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Heritage Careers Guide 2023-2024

HERIOT WATT UNIVERSITY

In association with

BEFS
BUILT ENVIRONMENT FORUM SCOTLAND

The Heritage Alliance

Welcome to the second edition of the heritage careers resource guide produced in association with the Built Environment Forum Scotland (BEFS) and The Heritage Alliance (THA).

The heritage sector has faced unprecedented challenges over the past three years as it has grappled with the global pandemic. This has affected basic business operations, financial sustainability, visitor demand, changing work expectations on staff, and experiential expectations by visitors. The sector has furthermore had to work through wider philosophies and responses to issues of access, equity and inclusion driven by broader cultural movements around causes such as Black Lives Matter, Extinction Rebellion, and links to colonial pasts. There has been distinct scrutiny of the sector within the media, unhelpfully badging many of the discussions as a 'culture wars' debate.

The impact of the pandemic on the jobs market and career trajectories has been seismic in some instances, where organisations have had to restructure or roles have had to pivot to deliver enhanced online resources. The adaptation to online and latterly hybrid working and vastly increased digital engagement has seen distinct pressure on training requirements for skills development and adaptation. One positive that has without doubt been seen is the desire for more sharing of practical experience within the sector, and a recognition that ongoing professional development investment is vital for all to build employee resilience, opportunity, and innovation.

Heritage job ads continue to appear in a range of locations, but quite often in 'go to' sector-focused newsletters produced by BEFS and The Heritage Alliance and on focused organisational sites. Given the costs of advertising via traditional print media, few adverts are seen in newspapers any more; though local newspapers and jobs bulletins do sometimes still see a crop of ads at various times of the year, often around the start of the main visitor season. It is worth stressing again that networking is a key skill in finding a job – and soft skills are an essential asset which employers are looking for to enable engagement with different audiences and to accessibly share heritage with the public. Sector organisations increasingly offer careers networking days to broaden inclusivity, making particular efforts to further diversify the employee base, so it is also worth keeping an eye out for these.

With the increased digital delivery of resources and constant innovation in the field of visitor experience development, the heritage sector continues to provide an incredibly wide range of career opportunities reflecting the breadth of the subject itself. Getting a foot on the career ladder can still seem challenging however, and most job seekers are likely to spend a considerable amount of time volunteering and gaining practical experience at historic sites, on community projects, or working with NGOs before

achieving that first paid role. These barriers to entry and challenges in onward career development are an issue which the sector is acutely aware of, and efforts are being made across the board to widen opportunities, with specific schemes being promoted.

For this edition I have signposted a wider range of resources and places to look for job and career opportunities. Information and roles listed on the sites can be used to get a sense of the skills, knowledge and aptitudes which are being looked for in different jobs and at different organisations. It still isn't exhaustive but can act as a starting point to gain an overview of the what the (predominantly UK) heritage jobs scene looks like in a post-pandemic world. Good luck with your application and future career, and as always get in touch with feedback and suggestions for future editions.

Professor Ian Baxter, Heriot-Watt University
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Search tips

Organisational sites often have email alert systems for jobs which you can register for.

For more general jobs sites, it may be worth trying multiple searches using a range of specific keywords, such as: "heritage", "museum", "conservation", "curator", "culture", "tourism", or "visitor". This can widen the results, and throw up opportunities you might not have thought about.

Many organisations that focus on countryside management such as National Parks and national nature conservation agencies and charities also often employ heritage-focused staff to work on collections, conservation management, survey and recording, and interpretation or visitor services. This can broaden your search.

BEFS
BUILT ENVIRONMENT FORUM SCOTLAND

BEFS is the strategic intermediary body for organisations working in the built environment in Scotland. Drawing on extensive expertise in a membership-led forum, BEFS informs, debates and advocates on the strategic issues, opportunities and challenges facing Scotland's historic and contemporary built environment.

The Heritage Alliance represents the independent heritage movement in England. It engages with policymakers and opinion formers to build an understanding of the importance and value of all kinds of heritage. It enables networking and shared learning amongst practitioners across the sector to support skills and career development.

The Heritage Alliance

Current awareness for sector-specific news, events and latest jobs

The two national 'umbrella' bodies for the historic environment NGO sector in both England and Scotland produce fortnightly bulletins which have all the latest sector news, policy updates, events and also job listings. They are essential reading for keeping up to date with what is going on around the sector and for background information to use at interviews.

BEFS Bulletin
https://www.befs.org.uk/latest/
Newsletter sign-up with news / events / jobs every fortnight

Heritage Update
https://www.theheritagealliance.org.uk/
Newsletter sign-up with news / events / jobs every fortnight

Commercial job listings & newspapers

There are a small number of commercial job sites which have a focus on heritage sector roles. The Guardian Newspaper is also useful, as it has a long pedigree of culture-related stories and dedicated cultural sector jobs coverage. Various of the sites also have email newsletter sign-ups.

Artsjobsonline
https://www.artsjobsonline.com/
Arts, culture and heritage jobs site

Attractions Management
http://www.attractionsmanagement.com/
Industry portal focused on the global visitor attractions sector. Magazine and jobs postings

Arts Job Finder
https://www.artsprofessional.co.uk/jobs
Arts and culture jobs (mainly arts focused)

Blooloop
https://blooloop.com/
Global attractions news, with relevant museums jobs

CharityJob
https://www.charityjob.co.uk/jobs/arts-culture-heritage
Charity, NGO & social enterprise focused recruitment

Goodmoves
https://goodmoves.com/
Charity and voluntary sector recruitment focused on Scotland, run by the Scottish Council for Voluntary Organisations (SCVO)

The Guardian newspaper
https://jobs.theguardian.com/jobs/arts-and-culture/
National newspaper with prominent coverage of culture has traditionally featured jobs in the heritage sector and wider arts and culture field

Museums & Heritage (M&H) Advisor
https://advisor.museumsandheritage.com/news/jobs-board/
Independent events and publishing company focused on cultural sector

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Sector or location-specific organisations & networks

A range of organisations and networks exist in the sector, focusing on particular interests, skills, types of organisations or which have a geographic focus.

AIM – Association for Independent Museums
https://aim-museums.co.uk/vacancies/
AIM lists job vacancies on its website, and also specific details of Trustee vacancies

Arts Council England – ArtsJobs
http://www.artsjobs.org.uk/artsjobshome/
Lists adverts for a range of job opportunities within the art and culture sector; also arts sector news

Arts Council of Wales
https://arts.wales/news-jobs-opportunities
Jobs and opportunities from the creative industries in Wales

Association for Cultural Enterprises
https://culturalenterprises.org.uk/job-board/
Association promoting commercial best practice in cultural and heritage sector

Association of Scottish Visitor Attractions (ASVA)
https://asva.co.uk/jobs/
The representative body for the Visitor Attractions Sector in Scotland

BAJR - British Archaeological Jobs Resource
http://www.bajr.org/
News and jobs resource, archaeology focused

Built Environment Forum Scotland (BEFS)
https://www.befs.org.uk/latest/
Jobs adverts from fortnightly sector bulletin

CIfA Jobs bulletin (Chartered Institute for Archaeologists)
http://www.archaeologists.net/jis
The Chartered Institute for Archaeologists produces a weekly jobs bulletin (membership required for full bulletin; online ads public)

Crafts Council
https://www.craftscouncil.org.uk/business-skills/opportunities
National charity for craft

Creative Edinburgh
https://www.creative-edinburgh.com/jobs
Creative and cultural sector jobs with geographic focus - Edinburgh/Scotland

Creative Scotland – Opportunities
https://opportunities.creativescotland.com/
National arts body for Scotland – listing opportunities across the creative sector

GEM – Group for Education in Museums
https://gem.org.uk/jobs/
Education, interpretation and outreach focused jobs

The Heritage Alliance's Heritage Update newsletter
https://www.theheritagealliance.org.uk/news-and-events/news/?#vacancies
Jobs listing adverts from fortnightly Heritage Update bulletin

Heritage Trust Network – Career Opportunities
https://www.heritagetrustnetwork.org.uk/jobs/
Network representing local heritage groups and preservation trusts around the UK, also including voluntary/board positions

Historic Houses
https://www.historichouses.org/jobs-and-volunteering/
Featured jobs in privately owned historic houses and links to career pages of HH member houses

ICON – Institute of Conservation
https://www.icon.org.uk/careers.html
Conservation jobs and careers resources

IHBC Jobs etc (Institute for Historic Building Conservation)
http://ihbconline.co.uk/jobsetc/
The Institute for Historic Building Conservation jobs website

Leicester University Museum JobsDesk
https://le.ac.uk/museum-studies/jobs
Listing collated by Leicester University's Department of Museum Studies

Museums Association
http://www.museumsassociation.org/careers/find-a-job
Museums-focused jobs listing (registration required)

Museums Galleries Scotland (MGS)
https://www.museumsgalleriesscotland.org.uk/about-mgs/working-with-us/jobs-opportunities/
The national development body for Scotland's museums sector

National Parks jobs
https://www.nationalparks.uk/jobs/
Jobs advertised by the UK's National Parks Authorities

NMDC (National Museum Directors Conference)
http://www.nationalmuseums.org.uk/jobs/
Jobs across the UK's national and major regional museums, libraries and archives

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Largescale heritage organisations

A range of the larger heritage organisations, which look after multiple historic sites.

Cadw
https://cadw.gov.wales/about-us/careers
National historic environment service for Wales, runs national portfolio of sites

Canal & River Trust
https://canalrivertrust.org.uk/about-us/work-for-us
Manages historic waterways, museums, archives and the country's third largest collection of historic buildings

Churches Conservation Trust (CCT)
https://www.visitchurches.org.uk/get-involved/working-at-the-trust.html
National charity caring for redundant churches vested by the Church Commissioners of the Church of England

English Heritage
http://www.english-heritage.org.uk/about/jobs/
Largescale charity looking after the national portfolio of historic sites in England

Historic England
https://historicengland.org.uk/about/jobs/
National historic environment advisory body for England

Historic Environment Scotland
https://www.historicenvironment.scot/about-us/work-with-us/
National heritage body for Scotland, runs national portfolio of Historic Scotland sites

National Lottery Heritage Fund
https://www.heritagefund.org.uk/about/jobs
Formerly the Heritage Lottery Fund, distributing funds from the National Lottery

National Trust
https://www.nationaltrustjobs.org.uk/
One of Europe's largest conservation charities looking after historic sites and landscapes in England, Wales & NI

National Trust for Scotland
https://www.nts.org.uk/volunteering-jobs/job-search
Largescale charity looking after historic sites and landscapes in Scotland

Historic Royal Palaces
https://www.hrp.org.uk/about-us/work-for-us/
Looks after various unoccupied Royal palaces buildings, mainly in London

Royal Parks
https://www.royalparks.org.uk/get-involved/careers
Royal Parks in London jobs

Museum Wales / Amgueddfa Cymru
https://museum.wales/jobs/
National museum jobs

National Museums of Scotland
https://www.nms.ac.uk/about-us/jobs-and-volunteering/job-vacancies/
National museum jobs

National Galleries of Scotland
https://www.nationalgalleries.org/jobs
National Galleries jobs

Royal Commission on the Ancient & Historical Monuments of Wales (RCAHMW)
https://rcahmw.gov.uk/about-us/working-for-the-commission/
National body undertaking survey and recording of heritage in Wales

Scottish Canals
https://www.scottishcanals.co.uk/corporate/join-our-team/
Manages historic waterways and related buildings in Scotland

Cultural organisations and museums employing large staff teams

Specific largescale organisations working at national level.

British Library
https://www.bl.uk/careers

British Museum
https://www.britishmuseum.org/about_us/jobs.aspx

National Gallery
https://www.nationalgallery.org.uk/about-us/jobs/working-at-the-gallery

National Library of Scotland (NLS)
https://www.nls.uk/about-us/working-at-the-library/

National Records of Scotland
https://www.nrscotland.gov.uk/about-us/working-for-us

Natural History Museum
https://www.nhm.ac.uk/about-us/careers.html

Royal Collection Trust
https://www.rct.uk/about/working-for-us

Science Museum Group
https://www.sciencemuseumgroup.org.uk/work-for-us/

Tate
https://www.tate.org.uk/about-us/working-at-tate

The National Archives
https://www.nationalarchives.gov.uk/about/jobs/

Victoria & Albert Museum
https://www.vam.ac.uk/vacancies

Academic opportunities

Individual Universities and Research Institutions advertise on their own websites, but most will also list their jobs on one of the main two academic jobs portals.

Jobs.ac.uk
http://www.jobs.ac.uk
Main UK academic jobs site for teaching & research positions, funded PhDs etc. Broad global coverage also

THE (Times Higher Education) unijobs
https://www.timeshighereducation.com/unijobs/
Research and teaching posts within Universities worldwide

Career development resources

A selection of links to resources and organisations which have further advice on career pathways and training opportunities.

BAJR (British Archaeological Jobs & Resources) first job guide
http://www.bajr.org/Employment/getajob.asp
Useful information on thinking about CV, skills and developing experience

Careers Wales / Gyrfa Cymru
https://careerswales.gov.wales/
Career and training discovery site provided by national employment service

Creative & Cultural Skills
https://ccskills.org.uk/
Careers advice and guidance, apprenticeships and skills development for young people

COTAC – Council on Training in Architectural Conservation
https://cotac.global/
Works to advance conservation education and training, including e-learning resources

Fair Museum Jobs
https://fairmuseumjobs.org/
Grassroots collective movement working to establish better standards for museum job recruitment

Heritage Digital
https://charitydigital.org.uk/heritage-digital
Part of Lottery-funded digital skills for heritage programme

Prospects
https://www.prospects.ac.uk/
Careers guidance, advice, postgraduate study and work experience for higher education students, run by Higher Education Careers Services Unit for the HE sector

Rebuilding Heritage
https://rebuildingheritage.org.uk/
Programme supporting organisational recovery post Covid-19 crisis

Skills Development Scotland
https://www.myworldofwork.co.uk/
Career and training discovery site provided by national employment service

Skills for Life
https://www.gov.uk/government/topical-events/skills-for-life
UK Government skills and training hub

Wider opportunities

Government listings of opportunities which may be in public bodies in the cultural sector, or which have jobs which will bring you into contact with different aspects of the historic environment and cultural institutions.

Public Appointments
https://publicappointments.cabinetoffice.gov.uk/ (England)
http://www.appointed-for-scotland.org/ (Scotland)
https://www.gov.wales/public-appointments (Wales)
Senior appointments to public bodies (often at Board or non-executive director level), generally overseen by Government. Senior experience usually required for these roles.

Civil Service
https://www.civil-service-careers.gov.uk/ (UK)
https://www.gov.scot/about/contact-information/jobs-vacancies/ (Scotland)
https://www.gov.wales/job-and-vacancies (Wales)
Central Civil Service portals, including information on Fast Stream application and jobs within Government organisations (including heritage-related e.g. for DCMS)

National employment services
Keyword searches advised for these sites:
JobCentrePlus (England) Find a job https://findajob.dwp.gov.uk/
MyJobScotland https://www.myjobscotland.gov.uk/

Compiled as an educational resource. Inclusion in the guide does not indicate specific endorsement of any particular employer or service.
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