

# Heritage Careers Guide

2024-2025

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In association with



The  
Heritage  
Alliance



# 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 be 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!
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## 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

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## 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)

### **Bloolooop**

<https://bloolooop.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

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## **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

## **ClfA 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

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## **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](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

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## **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

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## **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

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## **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>

Dolt <https://www.doit.life/>

Volunteer Scotland <https://volunteer.scot/>

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

[www.befs.org.uk](http://www.befs.org.uk)



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

[www.theheritagealliance.org.uk](http://www.theheritagealliance.org.uk)

The Heritage Careers Resource guide is compiled as an educational resource. Inclusion in the guide does not indicate specific endorsement of any particular employer or service. Edition 3, published June 2024.

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