

Job Specification

Graduate Landscape and Estates Manager



Location

Gateshead

(Hybrid working – minimum 40% in office; site visits required)

Job Type

Full-time, Permanent (flexible working available)

Salary

Competitive, based on your skills and experience

Benefits

Click [here](#) to see some of our employee benefits

Closing Date

16th January 2026

About Us

We are experts in the natural and historic environment, creative landscape designers and resourceful planners. We help shape and manage sustainable, successful places in both urban and rural environments.

Since its establishment in 1997, TEP's focus has been on supporting sustainable development by conserving and enhancing the natural and built environment.

We deliver valuable environmental advice through our core specialisms: Arboriculture, Ecology, Environmental Planning, Green and Blue Infrastructure, GeoSpatial Analysis, Historic Environment and Archaeology, Landscape Design and Landscape Management.

We have great clients in many sectors, including private developers, government agencies, local authorities and charitable trusts.

With over 150 staff dedicated to providing a high-quality and personal service across our five offices, we are ideally placed to support projects nationwide.

Our company values are Forward-Looking, Responsible, Enterprising, Supportive, Honest and Passionate. They are not only applicable to our projects but also underpin how we approach professional development.

For more information on the type of work we do, visit: www.tep.uk.com/projects

To Apply

Please apply via the [TEP website](#) or send your CV and cover letter to recruitment@tep.uk.com

Please note that we will always acknowledge each application. If you have not received an email response within 3 working days, please contact recruitment@tep.uk.com

Following review of the applications, a short list of candidates will be contacted for interview.

We are only able to consider candidates already eligible to work in the UK.

If you would like to discuss the position, or support with the application process please do not hesitate to contact recruitment@tep.uk.com and we will arrange for an appropriate manager to call you.

To keep up to date with news from TEP, follow us on our social media:

 [LinkedIn](#)  [X](#)  [Facebook](#)  [Instagram](#)

About the Role

The successful applicant will provide a supporting role as part of a multi-disciplinary team delivering Land Management projects, primarily for Homes England. Our Land Management team play a critical role in the delivery of the Homes England Estate Management Services Framework.

Homes England is responsible for an extensive and diverse portfolio of land across England. Sites range from greenfield land; woodlands; brownfield land; and derelict building complexes such as former hospitals.

Whilst our office is in Gateshead, we're flexible about working arrangements and encourage travel to other TEP offices for projects, training, and social events.

What you'll be doing

The role will include regular site visits to assess, identify, record and mitigate hazards, record signage, identify encroachment, support the management of maintenance contracts, and procuring and monitoring works identified through the site inspections. All issues identified on site are recorded using bespoke management software, developed on behalf of Homes England. As a Graduate Landscape and Estates Manager you will be welcomed into our friendly and supportive team and develop skills in:

- Landscape and estates management;
- Health and safety management
- Contract procurement and administration
- Invasive non-native species; and
- Landscape audits

What we are looking for

We are seeking a highly motivated landscape management graduate or other appropriate qualification (countryside, estates, geography, environmental), who is either recently graduated or has some industry experience; to join our ambitious Land Management team of over 30 land management professionals.

Based in our Gateshead office the role is suitable for office or 'hybrid working' with time spent working from home in addition to attending our offices. The role requires travel to and from site across the North East, and a valid full UK driving licence is essential. Our Land Management service is well established and has always been a core part of our business.

If you're passionate about making a difference and want to be part of a forward-thinking team, we'd love to hear from you!

Qualifications

- ❖ Degree, Foundation Degree or equivalent in landscape, environmental, geography, estates and/or property management or other appropriate qualification.
- ❖ Student or Associate Member of the Landscape Institute and/or other relevant professional body (e.g. IEMA / CIEEM / IOSH, ICF) or eligible and able to work towards membership.

Experience

- ❖ An understanding of health and safety legislation and risk assessments.
- ❖ An understanding of the legislation relevant to wildlife and the management of land is desirable. Training in this area will be provided.
- ❖ Practical on-site experience including liaison with contractors.
- ❖ Understanding of landscape maintenance contracts, management of contractors and procurement processes.
- ❖ Computer literacy in Microsoft 365 apps (Word, Excel, Outlook, Powerpoint etc).
- ❖ Strong verbal and written communication skills.
- ❖ Basic understanding of GIS and GIS databases are desirable.

Attributes

- ❖ Attention to detail.
- ❖ Uphold high standards.
- ❖ Accuracy and good judgement.
- ❖ Willingness to learn.
- ❖ Time management.
- ❖ A strong team player.
- ❖ Adaptability.
- ❖ Full UK driving licence.