

Eaglepass Ltd (Is an associated company of the Lagan Specialist Group) is now recruiting for an **Estate Manager**

Company: Eaglepass Ltd
Job Type: Full-time, on-site
Location: Florida Manor, Newtownards
Reporting to: Director

Role Overview

The Estate Manager will take full operational and commercial for the day-to-day management and long-term development of a large estate. This includes:

- Maximising revenue from on-site accommodation (including PODs/lodges)
- Growing and managing an events business (corporate, private, weddings, hospitality)
- Overseeing estate operations, infrastructure, and staff
- Delivering a high-quality visitor and client experience
- Ensuring financial performance, compliance, and asset protection

The role requires a blend of **commercial acumen, hospitality management, marketing capability, and operational leadership**

2. Key Responsibilities

2.1 Revenue Generation

- Develop and execute a commercial plan to maximise income across:
 - Accommodation (PODs, lodges, short-term lets)
 - Events (weddings, corporate hire, private functions, retreats)
 - Ancillary revenue streams (food, experiences, activities, partnerships)
- Set and monitor:
 - Occupancy rates
 - Revenue targets and budgets
- Identify and develop new revenue opportunities (e.g. seasonal events, pop-ups, partnerships)

2.2 Marketing & Sales

- Manage sales through the website and booking system.
- Manage social media (Instagram, Facebook, LinkedIn where relevant)
- Digital advertising (Google, Meta campaigns)
- PR and partnerships with tourism bodies (e.g., Tourism NI)
- Promote the estate as a premium destination
- Manage the pricing structures
- Manage and track leads
- Manage bookings, and customer engagement

2.3 Events Management

- Manage **events**, including Sales and booking, Planning and coordination, Delivery and on-site execution and post-event review and customer feedback
- Ensure consistent delivery of **high-quality guest experience**
 - Coordinate with external suppliers (Caterers, Entertainment, Event production teams)
 - Ensure compliance with Licensing requirements and Health & safety regulations

2.4 Accommodation (PODs / Lodges) Management

- Manage all aspects of the accommodation offering:
 - Booking systems and platforms (e.g. direct bookings, Airbnb if applicable)
 - Housekeeping standards and turnaround times
 - Maintenance scheduling and asset upkeep
- Develop guest experience enhancements (e.g. add-ons, packages, experiences)

2.5 Estate Operations & Facilities Management

- Manage a team of 2-3 people and facilities management on site
- Agree maintenance schedules
- Agree the most competitive supply chain.
- Ensure the estate is maintained, tidy and clean at all times
- Ensure costs are managed appropriately
- Dealing with local farmers in relation to the annual conacre rates and collection
- Working alongside the key stakeholders and finance team to deliver and track performance against annual budget targets.

2.6 Compliance, Risk & Governance

- Ensure full compliance with:
 - Health & Safety legislation
 - Fire safety regulations
 - Insurance requirements
 - Environmental and planning regulations
- Maintain appropriate policies and procedures
- Manage risk across:
 - Events
 - Public access areas
 - Accommodation operations

Key Skills & Experience

Essential:

- Proven experience in one or more of:
 - Hospitality management
 - Events venue management
 - Leisure/tourism operations
- Strong commercial and revenue management experience
- Demonstrable experience in:
 - Marketing and sales strategy
 - Events delivery and coordination
 - Staff leadership
- Financial literacy (budgeting, reporting, KPI tracking)
- Excellent organisational and communication skills
- Experience of managing a small team / department
- Be computer literate with Microsoft Office applications and capable to adapt to using other accounts or administrative applications.
- Driving Licence
- Flexibility to work evenings/weekends
- Ability to be on-call for operational issues

Desirable

- Knowledge of Northern Ireland tourism market
- Experience working with booking platforms and digital marketing tools
- Understanding of planning, licensing, and rural estate considerations

Our Values

Our values are important to how we run our business. We have been awarded Platinum Investors in People in recognition of our people management practices and investment in learning and development. We are therefore looking for candidates that can demonstrate behaviours in line with our core values and continue with our culture of putting people first:

- Caring
- Trust
- Respect
- Fun
- Open & Honest
- Safety

How we'll reward you.

Our Core Benefits for this role include:

- Biannual Bonus based on Individual and Company Performance
- Generous Holiday Allowance, and option to purchase additional days
- Employer Pension Contribution through Salary Sacrifice
- Paid Membership fees of a relevant Institution or Professional Body
- Life Assurance Plan – four times annual salary
- Health Cash Plan – discounted optical, dental, physio and other health & wellbeing services
- Cycle to Work Scheme
- Use of our free Company gym at head office, and discount at other local gyms
- Biannual Performance Development Planning
- Enhanced Maternity/Paternity Pay
- Enhanced Sickness Pay
- Annual Volunteer Day to support your choice of volunteering activity

Your application

At Lagan Specialist Contracting Group, we want everyone to feel welcome. That's why we are committed to working with you to make the application process as easy as possible. If you require any assistance, please do not hesitate to contact us at human.resources@laganscg.com and we will be happy to help.

To apply for this post please submit your CV.

LAGAN SPECIALIST GROUP ARE AN EQUAL OPPORTUNITES EMPLOYER - We will not discriminate against anyone on the grounds of Sex, Pregnancy or maternity, Gender reassignment, Marital or Civil Partnership status, Religious or other similar philosophical belief, Political Opinion, Racial group, Sexual orientation, Disability or Age.