Heritage Careers Guide

2024-2025

Professor Ian Baxter



In association with

BEFS
BUILT ENVIRONMENT FORUM SCOTLAND

The Heritage Alliance

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Heritage Careers Guide 2024-2025

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Introduction to the Heritage Careers Guide 2024-25

Welcome to the third edition of the heritage careers resource guide produced in association with the **Built Environment Forum Scotland (BEFS)** and **The Heritage Alliance (THA)**.There have been a raft of skills, professional development and careers-focused initiatives, reports and reviews launched by different organisations in the sector over the past 18 months. The heritage sector in 2024 therefore continues to present a dynamic job market landscape, reflecting broader economic trends and the evolving nature of heritage work which at its heart remains purpose driven. There is continued bounce-back of visits within the heritage tourism industry, as well as new investment in sites, projects, and programmes with partner support (such as Lottery-funded activities) which is generating new roles and opportunities in audience development and engagement.

With sustainability and net-zero requirements giving clear opportunity for the heritage sector to provide answers through adaptive re-use, retrofit and regeneration and skills gaps and needs being more clearly explored articulated in these areas, there's some optimism for those evolving career opportunities. It should be noted though that the optimism is tempered by the concerning challenges faced within Local Authorities across the country which are affecting the provision of arts and cultural services and roles associated with these.

Pay rates continue to rise on the whole, driven by competitive market conditions and adjustments following increases in the national minimum and living wages – though again the positivity is tempered by the continued issue of archaeology and

cultural sector jobs not necessarily keeping pace with other industries, and the sector remaining competitive due to the high level of qualifications held by applicants.

The ongoing significant shift towards creative digital engagement and online resource delivery continues to necessitate skills development in these areas. Roles with titles such as Digital Curator, Digital Marketing Manager, and Digital Learning Facilitator are emerging, reflecting the need for professionals who can manage and interpret digital data for heritage purposes. Educational institutions are increasingly offering specialised training and programmes to prepare individuals for these roles, emphasising the importance of digital skills in the conservation and promotion of cultural heritage. Additionally, positions in digital construction management and performance marketing within the heritage and tourism sector indicate a trend towards integrating advanced digital tools and analytics into traditional heritage practices.

We are of course also beginning to explore the potential of AI within the sector, bringing new ways of interacting with all aspects of cultural heritage whether understanding it or presenting and engaging with it in new ways. I even tried AI for this introduction asking about the current state of the jobs market – it generated some relevant trends and pleasingly quoted the previous edition of this Careers Guide as a useful source of information! I'm confident we'll see both challenges to current working and new career opportunities directly associated with AI emerge over the next couple of years.

Regardless of the rise of the bots, networking of course remains a crucial component for job seekers, with sector-focused newsletters and organizational websites being primary sources for both job listings, wider career opportunities and forums to get involved in. The 'go to' newsletters produced by BEFS and The Heritage Alliance continue to signpost these. A few adverts can still seen in newspapers - local newspapers and jobs bulletins are good for these often around the start of the main visitor season for roles in heritage and cultural tourism.

For this edition I have again signposted a 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 and what is going on. Good luck with your application and future career, and as always get in touch with feedback and suggestions for future editions.

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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 in allied areas such as countryside management and built environment 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.
- There are a lot of heritage sector newsletters out there. Quite a few replicate each others news tailored to specific audiences or sector interests – where repeated information is seen it generally means it is of potential importance to keep an eye on!

Sector-wide advocacy, policy development and connectivity

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/
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 posts. 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.

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-heritage/#browsing
National newspaper with prominent coverage of culture has traditionally featured jobs in the heritage sector and wider arts and culture field.

Indeed
https://uk.indeed.com/
Commercial general jobs platform used by a number of heritage and cultural organisations. Enables candidates to upload CV to match potential jobs.

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

MuseumJobs
https://www.museumjobs.com/
Commercial jobsite for museums, galleries, libraries and archives

Unitemps
https://www.unitemps.com/find-a-job/
Temp, permanent, graduate and internship roles within universities and businesses across the UK. Useful for temp jobs whilst studying.

Workculture (formerly Artsjobsonline)
https://workculture.uk/
Arts, culture and heritage jobs site

Sector or location-specific organisations & networks

A range of 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
https://www.artsjobs.org.uk/
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 Information Service & Training bulletin (Chartered Institute for Archaeologists)
https://www.archaeologists.net/jist
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 crafts, listing for jobs, commissions, residencies, studio spaces

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/
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

Make Your Mark
https://makeyourmark.scot/
Make Your Mark supports everyone in Scotland to volunteer with historical, cultural and nature organisations. An initiative supported by the National Lottery Heritage Fund

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

Past Preservers
https://pastpreservers.com/category/job-opportunities/
Past Preservers is a creative hub between academia & the media. It provides consultancy, casting & talent representation and maintains an opportunities listing

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Larger heritage organisations

A range of the larger heritage organisations, which look after multiple historic sites or have distributed teams in different locations.

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 historic environment advisory 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
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

Landmark Trust
https://www.landmarktrust.org.uk/about-us/working-for-landmark/
Charity which restores historic buildings as holiday lets

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

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

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

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

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/business-governance/careers/current-vacancies
Manages historic waterways and related buildings in Scotland

Cultural organisations employing large staff teams

British Library
https://www.bl.uk/careers
Jobs in the British Library

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

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

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

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

Natural History Museum
https://www.nhm.ac.uk/about-us/careers.html
Jobs and volunteering roles at the NHM

Royal Collection Trust
https://www.rct.uk/about/working-for-us
Part of the Royal Household, the Collection looks after and presents the historic collections to the public

Science Museum Group
https://www.sciencemuseumgroup.org.uk/work-for-us/
Jobs across the Science Museum sites

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

The National Archives
https://www.nationalarchives.gov.uk/about/jobs/
Jobs in the National Archives (London)

Victoria & Albert Museum
https://www.vam.ac.uk/vacancies
Jobs in the V&A sites

Academic opportunities

Individual Universities and Research Institutions advertise on their own websites, but there are two key 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

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

Cathedral Communications BuildingConservation.com
https://www.buildingconservation.com/
Publishing service for various heritage organisations, includes a large range of articles, resources and links relevant to career development and skills

CBA Pathways into Archaeology
https://www.archaeologyuk.org/get-involved/pathways-into-archaeology.html
The Council for British Archaeology has produced information on archaeology as a career

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

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 Trust Network Youth Forum
https://heritagetrustnetwork.org.uk/heritage-trust-network-youth-forum/
Provides the youth voice for the HTN aiming to improve engagement with heritage

Historic England Training & Skills Development Opportunities
https://historicengland.org.uk/services-skills/training-skills/
England's national heritage agency support for training and skills development, including links to resources and organisations

National Careers Services
https://nationalcareers.service.gov.uk/ (England)
https://www.myworldofwork.co.uk/ (Scotland)
https://careerswales.gov.wales/ (Wales)
https://www.nidirect.gov.uk/campaigns/careers (Northern Ireland)

New Curators
https://www.newcurators.org/
New Curators supports curatorial training in London for aspiring curators of contemporary art from lower socio-economic backgrounds.

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 higher education sector

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

Not necessarily heritage-focused, but 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), overseen by Government (UK and devolved). Senior experience is usually required for these roles

Civil Service
https://www.civil-service-careers.gov.uk/
Central Civil Service portal, includes information on Fast Stream application and jobs within central Government organisations (including heritage-related e.g. for DCMS)

Scottish Government Civil Service site: https://www.gov.scot/about/contact-information/jobs-vacancies/

Welsh Government Civil Service site: https://www.gov.wales/job-and-vacancies

National employment services
Keyword searches advised for these sites:
UK Government general job service: https://www.gov.uk/find-a-job
MyJobScotland https://www.myjobscotland.gov.uk/

Volunteering platforms
UK Government volunteering information https://www.gov.uk/volunteering
DoIt https://www.doit.life/
Volunteer Scotland https://volunteer.scot/

BEFS
BUILT ENVIRONMENT FORUM SCOTLAND

Built Environment Forum Scotland (BEFS) is the strategic intermediary body for organisations working in the built environment in Scotland.
www.befs.org.uk

The Heritage Alliance

The Heritage Alliance unites over 200 independent heritage organisations in England as an independent advocate for heritage.
www.theheritagealliance.org.uk

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