



# Painter

**Closing Date: Wednesday 7<sup>th</sup> February 2024, midday**

**Expected Interview Date: w/c 19<sup>th</sup> February 2024**

## **Recruitment Reference:**

HES/24/012

## **Starting Salary:**

£25,649 per annum

## **Salary Range:**

£25,649 - £28,721  
per annum

## **Pay Band:**

B

## **Directorate:**

Operations

## **Location:**

Doune Depot

## **Line Manager:**

John McPake, Works  
Manager

## **Contract Type:**

Permanent

## **Working Hours:**

Full time, average 37  
hours per week -  
annualised hours\*

Thank you for your interest in the post of Painter with Historic Environment Scotland, based at Doune Depot, Doune, FK16 6EA. This is a permanent and pensionable appointment.

You will carry out conservation painting and decoration including building conservation and maintenance works throughout the Central area of Historic Environment Scotland's estate.

## **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 Monument Conservation Unit based in the Doune Depot has the responsibility for conservation, maintenance and presentation works at Doune Castle, Inchmahome Priory, Dunblane Cathedral and Cambuskenneth Abbey among others. You will be expected to carry out site based maintenance works at the above monuments, and others within the Central Region. A vehicle will be provided for your use, therefore a driving licence is essential.

### **\*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 Monument Conservation Units and not later than 1 April of that working year.

## Key responsibilities, duties and objectives

- Carry out conservation painting and decoration using traditional techniques and materials.
- Carry out painter work on refurbishment/maintenance projects.
- Undertake painting works, including limewashing, to a high standard of finish to ensure all buildings in the Central Region are maintained/presented to the highest standard.
- Winter works may include bench maintenance and refreshing monument signage.

## 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:***

- Time served Painter with Advanced Craft Qualification or equivalent
- Knowledge and experience of current painting conservation practices and techniques relating to historic buildings and monuments
- Knowledge and experience of Health and Safety on construction sites including awareness of COSHH regulations
- Full UK driving licence

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

- CSCS Card holder
- PASMA training



## 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 [centralrecruitment@hes.scot](mailto:centralrecruitment@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 Alan Clark, District Works Manager by email at [alan.clark@hes.scot](mailto:alan.clark@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.

Human Resources  
Historic Environment Scotland