



## 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
- Conservators
- Surveyors
- Joiners
- Stonemasons

##### 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.



Our staff recording a prehistoric mound on Orkney.

### 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.

Visitors and staff at Huntly Castle.

### 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)



One of our Learning Officers showing a school group around Stirling Castle © Andrew Godfrey.

## 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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