. You will develop a solid foundation of knowledge and transferable skills. You will be involved in practical work to simplify and improve processes and procedures; generating new ideas and getting involved in high profile strategic projects which will turn your ideas and plans into reality.

You will gain experience in providing excellent customer service, quality control, and compliance with environmental and social standards whilst engaging successfully with clients, colleagues and stakeholders. You will gain invaluable experience through responsibility for the analysis and management of business programs and key processes.

Your Scottish Woodlands journey could take you across the UK, although we do try and match people to their preferred location, we do require our graduates to be flexible.

You will enjoy the challenges of working on diverse projects, working with highly experienced teams to deliver our services to the highest standards across our regions. This is the perfect opportunity for you to build experience, skills and impressive business acumen.



Rewarding you...

On joining Scottish Woodlands Graduate Programme, we'll provide you with fantastic benefits such as:

- Competitive salary with incremental rises
- Company vehicle
- Share incentive plan*
- Occupational sick pay scheme
- Discretionary bonus scheme
- Life assurance
- Generous annual leave entitlement
- Private medical insurance including dental & optical*
- Professional & personal development
- Health & lifestyle benefits including corporate clothing, retail discounts
- Generous pension scheme
- And much more…!



Join us

Are you ready to begin a stimulating and challenging career journey with us? Does the idea of collaborating with new people, living and working in new places and building your leadership and technical skills feel like the perfect next step for you?

Provided you meet the minimum entry requirements, we encourage you to apply for the SWL Graduate Programme - www.scottishwoodlands.co.uk

Applications can be made through our online applicant tracking system. As part of the application process, you will be required to upload a Cover Letter and CV as well as relevant qualification certificates.

Pre Assessment Screening of Candidates and Recruitment & Selection Process

Stage 1
Application

If successful at stage 1

Stage 2
Applicants will be invited to a
Video Interview

If successful at stage 2

Stage 3
Applicants will be invited to a
Face-to-face

(May be held virtually)

Minimum Entry Requirements

1. You will ideally hold or about to achieve a minimum 2.1 Bachelor's degree in a Forestry related discipline, however, other qualifications in related subjects will be considered - Geography, Environmental, Agricultural, Rural
2. An ability to demonstrate clear ambition, an aptitude for leadership, commercial acumen and personal attributes that will enable you to add value and make an early impact at Scottish Woodlands
3. Driving Licence



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For more information on working with Scottish Woodlands or for details of the information gathered during our recruitment process, please see our Job Applicant Privacy Notice on the careers section of our Webpage

www.scottishwoodlands.co.uk

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