



Visual Content Creator

(home-based, full or part time (0.6 FTE minimum), £31,000-£33,000 pro-rata)

ABOUT US

SCOTLAND: The Big Picture (SBP) is a charity that works to make rewilding happen across Scotland, in response to the growing climate and biodiversity crises. Our vision is of a vast network of rewilded land and water, where wildlife flourishes and people thrive.

We are an agile and progressive team that works in a spirit of collaboration with many different interest groups to:

- Drive support for rewilding
- Commit more land and water to rewilding

Learn more about SBP and the way we work here: www.scotlandbigpicture.com

PURPOSE OF THIS ROLE

SBP has a compelling story to tell about the transformational recovery of Scotland's nature. It's called [rewilding](#).

The Visual Content Creator plays a central role in telling that story, helping to drive support for rewilding by producing impactful, high-quality short-format films, plus video content for social media. Working closely with the communications team, the Visual Content Creator will conceptualise, film, edit, and optimise content that aligns with current trends and resonate with our audiences.

WHO YOU WILL WORK WITH

You will report to the Visual Content Manager, and work on a daily basis with members of the Communications and Engagement team. You will work with key stakeholders across a range of sectors, as well as SBP colleagues, including the CEO, to ensure our films and social media content reflects the priorities of our projects, funders and strategic objectives. This role does not involve any direct line management of other team members.

CORE DUTIES & RESPONSIBILITIES

- Carry out varied photographic and filming commissions, capturing high-quality photo and video content focused on rewilding – including wildlife, landscapes and people.
- Conceptualise, film, edit and optimise short-format video content, including social media reels, using a mix of original and stock footage.
- Support with the production of longer-format feature documentaries.
- Organise, catalogue and manage your own material and that of other team members.
- Participate in regular team meetings both online and in person.

KEY SKILLS

Essential

- Experience in producing short-format films, ideally in the wildlife/ conservation sector.
- Ability to capture high-quality visuals (photo and video) and audio, often working on your own and multi-tasking.
- Experience in editing video, audio and stills using Adobe Creative Suite or similar.
- Experience in interviewing people on camera and the ability to make them feel at ease when doing so.
- Excellent organisational and communication skills.
- A passion for creative storytelling.
- Strong self-motivation and ability to multi-task and work without close supervision.
- A willingness to work outdoors, often in remote/mountainous locations and in all weather conditions.
- Ability to learn quickly.
- The legal right to work in the UK.
- A full UK driving license and access to your own vehicle.
- Knowledge of and an interest in the natural environment and Scottish environmental issues, in particular around rewilding.

Desirable

- CAA-approved UAV licence
- We are ideally looking for someone based in Scotland.

TERMS AND CONDITIONS

Salary: £31-£33k per annum (full-time equivalent) depending on experience. Salaries are paid in arrears on the last working day of each month by bank transfer and cover the period of the 1st of the month to the last day of the month.

Place of work: This role is home-based and will require a suitable home office working environment and equipment (support is available for necessary equipment). From time to time, attendance will be required at meetings and events held in other parts of Scotland, and there may be occasional short-term travel overseas. Travel expenses will be paid in accordance with SBP's expenses policy.

Contract: Permanent position.

Probationary period: 6 months.

Notice Period: 2 months.

Hours: This role offers flexible working hours and we are happy to discuss individual requirements/preferences. The nature of the post will require occasional evening and weekend work. Paid overtime is not available, but time off in lieu will be given.

Holidays: 28 working days per annum including public holidays (pro-rata), plus 5 additional office closure days between Christmas and New Year.

Pensions: You may be eligible to be enrolled into SBP's employee pension scheme. Written terms of the scheme are available on request.

TO APPLY

Please email your CV, plus a one-page covering letter detailing how your skills and experience equip you for the role. Applications (or interim queries) should be sent to **Mat Larkin, Visual Content Manager** (contentcreator@scotlandbigpicture.com) by 9am **22 September 2025**.

First interviews will be conducted by video call on **6 and 7 October**. Second interviews will take place on **22 October**.

Any offer of employment will be made subject to the provision of a valid right to work in the UK.

SCOTLAND: The Big Picture is committed to equality of opportunity for all and we make recruitment decisions by matching our operational needs with the skills and experience of candidates irrespective of age, disability, gender, gender reassignment, sexual orientation, pregnancy or maternity, race, religion or belief, and marriage or civil partnership.