



Hill Shepherd - Scarlaw Farm



ROXBURGHE
ESTATES

www.floorscastle.com



About us

The estate has been part of the Scottish Borders since 1358. Everything we do, is to ensure that we continue into the next millennium. Through our longevity we have developed deep connections with the land and its people and we are guided by the principle that our operations benefit the health of the environment and the prosperity of local communities. We are not just enduring; we will constantly innovate and grow to maximise the potential of the region and land under our care so we will be a source of inspiration and a model estate for the 21st Century.

Passionate People

It takes a certain sort of person to flourish in such a fast-paced, multi-dimensional environment like Floors Castle. We look for talented, self-motivated and enthusiastic individuals who will be able to share our passion for providing a warm welcome and amazing experiences.

Our Values

CUSTODIANS

COMMUNITY

AUTHENTICITY

DRIVE

WARMTH

"To understand, improve and develop our natural, heritage and built environments, allowing them to flourish as sustainable businesses capable of making significant contributions to a vibrant Borders community, now and for generations to come."



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Purpose of the Role

ROLE TITLE	Hill Shepherd	CONTRACT	Permanent
LOCATION	Scarlaw Farm, TD11 3PG	MANAGER	Head Gamekeeper
START DATE	As soon as possible		

Roxburghe Estates are seeking an experienced and motivated Hill Shepherd to join the team at Scarlaw and Byrecleugh in the Lammermuir Hills, managing approximately 10,000 acres of moorland in the Scottish Borders.

The successful candidate will take responsibility for approximately 1,750 ewes and ewe hogs, predominantly Scottish Blackface, and 420 wedders on a well-established grouse moor.

This role requires a practical and capable individual who can work independently while also contributing as part of the wider estate team, working closely with the existing shepherd at Byrecleugh and the estate's gamekeeping staff.



Key Responsibilities

- Day-to-day management of approximately 1,750 ewes and ewe hogs.
- All aspects of sheep husbandry, including lambing, gathering, dosing, jaggling and flock health management.
- Maintaining high standards of animal welfare and stockmanship.
- Livestock record keeping and administration.
- General farm duties and basic machinery maintenance.
- Working collaboratively with the estate's shepherding and gamekeeping teams.

Qualities you will possess

- Previous experience in hill sheep management.
- Excellent stockmanship and animal husbandry skills.
- The ability to work independently and make sound decisions.
- A strong work ethic and positive attitude.
- Good communication skills and the ability to work as part of a team.
- A full UK driving licence.
- Working dogs.
- Experience operating farm machinery.
- ATV certification (desirable).



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Salary & Benefits

- Competitive salary package
- Estate accommodation
- Kennels
- Company pension scheme
- Life insurance cover
- Staff discounts in our Estate gift shops and cafés
- Additional employee discounts
- Discounted or free food
- A range of additional employee benefits

Applying for the Role

For further information or to apply, please send your CV with a cover letter, outlining your suitability to apply for the role, to hr@floorscastle.com

Closing date for applications is the 10th July 2026.

Interviews may be arranged as suitable applications are received.

