

Labourer - Stirling Castle

Closing Date: Wednesday, 25th September, midday

Expected Interview Date: w/c 7th October

Recruitment Reference:

HES/24/190

Starting Salary:

£24,454

Salary Range:

£24,454 - £25,331

Pay Band:

A

Directorate:

Operations

Location:

Stirling Castle

Line Manager:

Lewis Brunton, Works Manager

Contract Type:

Permanent

Working Hours:

Full Time – annualised hours)

Thank you for your interest in the post of Labourer with Historic Environment Scotland, based at Stirling Castle. This is a full time, permanent and pensionable appointment.

As part of the Monument Conservation Unit (MCU), you will have the responsibility for the ongoing implementation of conservation, routine maintenance and presentation tasks for properties under the care of Historic Environment Scotland within the Stirling area including Stirling Castle, Argyll's Lodging, Mars Wark and Stirling Old Bridge.

About us

We are the lead body for Scotland's historic environment; a charity dedicated to the advancement of heritage, culture, education and environmental protection. We're at the forefront of researching and understanding the historic environment and addressing the impact of climate change on its future. We investigate and record architectural and archaeological sites and landscapes across Scotland and care for more than 300 properties of national importance. We have a People Strategy, which is an overarching strategy to ensure we support and develop staff within the organisation.

Our Vision

Our vision is that Scotland's historic environment is cherished, understood, shared and enjoyed with pride by everyone.

Our Priorities

- The historic environment makes a real difference to people's lives
- The historic environment is looked after, protected and managed for the generations to come.
- The historic environment makes a broader contribution to the economy of Scotland and its people
- The historic environment inspires a creative and vibrant Scotland
- The historic environment is cared for and championed by a high performing organisation.



Overview of the post and information about the team

The Stirling Depot MCU currently consists of various trades who carry out conservation and maintenance work on a variety of monuments within the Stirling Castle area. The team is headed by a Works Manager who has direct line management responsibilities for the whole team. As part of the MCU you will have responsibility for the on-going conservation and maintenance and presentation of Historic Environment Scotland monuments within the Stirling Area. You will provide general labouring duties to the team which may include transporting of staff and materials to the various sites.

You will be expected to work at any location as directed by the Works Manager. Although the depot is situated in Stirling Area, official transport is provided to and from the various sites within the Stirling Region. Individuals are however expected to make their own way to Stirling Castle for start and finish times. You may occasionally be asked to travel using HES transport to other remote sites out with Stirling area which may include overnight stays

Working Hours

The normal weekly hours of work will vary according to the working season in the working year. The working year will cover the calendar year 1 April to 31 March.

Currently the working year is divided into 2 working seasons – namely a longer working hours season (summer) and a shorter working hours season (winter). The length of each working season will be fixed by local management after discussion with the MCU and not later than 1 April of that working year.

The normal working week for the long season will cover a 5-day working week, Monday to Friday inclusive. The normal working week in the short season will also be agreed between MCU and local management and will normally include a 4-day week (within Monday to Friday).

Key responsibilities, duties and objectives

- Providing semi-skilled assistance to enable the stonemasons to carry out their conservation duties including the mixing of traditional mortars
- Transporting MCU staff, plant, equipment and materials from depot to various Historic Environment Scotland sites
- Carry out routine maintenance and cleaning at the sites ensuring continued high standards of presentation of the Properties in Care
- Carry out ad-hoc grass cutting duties and grounds maintenance to assist in the presentation of sites
- Assist Storeman with ad-hoc duties and maintenance at our Central Depot
- Carry out waste removal from site to Central Depot for uplift
- Assist with setting up and transferring temporary structures e.g. Herras fencing
- Weeding of low-level masonry, moss removal from low level wall heads
- Performing, set up and derig of events often out with standard working hours
- Work will at times be carried out at height and in relatively confined spaces
- Maintain individual responsibilities for Health & Safety awareness and of fellow employees and members of the public

You will be required to attend training courses identified to assist the work, or to comply with health and safety legislation (this may require overnight stays away from home).

Post Competencies

You will be assessed against these competencies during our selection process.

Core Competencies:

- Delivering excellent Service – Demonstrating a commitment to quality services
- Teamwork - Contributing to and supporting working together
- Planning and Organising - Putting plans and resources in place to achieve results
- Communication - Communicating appropriately and clearly
- Knowledge & Expertise - Applying and developing knowledge and expertise to achieve results - (See below for specific criteria)

Knowledge, skills and experience

You will be required to demonstrate that you meet the requirements and qualifications below as part of the selection process.

Essential requirements:

- Good knowledge of Health & Safety at Work (responsibilities and practice)
- Excellent teamworking skills
- Experience of operating small plant and equipment such as cement mixers, mowers, etc
- Ability to carry out all operations in a considerate and courteous manner
- Delivery of an effective and appropriate service to all service users, fairly and without discrimination
- Full UK Driving Licence

Desirable requirements:

- Experience of working with different types of mortar, especially lime mortar

Health Screening:

Given the nature and working environment of this role; a pre-employment health screening will be undertaken for the successful post holder – Any offer of employment will be subject to satisfactory checks.

What we offer

We welcome applications from all nationalities, assuming that they have the right to work in the UK: applying for a job with us could open the door to a unique work environment. It will give you job satisfaction and excellent development opportunities, plus a competitive salary, 25 days paid holidays (rising to 30 days after 3 years' service) and 11.5 public holidays a year – pro rata for part time staff.

In addition we offer a great benefits package to our employees which includes:

- flexible working hours (where appropriate)
- special leave
- maternity/paternity leave
- adoption leave
- reimbursement for relevant professional subscriptions
- support for further education and personal development
- study leave for work related courses
- access to a learning resource centre

Health and welfare

We offer you access to:

- our Employee Assistance Programme – for confidential advice and counselling
- an occupational sick pay scheme
- discounts at some local authority leisure facilities
- a free Headspace membership
- interest free loans for bicycles and annual travel passes (see 'season ticket' below)
- reasonable adjustments when needed, as part of our Equalities policy

Staff discounts

You will receive:

- free entry to all of our properties (with up to three guests)
- free entry to English Heritage, Manx and Cadw properties
- 20% off purchases in our retail outlets

Season tickets

You can receive an advance to help with the cost of buying an annual season ticket for travel between home and work. The advance is then repaid from your salary over the life of the season ticket. Available to all permanent and fixed-term staff.

How to apply for this post

You can apply on-line by visiting our website at <https://applications.historicenvironment.scot/>

Guidance on completing the application can be found in the 'Guidance notes for applicants' document, also available at the above website, which we recommend that you read, in conjunction with this Job Description.

Your application must arrive by the advertised closing date. Please note that when applying online, we will only be able to see your application once you fully submit it.

If you are unable to complete an online application form, please email argyllslodgingadmin@hes.scot , quoting the job title and recruitment reference, and we will arrange for an application form to be sent to you.

Please note that, as we operate an electronic recruitment system, we will contact you via the email address that you provide in your application to inform you of the outcome of your application.

For further information about the post, please contact Lewis Brunton, Works Manager on e-mail Lewis.Brunton@hes.scot.

We welcome all applicants from under-represented groups within HES. We know from our [equality monitoring](#) that we need to increase our diversity in terms of ethnicity and disability. We also want to address occupational areas where the ratio is disproportionately in favour of women or men. We ask all applicants to complete the Equality Monitoring section of the recruitment paperwork to help us pursue a diverse and inclusive workforce. In support of our Gaelic language plan we welcome applications from Gaelic speakers.

Thank you.

Human Resources
Historic Environment Scotland