

Title: Stalker
Reporting to: Senior Stalker / Rural Manager
Based: Atholl Estates (North End)

Job Duties:

Management of wild deer population

- Carry out stag and hind cull in accordance with Estate instructions and SNH Good Practice Guidance in a competent and professional manner compliant to all relevant codes of good practice
- Retrieve all carcasses and prepare them for uplift by the game marketing dealer directly from the Estate larder. Carcasses to be prepared in accordance with guidelines as set out by the Estate or Dealer
- Maintain larder records as directed by the Estate or SNH
- Maintain larder in clean and hygienic condition at all times
- Maintain firearms in good condition and secure at all times
- Carry out deer population counts as directed by the Estate or SNH
- Liaison with Game Dealer for carcass collection
- Participation in Deer Management Group initiatives
- Care and maintenance of Estate rifles ensuring a minimum of one service annually through recognised gunsmith.

Estate Duties

- Quarterly fence checks on assigned woodland marches with repairs carried out by RCT game team. Major repairs reported to estate office
- Vermin control on assigned areas across Atholl Estates as instructed.
- Heather burning, vermin control and habitat restoration as assigned across Atholl Estates to as directed by the Rural Manager to meet the objectives of various environment improvement schemes .
- Annual bridge checks as directed– with minor works carried out by RCT Game team – major works reported to the Works Manager.
- Deer eradication on woodland establishment areas.
- Deer control across established woodland
- Mole control on Atholl Estates as assigned.
- Repairs of fences as assigned.
- Hosting of tourism activities, mainly during the spring and summer.
- Training of young ponies.
- Assistance with the course maintenance for Blair Castle International Horse Trials route, to include grass cutting / minor ground works / tree clearance and other duties as directed by Rural Manager.
- Assistance with in-hand farming and forestry operations as directed by Rural Manager
- Participation in Estate patrols of the salmon rivers as part of the rota team and as directed by the Estate
- Supervision, training and mentoring of trainee stalkers and ghillies
- Participation in estate first response team to tackle hill / forestry fire and property flood and any other natural crisis

Habitat Conservation

- Periodic heather habitat assessment and mapping
- Peatland restoration

Management of heather habitat to promote grouse

- Annual muirburn during open season and in accordance with method as directed by Estate to be agreed annually
- Absolute control of foxes, stoats and weasels using all legal methods available
- Control of corvids to every reasonable extent
- Periodic testing for worm burden and other disease as required by Estate
- Completion of Spring and Summer population counts using best practice methods as agreed with the Estate in advance
- Careful handling of Game and tidy presentation in larder for Game Dealer collection
- Liaison with Game Dealer for Game collection
- GPS mapping of all grouse grit stock piles each year

Management of Sporting Guests

- Assist the Senior Keeper with the organisation and hosting of all field sport as requested by tenants of your assigned Lodge in accordance with agreed terms and estate policy
- Organisation and hosting of all field sport for day guests as directed by Senior Stalker
- Polite and competent treatment of all guests at all times
- Management of all sport events to be in accordance with best practice as directed by Estate
- Accurate recording of sporting results (bag) and prompt reporting of results to Estate

Management of Vehicles

- Operation of all vehicles to be careful and responsible at all times
- Assigned vehicles to be checked at least once weekly for basic running condition
- Assigned vehicles to be kept in reasonably clean and hygienic condition but particularly so when entertaining guests
- Servicing to be in accordance with Estate programme. Any fault or concern occurring between services to be reported directly to assigned garage

Management of Buildings

- Assigned buildings to be checked for minor external repairs at least twice annually. If work required beyond competence then report in writing to Estate
- Area around assigned buildings to be kept free of debris and redundant objects at all times. Weeds and vegetation to be kept under control at all times
- Area within assigned buildings to be kept tidy at all times
- Painting of non domestic assigned buildings wood and iron wear to be completed at least once every 3 years using paint provided by the Estate
- Drains and rainwater goods to be kept free of obstruction at all times
- Fencing around assigned buildings to be kept in good repair at all times
- Filters and pipework on water supplies to be kept free of obstruction / renewed as required

- Gates on hill roads to be kept free swinging at all times
- Garden ground around lodge and houses to be kept tidy at all times
- Bothies to be kept tidy at all times and occupied in a safe and responsible manner by assistants

Management of animals

- Dogs are to be kept under control at all times and adequately trained as working gundogs
- Kennels are to be cleaned out at least once per day
- Dogs and ponies are to be kept free of worms or other burdens at all times
- Dogs are to be exercised at least once per day and given adequate covered area to rest
- Quantity of working dogs allowed will be solely the discretion of the Estate
- Management of ponies will be in accordance with Estate direction

Management of hillroads and drains as instructed by head stalker

- Care will be taken with the use of vehicles on hill tracks to prevent excessive wear
- Road drains and offlets will be kept clear of obstruction at all times but specific attention will be given to clear out all road drains and offlets at least once during the autumn, winter and spring.
- Potholes will be filled routinely at least twice per year
- Any drainage or resurfacing work required by digger will be notified to the Estate promptly and assistance given to the Contractor in locating and undertaking the work

Compliance

- Compliance with Estate Health and Safety Policy and responsibility for applying Policy to all staff
- Compliance with the letter and the spirit of the law in relation to the Wildlife and Countryside Act 1981; Nature Conservation (Scotland) Act 2004 and the Wildlife and Natural Environment (Scotland) Act 2011
- Attendance at all Department meetings
- Monthly reporting of work achieved and news
- Use of Estate tweed on all formal Estate occasions and when entertaining guests.
- Control of pollution at all times
- Disposal of all debris at Estate skip or public refuse facility
- Any other Estate duty instructed by Senior Management from time to time for which you are adequately trained