

Association of Northern Trails Scotland

Trail Developer

Location: Primarily Caithness and Sutherland (Scotland), working from home and in the field. Must have access to a vehicle and home based workspace. Will consider remote working arrangements in some circumstances.

Salary: £28-33K (37.5 hours per week) commensurate with skills and experience. Will consider part-time applicants at pro-rata pay.

Benefits: Pension 3% of salary, 28 days of holiday plus bank holidays, statutory sick leave. Mileage and other expenses paid. Assistance in relocation.

The Opportunity:

Live in the Far North of Scotland and help develop, fund, and look after long distance trails and local paths. Our trail network runs from Inverness north to John o' Groats and west to Cape Wrath. Current funding for a one year position but may be extended.

About Us:

The Association of Northern Trails Scotland (ANTS) champion long distance walking and hiking in the far north of Scotland, chiefly through the development, maintenance, and promotion of the John o' Groats Trail (JOGT) and the North Coast Trail (NCT) and are starting to develop other walking trails and paths in the Far North. We take a practical approach: solve the problem, build the solution. We connect communities, promote health and wellness, and improve access to our natural landscapes. Our organisation is committed to fostering a love for the outdoors and ensuring access to trails for all! We are also committed to an open-minded approach to recruitment: If you think helping to develop (build) a long distance trail is something you'd love to do, please get in touch. We are happy to chat pre-application.

The Candidate:

- Great at written communication and administration, including grant applications (essential, candidates should emphasise relevant experience and an excellent cover letter)
- Self starter with high motivation to deal with people and solve problems
- Great organisational and project management skills
- Good at spoken communication, public outreach, and negotiation
- Works well in coordination with others
- Preferably able and willing to work in the field, and walk several miles to remote sites

Responsibilities:

- Engaging the local community for in-depth feedback and consultation
- Consulting and working with local landowners
- Work with contractors, including on site, to ensure project success
- Report to ANTS board and participate in board meetings

- Investigate and pursue grant funding opportunities
- Consider and implement means of making the position sustainable through membership, business sponsorship and merchandise.
- Assist with developing the John o' Groats Trail and North Coast Trail through fundraising and co-ordination of infrastructure developments
- Assistance with administration of the registered charity as and when required
- Lead and partner on organised walks, volunteer work sessions, and events
- Budget allocation and management
- Preparation of reports and reviews for ANTS board members
- Project management to completion including having oversight of costs

Closing Date: 13/04/2026 Location: Caithness and Sutherland (Scotland), working from home and in the field.

For more information and to apply <https://www.countryside-jobs.com/job/apr26/trail-developer-association-of-northern-trails-scotland-0203-2>