



LAND AGENT

BACKGROUND AND PLACE OF WORK

Hatfield House, the historic home of the Marquess of Salisbury, sits within Hatfield Park, the centrepiece of the Hatfield Park Estate in Hertfordshire. The Estate is a vibrant business primarily focused on let residential and commercial property, along with farming, forestry, development, tourism, leisure and hospitality. Hatfield Park is open year-round to members, with the House and Gardens open to the public from Easter until the end of September. In addition to day visitors, the Estate hosts a number of large and small events, filming projects, as well as parties, weddings and functions at various locations across the Estate.

Gascoyne takes a long-term approach to business and is committed to delivering high-quality economic, social and environmental value. A long-term sense of responsibility is fundamental to the way in which the Estate is managed.

SUMMARY OF THE ROLE

This is an exciting time to join Hatfield Park, as we continue to transform our approach to farming and land management. The Land Agent will report to the Hatfield Estate Director and collaborate closely with the Head of Farming and other department heads. By adopting a forward-thinking approach, the Land Agent's goal is to ensure Hatfield Park Estate becomes an exemplar for responsible and sustainable land management. There are significant opportunities to deliver growth and positively impact the Estate's long-term operations.

Through their team, the Land Agent manages the let rural portfolio, in-house shoots, forestry and mineral operations. This encompasses oversight of five let farms, a portfolio of wayleaves, easements, licence agreements, telecoms and covenants protecting the wider Estate. They are also responsible for environmental management and providing support to wider development and diversification initiatives across the business, such as natural capital and renewable energy schemes.



Job title: Land Agent

Location: Hatfield Park Estate, Hertfordshire

Contract: Permanent

Hours: 09.00 – 17.30 Monday – Friday

Reporting to: Estate Director (Hatfield)

Start date: TBC

OBJECTIVES, DUTIES AND RESPONSIBILITIES

Roles and responsibilities:

- Take ownership of the long-term protection of the Estate's land holdings, including licences, wayleaves, rights of way and covenants.
- Develop and implement continuous-cover forestry management methods to monitor woodland on the Estate.
- Continuously evaluate and refine processes to raise standards across all areas of land management.
- Foster a culture of excellence, ensuring that teams act as ambassadors for Hatfield Park while fulfilling their operational duties.
- Manage the onsite gamekeeping team, delivering conservation and private shoots throughout the season.

Operational management:

- Manage the relationship with five let farms, all situated within Hertfordshire.
- Manage forestry contractors and consultants across the Estate.
- Coordinate and execute the annual business plan and budget, together with managing spend against budget throughout the year.
- Monitor and ensure compliance with health and safety regulations, including conducting risk assessments and supporting the team in maintaining compliance.

Team collaboration:

- Ensure effective communication to the Estate Director and Head of Farming.
- Ensure best practice is shared across Estate colleagues and peers in other disciplines, such as forestry and the Park & Gardens team.
- Train, mentor, and oversee junior team members, including the annual placement student.
- Coordinate regular reviews of team performance and provide structured feedback.

DESIRABLE SKILLS AND ATTRIBUTES

- Ideally MRICS or CAAV qualified, with an understanding of farming, forestry and wider land management practices. Candidates with relevant experience who are not MRICS-qualified will also be considered.
- Understanding of budgeting, strategic planning and performance analysis.
- Adept at creating and preserving professional relationships with colleagues, tenants, board members and the family principals.
- Able to contribute to the ongoing development of policies and Estate strategies.
- Willing to take ownership and responsibility, both for the business and for personal growth and development.



DISCRETIONARY BENEFITS

- Pension, via salary exchange
- Life cover
- Private medical insurance, with the option to add family members
- 25 days' holiday each year, plus bank holidays, with the option to purchase up to three additional days each year
- Cycle to work scheme
- Electric car leasing scheme
- WeCare – Employee Assistance Programme, mental health support and virtual GP appointments (available 24/7)
- Season-ticket loans
- Eye-test vouchers
- Programme of wellbeing events and offerings throughout the year
- Staff recognition programme
- Additional holiday days offered at long-service milestones – 5 / 10 / 15 / 20 years' service
- Charity policy with one paid volunteering day
- Complimentary or discounted event tickets, including access to other Treasure Houses
- Retail discounts in Stable Yard shops within Hatfield Park (including 50% discount at the Coach House Kitchen and 10% discount at The Oak House, among others)

JOIN OUR TEAM

This is your opportunity to be part of Hatfield Park's evolution, playing a crucial role in transforming our approach to farming and land management while contributing to the growth and stewardship of one of the UK's most recognised estates.

HOW TO APPLY

To apply, please address your CV and covering letter to James Rayner, and send them via email to j.rayner@gascoyne.org.

PRIVACY NOTICE

Please visit <https://www.hatfield-house.co.uk/privacy-notice/> to read our Privacy Notice on how we process the personal information you supply with your application. In addition to the third parties detailed in the notice, we will also share your application with a consultant who is assisting us with the recruitment process.

