Defending Scotland’s Heritage

Careers fact sheet

Working in the historic environment

We can defend our historic places by making sure we have enough people with the right skills to protect, repair and manage them now and in the future. We also need people to help spread the message about caring for our heritage.

Some key roles

Collections care
- Archivist
- Paper Conservators
- Access Officers

Science and digital technologies
- Conservation Scientist
- Digital Documentation
- Digital Innovation
- Laboratory Scientists

Building, conservation and craft skills
- Architects
- Surveyors
- Stonemasons
- Conservators
- Joiners

Heritage tourism
- Visitor Services staff
- Rangers
- Guiding Stewards

Engagement and learning
- Learning and Education Officers
- Interpretation
- Media/Press Officers
- Publishing

Survey and recording
- Archaeologist
- Historic Environment Data Manager
- Surveyor
- Aerial Surveyor
- Photographer

Protection
- Archaeologists
- Climate Change Managers
- Carbon Managers
- Sustainability Managers
- Planners
- Surveyors
Building, conservation and craft skills

Historic Environment Scotland (HES) employ people who have traditional building and conservation skills as this is essential to enable us to care for heritage properties. They also offer apprenticeships including stonemasonry, blacksmithing and gardening to help train people too.

Find out more:

Conservation: what we do
HES website

A minute with...
Blacksmith
Victoria Martin
YouTube (1m 22s)

Scottish stonemasonry at the White House
YouTube (5m 29s)

A minute with...
Stonemason
Charlie Brough
YouTube (1m 23s)

Historic Scotland modern apprenticeships: stonemasonry
YouTube (2m 04s)

A minute with...
Apprentice Gardener
Morag Menzies
YouTube (1m 20s)

Science and digital technologies

We need researchers and scientists to develop new ideas and methods of protecting our heritage properties for the future.

Find out more:

Conservation Science: what we do
HES website

Top: Conservation Scientist using an XRF (X-ray fluorescence technology) gun to analyse a stone sample.

Bottom: One of our Climate Change Scientists assessing stone at Tantallon Castle.
Survey and recording

We carry out surveys of castles and other sites to help conserve them, identify if they need extra protection and so that we have a lasting record in case they are damaged by climate change or other threats.

Surveying can involve using many techniques e.g. looking at historic documents, scanning, drawing and photography to find out what is above and beneath the ground and in the wider landscape.

Find out more:

Survey and Recording: what we do
HES website

Archaeology at HES
YouTube (3m 36s)

Understanding Scotland’s historic environment: aerial photography
YouTube (1m 47s)

Heritage tourism

We need site staff to help our visitors learn about our heritage properties and enjoy their visit. We also need people to look after these sites on a daily basis, letting us know about any damage or threats.

Find out more:

A day in the life of Urquhart Castle
YouTube (1m 27s)

How to be a Holyrood Ranger
YouTube (3m)
Engagement and learning

We want everyone to value, engage with and protect their heritage, so we need people to help us share knowledge and help people understand our work.

Find out more:

- **Learning and Inclusion:** what we do
  - HES website
- **Learning at the Engine Shed:** what we do
  - Engine Shed website
- **Gaming for heritage education**
  - YouTube (1m 26s)
- **Conservation and education at the Engine Shed: virtual tour**
  - YouTube (13m 26s)
- **Meet Your Maker project**
  - YouTube (5m 03s)

Apprenticeships and internships

There are apprenticeships in visitor facing roles, helping to tell people about our heritage properties, and the importance of our work in protecting them. HES also has an internship and trainee programme and can offer opportunities in a range of areas including Archaeology, Climate Change, Collections, Conservation Science, Digital Documentation, Outreach and Education.

Find out more:

- **Meet the modern apprentices at Edinburgh Castle**
  - YouTube (3m 30s)
- **Behind the scenes with intern Jen**
  - YouTube (1m 28s)

Family activities with our Rangers, Holyrood Park © Helen Pugh.

School pupils taking part in a science workshop at the Engine Shed.

A group of interns with their certificates.
Some job profiles in the heritage sector

**Architect**

*Role:* Using specialist knowledge to work with traditional buildings on maintenance and redevelopment projects

*Skills:* Drawing, problem solving, attention to detail, analytical

*Pathways:* Apprenticeships or an honours degree

*Useful subjects:* Art and Design, English, Maths, Physics

**Stonemason**

*Role:* To cut and prepare stone to build, conserve, maintain and repair stone structures using traditional masonry skills

*Skills:* Planning, problem solving, attention to detail, creativity

*Pathways:* Modern apprenticeship

*Useful subjects:* English, Maths, Physics, Technologies

**Visitor Assistant**

*Role:* To welcome visitors, to provide good customer service and to maintain the safety and security of properties

*Skills:* Communication, engaging with people, working independently, organisational

*Pathways:* Skills and experiences, sometimes apprenticeships

*Useful subjects:* English, Maths

Find out more:

Building conservation and the historic environment: how to get involved
Engine Shed website

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