



## Kilmartin Museum

### Appointment of Operations Manager

### Supplementary Information



## Our Vision

Kilmartin Museum inspires and educates people by interpreting, explaining, and conserving the internationally important archaeological landscape, artefacts and natural heritage of Kilmartin Glen.

Home to internationally significant prehistoric and early historic sites and monuments, Kilmartin Glen is mainland Scotland's most important archaeological landscape. The natural heritage of the Glen and the wider area are nationally significant, with the Atlantic oak woods and Mòine Mhòr peat bog being exceptional examples of very rare habitats.

### Organisation Overview

In the 1960s, Marion Campbell and Mary Sandeman undertook the first archaeological survey of Mid Argyll and discovered an amazing density of Prehistoric Monuments concentrated in Kilmartin Glen. Campbell went on to donate her collection of antiquities, which formed the foundation of Kilmartin Museum.

The Museum was founded in 1997 by Rachel Butter and David Clough. Since then, it has been interpreting, explaining and conserving the archaeological and natural heritage of Kilmartin Glen.

Situated at the heart of this internationally important landscape on the west coast of Scotland, Kilmartin Museum cares for ancient artefacts from across Argyll. In 2019, just over half of the 22,000 artefacts in its care, known as the Prehistoric Collection, were awarded Nationally Significant Collection status by Museums Galleries Scotland and an independent panel of experts. These artefacts are thereby recognised by the Scottish Government to play a defining role in the story and culture of Scotland. The Museum also cares for Argyll and Bute Council's archaeology collections under a Service Level Agreement.

One of the Museum's USPs is its inside-to-outside connection between the artefacts and the landscape of Kilmartin Glen in which they were used and found: *"How many museums can you go to where you can examine a Bronze Age pot and look out of the window and see the burial mound where it came from?"* (Sir Tony Robinson, Time Team).

The Museum has a Service Level Agreement with Historic Environment Scotland to provide engagement and educational services for Kilmartin Glen's archaeology.

Argyll and Bute Council's Archaeology Collections are cared for by Kilmartin Museum under a Service Level Agreement.

### Governance

Kilmartin Museum Company LTD SC502086  
Charity number SC022744

Kilmartin Museum Company LTD is governed by a Board of Trustees with expertise in many areas including business, heritage, museums, finance and the environment.

## **How the Museum is Funded**

Before the redevelopment, the Museum generated around 50% of the income it required through ticket sales, café and retail profits as well as educational activities and venue hire. Projections are for this to grow post redevelopment. Remaining income comes through Service Level Agreements.

## **The Redevelopment Project**

In 2012, the Museum recognised that the services provided and the artefact collections had expanded to the point where they had outgrown the available space. This led to the launch of an ambitious c.£8m multi-agency funded Redevelopment Project. The project moved to delivery phase in 2020, with the Museum reopening its doors on 3<sup>rd</sup> September 2023 and the project is set for completion in spring 2024.

The Trustee Board agreed six aims to deliver the Museum Redevelopment Project:

**Aim 1:** To create an inspiring place where we can celebrate and tell the story of Kilmartin Glen's heritage to encourage people of all ages to understand and appreciate its global significance.

**Aim 2:** To broaden and build on our local audience by widening and increasing cultural and participatory experiences and opportunities for local people.

**Aim 3:** To work with partners to ensure the preservation and appreciation of the Museum's Collections of archaeological artefacts, local landscape and monuments.

**Aim 4:** To widen the cultural impact of Kilmartin Museum so that it is better known and appreciated locally, nationally and internationally.

**Aim 5:** To secure the financial sustainability of Kilmartin Museum by implementing cost savings in an environmentally friendly building and increasing self-generated income.

**Aim 6:** To bring greater economic benefit to the area.

The team is working towards the delivery of these aims in 2023. Thereafter a new set of aims will be developed and agreed.

## **Physical Works**

Construction works at Kilmartin Museum have joined together two buildings with a major extension designed by award winning architects Reaich and Hall to create a Museum facility enabling significant expansion of its work.

The new facility provides:

- a new permanent accreditation-compliant exhibition in a much larger space, giving opportunities to tell many more visitors the story of this special place
- a creative space, which can be used to deliver cultural activities and temporary exhibitions
- an accessible research and learning facility where the team can safely curate the collection
- a fit-for-purpose Learning Centre which allows the development of active learning and volunteering
- special exhibitions rooms

- expanded and up-to-date office accommodation
- laboratories for active archaeology and 'wet' educational activities
- a refurbished and expanded café facility
- a new reception and retail area in an architecturally stunning space
- a direct route to the monuments
- additional car parking.

### **Kilmartin Museum is made up of several areas of expertise and activity -**

#### **Interpretation:**

- *Core Exhibition:* The main permanent exhibition introduces visitors to the story of Kilmartin Glen by orientating them in the landscape as it is now and then gradually taking them back through time. The experience showcases never-before-displayed, internationally important artefacts in a greatly enhanced experience which will widen intellectual access and create links between artefacts and the landscape, our history and now.
- *Collections Store:* the collection store houses Kilmartin Museum's and Argyll and Bute Council's archaeological collections which come from all over Argyll, representing a wider geographical area, and these will be accessible by facilitated visits. The new collections store allows the Museum to meet the Accreditation Standard and to continue to develop the collection as well as facilitate enjoyment and research.
- *Publications:* The Museum publishes a successful and popular guide to the area, 'In the Footsteps of Kings' which will be reviewed and volume 2 published in early 2024. A children's activity book was published when the Museum reopened.

#### **Arts Programme:**

- *Creative Space:* Rooms within the Museum which can be used by Museum staff and volunteers, or by our national and local partners, to deliver temporary exhibitions and associated cultural activities. This will be a unique cultural venue for the west coast of Scotland enabling the local community to deliver and participate in cultural activities.

#### **Active Learning Programme:**

- *Active Archaeology Project:* Enabling a range of participatory experiences in archaeology at different levels including school age (primary and high school), and university level, as well as the general public.
- *Laboratory Spaces:* allowing for finds processing and storage of unassigned Treasure Trove material.
- *Enhanced Learning Project:* Making best use of the new facilities, equipment and space, this is an enhanced education programme that includes outreach, pilot and new activities and experiences for formal and informal learners, delivering greater opportunities for audiences to learn about Argyll's cultural and natural heritage and Kilmartin Glen's unique place in Scottish history.
- We encourage greater use of the Marion Campbell Library and its collections.
- *Learning Space:* A fit for purpose education space, which can accommodate a full class of 30 school children, has been created to enable the delivery of the learning elements of the project.

## Research:

The Museum has a long history of archaeological research, including survey and excavation work in Kilmartin Glen. A new project to investigate prehistoric rock art will begin in autumn 2023.

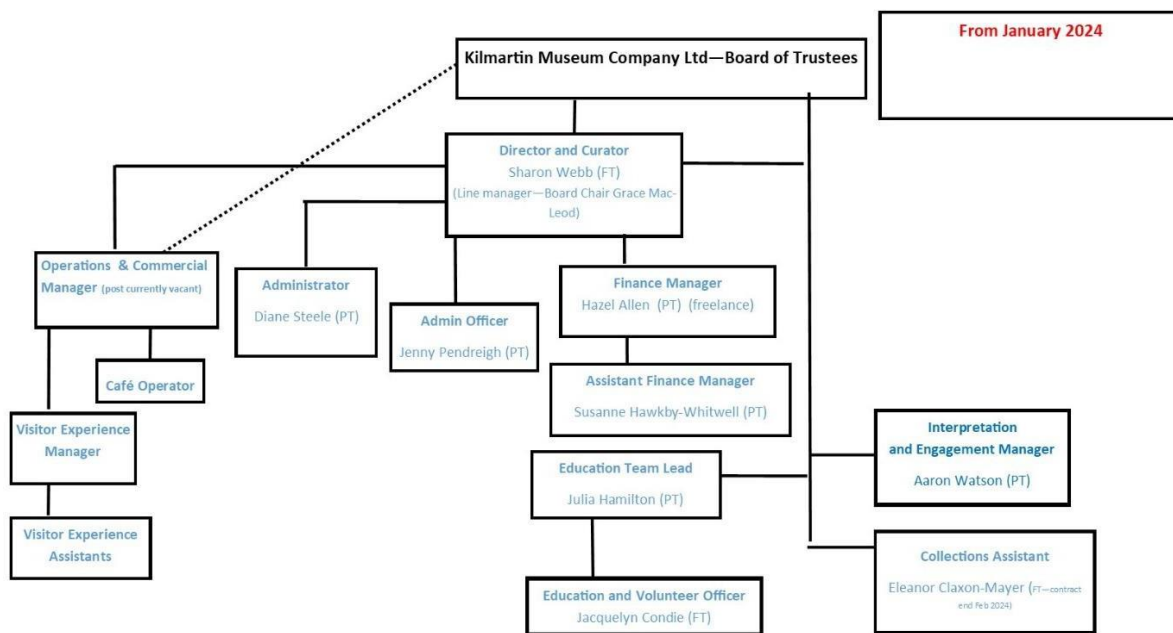
## Audience Development

The Museum is currently working with The Corner Shop Marketing to develop and roll out a comprehensive marketing strategy which realises the Museum's ambitions to grow visitor numbers from 13,000 in 2019 to 25,500 in 2024.

An Audience Development Plan was created in 2017 to scope the potential and this has been reviewed and revised by The Corner Shop Marketing.

## Staffing

The Museum staff has expanded for re-opening the Museum. The chart below shows the staff structure:



## Roles in recruitment are:

- Operations Manager
- Café Operator
- Volunteers for various roles.