



# Painter

**Closing Date: Wednesday 5 February 2025, Midday**

**Expected Interview Date: Monday 17 February 2025**

**Recruitment Reference:**

HES/25/006

**Starting Salary:**

£27,149 per annum pro rata

**Salary Range:**

£27,149 - £30,221 per annum pro rata

**Pay Band:**

B

**Directorate:**

Operations

**Location:**

St Ann's Maltings

**Line Manager:**

Gary Sneddon,  
Works Manager

**Contract Type:**

Permanent

**Working Hours:**

Full Time – 35 hours per week

Thank you for your interest in the post of Painter with Historic Environment Scotland, based at St Ann's Maltings, Holyrood. This is a permanent and pensionable appointment.

The successful applicant will assist the Monument Conservation Unit (MCU) with the day-to-day painting and decorating works to monuments based within the region.

## 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 Conservation & Works Group for Edinburgh Region including Edinburgh Castle, Palace of Holyrood house, Holyrood Royal Park and Gardens, Bute House, Longmore House, and Trinity House. The unit is responsible for carrying out routine and preventative conservation maintenance to the monuments within the region.

The MCU Teams are generally based at two main locations – Edinburgh Castle and St Ann’s Maltings at Holyrood but remain fluid and merge when large scale works demand. The post holder will work with all trades under the supervision of MCU Line Management to ensure customer satisfaction for both internal and external customers.

The applicant will be an integral part of the MCU Team who deliver the annual programme of works and provide support to visitor services & Royal Household ensuring that Edinburgh Castle & Holyrood Palace are maintained to a five-star level.

## Key responsibilities, duties and objectives

In this role, you will be expected to:

- Maintain HES properties to a high standard for an excellent customer experience.
- Collaborate with community stakeholders through HES outreach programs, sharing expertise.
- Perform safe, high-quality painting to enhance visitor safety and experience.
- Apply traditional conservation painting techniques (oil-based paints, wall coverings, gilding etc) in historic properties.
- Complete painting tasks for conservation, refurbishment, and maintenance in visitor, exhibition, and retail spaces.
- Execute all painting and surface preparations on wood, metal, and internal/external surfaces to a high finish.
- Prepare properties for regular high-profile visits and events.
- Deliver high-standard finishes to maintain property presentation.
- Apply specialist finishes, including gold leaf and graining.
- Work collaboratively with MCU and Visitor & Community teams.
- Mentor and train apprentice painters when needed.
- Participate in toolbox talks and daily work briefings.

## 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:***

- Ability to interact positively with customers who have queries about our sites.
- Ability to work safely around fluctuating visitor numbers and event activities.
- Knowledge & experience of traditional paint systems.
- Knowledge & experience of working with wallpaper.
- Knowledge & experience of current conservation practices and techniques relating to historic buildings and monuments.
- Working knowledge of Health & Safety on construction sites.
- Experience of working together as part of a group of people or a team.
- [SCQF Level 6](#) or equivalent relevant work experience

### ***Desirable requirements:***

- Full UK driving licence
- Advanced Craft



## 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
- access to 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 [edinburghrecruitment@hes.scot](mailto:edinburghrecruitment@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 Gary Sneddon, Works Manager via email [gary.sneddon@hes.scot](mailto:gary.sneddon@hes.scot) or phone at 0131 557 8415

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