BE PART OF HISTORY

A CAREER WITH HISTORIC ENVIRONMENT SCOTLAND
WHO ARE WE?

We are the lead public body for Scotland’s historic environment. Scotland’s historic environment is part and parcel of our daily lives: it’s our castles, standing stones and landscapes; our factories, mills and shipyards; our homes, our streets and our stories.

It is a catalyst for economic growth, driving tourism, regeneration and sustainable development and fuelling improvements.

WE PROVIDE
advice, guidance and training, and promote engagement and participation through programmes of education, outreach and skills-sharing.

WE ARE RESPONSIBLE
for researching, protecting and understanding the historic environment – and addressing the impact of climate change on its future.

WE INVESTIGATE
and record architectural and archaeological sites and landscapes across Scotland and care for more than 300 properties of national importance.

WE PROVIDE
grants to support building repairs, the conservation of ancient monuments, archaeology programmes and the voluntary sector.

WE LOOK
after internationally significant collections and are a regulator responsible for the designation of historic environment assets as well as consents relating to scheduled monuments.

WE PROVIDE
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DO YOU WANT TO PLAY A PART IN SCOTLAND’S HISTORY?

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Our staff are responsible for managing and promoting access to our 300+ visitor sites across Scotland. As the largest provider of visitor attractions in Scotland, we support Scottish tourism and are the lead brand for heritage tourism.

We play a key role in the Scottish visitor experience, showcasing our history, identity and Scotland’s place in the world.

**HERITAGE TOURISM**

**JOB ROLES**

- Visitor Services
- Membership
- Monument Management
- Rangers
- Retail
- Guiding Stewards
- Marketing
- Commercial Systems
- Events
- Commercial Performance

**Sian Evans, District Visitor Operations Manager**

Sian started working for HES in 2013 as a fixed-term Duty Manager at Urquhart Castle, focusing on retail management of the Castle’s busy shop. From there, she progressed to the role of District Manager of Orkney and Shetland, with specific responsibility for oversight of the district’s seven staffed sites. Sian said that her early experience of working on the front line at one of HES’s busiest sites supported in her application for the district post and gave valuable experience in a key area of the organisation. The diverse and varied workload has meant that she continues to develop and gain new skills, but also ensures that there is never a dull day in the office.
We conserve and manage the historic properties and sites in the care of Scottish Ministers across Scotland. We also aim to improve conservation standards in the broader sector through technical research, education and training work at the Engine Shed and through a wider network.

We are committed to investing in the traditional skills sector and offer a range of apprenticeships within these areas each year.

Andrew Harvie, Apprentice Stonemason

Andrew joined Historic Scotland in 2013 as a Labourer at Dirleton Castle. Andrew is now a Stonemasonry Apprentice at Edinburgh Castle and is one of a number of apprentices who benefited from the opportunity to work on a commercial new-build project on the Isle of Jura.

Andrew said the placement “helped [him] greatly in widening [his] skills”, allowing him to develop skills in modern masonry techniques. This experience has helped make Andrew a “confident and competent tradesperson”.

We look after the National Record of the Historic Environment. We care for thousands of objects and millions of photographs, along with a wealth of data on Scotland’s historic environment.

We work with specialists to monitor and conserve items in our collections as well as making them accessible to the public.

INFRASTRUCTURE

We are associated with the following organisations:

Scottish Government
Scottish Parliament
Scottish Environment Protection Agency
National Trust for Scotland
Scottish Natural Heritage
National Library of Scotland
Scottish Archive Network
Historic Environment Scotland
National Trust for Scotland
SURVEY & RECORDING

Our teams are responsible for adding to our knowledge of Scotland’s historic environment by surveying buildings, industrial sites, landscapes and even vessels.

JOB ROLES

- Archaeologist
- Architectural Historian
- Historic Environment Data Manager
- Photographer
- Surveyor
- Aerial Surveyor

Alison McCaig, Measured Survey Projects Manager

Alison took up her current role within HES in 2014. Her role within the Archaeological Survey team involves undertaking surveys using a variety of techniques to identify, interpret and record a wide range of archaeological sites and landscapes across Scotland.

“My role within HES has allowed me to develop knowledge and skills by working alongside archaeological and architectural colleagues who each bring and share their own specialisms and expertise. Every site we work on is different and can pose unique challenges in terms of survey method or interpretation. So with each survey, my experience and breadth of knowledge grows. I enjoy the travel that the job entails, taking me all over Scotland to a diverse range of sites and landscapes. I also enjoy that we get the opportunity to engage and work with, teach and learn from a wide variety of people, from community groups to landowners, members of the public and other heritage professionals, to enhance our understanding of, and to promote, Scotland’s heritage.”
ENGAGEMENT & LEARNING

Our properties, collections and expertise provide a rich learning resource for everyone. We work across Scotland to bring people of all ages and backgrounds the opportunity to discover, explore, understand and be inspired by our historic environment.

Sally Chalmers, Learning Assistant

Sally joined Historic Environment Scotland in 2017 and works at Stirling Castle. Sally supports the day-to-day operations of learning visits to the castle and assists the Learning Officer in providing a range of resources and activities for all audiences visiting the site.

Sally said: “My favourite thing about working at HES is getting out and engaging people with Scotland’s historic environment. I am fascinated by all the stories of Scotland’s past so I love getting to tell people ‘this is where it all happened’. The opportunity to work on learning projects, in areas and with groups I have never worked with before, has widened my experience, knowledge and confidence.”

JOB ROLES

- Learning Officers
- Outreach Officers
- Interpretation
- Technical Outreach Officers
- Publishing
- Media / Press Officers
- Education Officers
- Researchers
- Public Services Officers
PROTECTION

We are responsible for investigating, protecting and providing advice on changes to Scotland’s historic environment. In addition, we are exploring how climate change affects the historic environment and what we’re doing to help limit the impact.

We also provide a wide range of grants and funding for projects that share our aims to protect and promote the historic environment.

Dr Kevin Grant, Archaeology Officer, Archaeology and World Heritage

Kevin joined HES in 2016, having spent the previous three years as the National Trust’s St Kilda Archaeologist while studying part-time. His current role involves supporting the Archaeology Programme – an annual £1.4m grant scheme to fund archaeology projects across Scotland.

Kevin loves that his current job puts him at the heart of Scottish archaeology, working closely with his peers and often being among the first to hear of exciting new discoveries. The role allows opportunities for formal training, support to develop his research profile, and chances to learn through managing specific areas of the team’s work, such as publications.

SCIENCE & DIGITAL TECHNOLOGIES

Our Digital Documentation and Digital Innovation teams work directly into the care of our sites and collections. We use cutting-edge digital technologies to document our heritage in 3D. The data captured can then inform conservation, heritage management, learning and interpretation efforts. The teams also use innovative technology solutions to help inspire people about the historic environment.

The Conservation Science Team works closely with industry and with other conservation bodies to deliver analysis to aid the curation of diverse objects. Strongly supportive of new research into Scottish building materials, the team typically supervises at least 15 PhD students at any one time.

Adam Frost, Senior Digital Documentation Officer

Adam joined HES in his role as Senior Digital Documentation Officer in 2018. He had previously undertaken a year-long HLF funded skills for the future placement with HES, and subsequently worked within the sector applying digital survey techniques and immersive technologies. Working at HES has enabled Adam to develop and apply methodologies for using cutting edge 3D technologies such as laser scanning, enabling research and supporting ongoing conservation.

His principal responsibilities includes undertaking digital documentation of a range of historic objects, sites and monuments. This includes the Rae project, a commitment to digitally document all of Historic Environment Scotland’s properties in care.

JOE ROLES

• Conservation Scientist
• Digital Documentation
• Digital Innovation
• Laboratory Scientists

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MAKING IT HAPPEN

We also have teams of staff who are responsible for keeping Historic Environment Scotland going, growing and sharing by looking after our people, budgets and internal engagement.

Zoë Proudfoot, HR & Payroll Officer

Zoë joined HES in January 2017 as HR & Payroll Officer. Her role involves all aspects of recruitment, along with managing sick absence cases, inputting travel and subsistence claims and various ad hoc tasks.

Coming from a limited HR background, Zoë has enjoyed learning and developing her knowledge in HR and is looking forward to developing herself further by attending college to complete a Diploma in Human Resources Management.

JOB ROLES

• Human Resources
• Branding
• Learning & Development
• Photography & Filming
• Health, Safety & Physical Security
• Press Officers
• IT Helpdesk
• Gaelic Language
• IT Service Delivery
• Accountant
• Data Protection Officer
• Risk Management
• Digital Officers
• Procurement Officers
• Grants Officers

WORKING IN PARTNERSHIP

In addition to conserving and maintaining Scotland’s heritage through our sites, we are also committed to exploring the big issues and questions for Scotland’s historic environment, both now and in the future.

We work with partners, other organisations and diverse networks and stakeholders, to take forward new areas of work and co-ordinate work strands across the organisation.

Celia Sweeney, Equalities Manager

Celia joined HES in 2018. This is a new role within the Development and Partnerships Directorate with a focus on eliminating discrimination, advancing equality and fostering good relations. Celia has a background in community education and human resources, which are valuable skill areas in understanding issues in equality and employment and the practice of widening community engagement and participation.

Celia says that she is fortunate to be working in an area that aligns with her values on social justice and human rights. The role provides opportunities to develop specific skills in e.g. data analysis, research, training/communication and people skills in influencing and persuading for positive change.
WORKING WITH HES

Historic Environment Scotland staff are able to access the fantastic benefits listed below:

- attractive choice of defined contribution or benefit pension schemes
- occupational health
- Employee Assistance Programme
- wellbeing events and initiatives
- childcare vouchers
- contractual sick, maternity, paternity, adoption and shared parental leave and pay
- flexible working patterns
- interest-free loans
- travel season ticket (for an annual travel ticket or bicycle)
- discounted gym memberships (local council & private)
- staff pass for free entry to HES properties for staff member plus one adult and up to six children or up to three adults (four adults in total including card holder)
- staff pass for free entry to English Heritage, Manx and CADW properties
- 20% discount in HES Shops and 10% discount in HES cafés
- medical plans for claiming back dental and optical costs through Simply Health
- access to CSSC Sports & Leisure
- career breaks

www.historicenvironment.scot/work-with-us
Email: recruit@hes.scot
We are the lead public body established to investigate, care for and promote Scotland’s historic environment.

We want to make sure Scotland’s heritage is cherished, understood, shared and enjoyed with pride by everyone.