



Painter (Fort George)

Closing Date: Wednesday 16th October, Midday

Expected Interview Date: Week beginning 21st October or 28th October 2024

Recruitment Reference:

HES/24/025c

Starting Salary:

£27,149 per annum

Salary Range:

£27,149 - £30,221 per
annum

Pay Band:

B

Directorate:

Operations North

Location:

Fort George, Ardersier,
IV2 7TD

Line Manager:

Donald Macleod, Works
Manager

Contract Type:

Permanent

Working Hours:

Full Time – (annualised
hours)

Thank you for your interest in the Painter position with Historic Environment Scotland at Fort George, Inverness-shire. This permanent and pensionable appointment offers a diverse working environment where no two days are the same.

Your role involves planning, organising, and delivering painting and decorating repairs at Fort George and other HES sites in the scenic Highland region. From recoating sash and case windows to working on conservation projects to restore decorative coats of arms, there's a wide range of tasks that you can do. You'll closely collaborate with our team of joiners, as painting often follows their completed joinery work. Join us and be a part of preserving and beautifying these historic sites!

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 Fort George Conservation Unit (MCU) is currently made up of a dedicated team of 18 individuals who are responsible for the conservation and maintenance of various historic locations. This team is led by a Works Manager who supervises and coordinates the efforts of the entire group. As an MCU team member, your role will be integral in the ongoing conservation, maintenance, and presentation of the historic monuments under the care of Historic Environment Scotland within the Fort George area. Your responsibilities may also include training and mentoring apprentices in all aspects of the trade, providing guidance and support to other staff members, and showcasing painting skills to the public during open days as needed.

Your main workplace is Fort George, with the chance to travel across the Highland region to complete jobs at historic sites. HES provides transportation and accommodation for work outside of Fort George. You may also work with other MCU teams outside of the Highland region

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 Thursday).

Key responsibilities, duties and objectives

To carry out conservation and routine maintenance painting works to HES monuments in the Fort George District area. This will involve a variety of different forms of traditional stonemasonry including:

- To perform conservation and regular maintenance on HES monuments in the Fort George area. This includes traditional painting upkeep for Fort George and historic sites across the Highland district.
- To work within the painting team to fulfil the painting work program at Fort George.
- Provide training and mentorship for apprentices in traditional painting skills.
- Comply with and promote HES Health and Safety Policy.
- Throughout your employment with HES 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 which will be expensed by HES).

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:

- Significant working experience as a Painter
- Knowledge and experience of painting practices and techniques
- Knowledge of Traditional paint systems.
- Health & Safety awareness relating to construction works
- Full driving licence

Desirable

- Advance Craft Qualification.
- Practical knowledge of traditional painting techniques relating to historic buildings.



What we offer

We welcome applications from all nationalities, ensuring that they have the right to work in the UK and applying for a job with us could open the door to a unique work environment. It could also 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
- Access to free headspace membership
- an occupational sick pay scheme
- discounts at some local authority leisure facilities
- 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 should 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.

Alternatively, you can request electronic or paper copies of the application pack by emailing northrecruitment@hes.scot quoting the job title and recruitment reference. Please return your completed application form to the same email address or by post to David Christison, Block 49, Fort George, Ardersier, IV2 7TD, to arrive by the advertised closing date.

For further information about the post, please contact Donald Macleod via email at Donald.macleod@hes.scot

To assist in your application, please take time to read the guidance notes provided. 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.

Human Resources
Historic Environment Scotland