

Scottish Woodlands

Graduate Development Programme 2021

Are you a talented individual with drive, enthusiasm and ambition, with a passion for the outdoors and ready to grow a sustainable career? if so, we are excited to hear from you for our 2021 Graduate Development Programme.

Forestry is a growing industry and Scottish Woodlands Ltd is well placed to take advantage of developing opportunities and challenges the industry faces. The Scottish Woodlands Ltd Graduate Development Programme was initiated in 2016 and has continued to improve since. Year by year as our business expands we have provided this excellent opportunity to many other graduates like you. The table below outlines the number of graduates employed by Scottish Woodlands and the number who are still employed, progressing their careers.

Intake Year	No. Graduates Recruited	Graduates still employed with SWL.	Graduates who left during the 2 year programme.
2016	1	1	0
2017	7	5	2
2018	11	9	2
2019	7	6	1
2020	4	4	0

What will YOU be doing??

The answer is a lot!

You will join a committed team who are determined to provide the highest quality of service to clients. We want you to succeed and progress within our company, so rest assured you will receive excellent training including: on the job; shadowing; coaching and attending internal and external training events, allowing you to achieve your developmental objectives as well as achieving business goals.

Your role will be hands on with different challenges and be exposed to many experiences and opportunities. By the end of the two years you will be well on your way in

Growing your Sustainable Career.

Who are we and what do we do?



Ralland Browne
Managing Director

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.



What to do next?

To apply for this role, you will ideally hold or about to achieve a minimum 2.2 Bachelor's degree. Other Qualifications within a Forestry related discipline or similar would be considered. As part of this role will entail driving to remote areas where public transport cannot access, it is essential that you hold a full UK drivers licence.

You should be able to demonstrate excellent communication and organisational skills and work well as part of a diverse team. Membership of the Institute of Chartered Foresters or progressing towards attaining chartered status would be beneficial. Full support for membership will be provided.

We have 4 regions with 15 offices and successful candidates will be matched to locations where level of experience and qualifications meets the requirements and line management structure of each location. You will be flexible during the 2-year graduate development period, as you may be given the opportunity to move around the company and spend time in different offices. You will be assigned a mentor and provided with full training over the two-year programme, tailored to suit your requirements.

In return for your hard work and commitment to Scottish Woodlands, we offer an attractive salary and benefits package. This includes pension scheme, life assurance, permanent health insurance, private healthcare, company vehicle and the opportunity for equity participation. The company has a unique structure and is 80% owned by staff. Applicants will also be given excellent personal and career development opportunities and will be part of a highly professional and motivated team.

Applications should be made in writing along with your CV.

Please email the HR Team: hr@scottishwoodlands.co.uk

Closing date: Friday 31st January 2021

Growing a sustainable Career

For more information on our graduate opportunities and for a copy of the Company's Job Applicant Privacy Notice, please visit the careers section of our website www.scottishwoodlands.co.uk/careers