



# Stonemason

**Closing Date: Wednesday 15<sup>th</sup> May 2024, midday**

**Expected Interview Date: w/c 20<sup>th</sup> May 2024**

## Recruitment Reference:

HES/23/061d

## Starting Salary:

£27,149 per annum

## Salary Range:

£27,149 to £30,221 per annum

## Pay Band:

B

## Directorate:

Operations Central

## Location:

Perth Depot

## Line Manager:

George Marshall,  
Works Manager

## Contract Type:

Permanent

## Working Hours:

Full time, 35 Hours

Thank you for your interest in the post of Stonemason with Historic Environment Scotland. This post is based at our Perth Depot and is a permanent and pensionable appointment.

You will be part of one of nine Monument Conservation Units based throughout Central & West Scotland, tasked with the conservation, maintenance and presentation works at monuments within their areas including Stirling Castle, Doune Castle, St Andrews Cathedral, Dunkeld Cathedral, Arbroath Abbey and Iona Abbey

## 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 it's 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 posts and information about the teams

The Monument Conservation Units (MCU) are based throughout Central Scotland and consist of stonemasons, joiners, painters, gardeners, labourers and apprentices of varying trades. The teams are headed by Works Managers who have direct line management responsibilities for the whole team. As a Stonemason in our Perth Depot, you will have responsibility for the on-going conservation and maintenance and preservation of masonry at Historic Environment Scotland monuments within your area which include Dunkeld Cathedral, Stanley Mills, Elcho Castle and Huntingtower Castle. You will help train and instruct apprentices in all aspects of the trade and provide information and instruction to support staff as required. You may also be asked to be involved in showing masonry skills at open days.

You will be expected to work at any location as directed by the Works Manager within the depot area - official transport is provided to and from the various sites within the Depot areas. Individuals are however expected to make their own way to the MCU Depot.

You will also be asked to travel using HES transport to other remote sites out with your depot 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 hour 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, normally Monday to Thursday but not exclusively so.

## Key responsibilities, duties and objectives

You will carry out conservation and routine maintenance works to HES monuments in the various depot areas. This involves all forms of traditional masonry including:

- Stone cutting/hewing of various architectural mouldings/stones for the Depot sites and monuments in other depot areas as required.
- Traditional building/repairs/indenting of stonework.
- Raking out and pointing defective joints and beds.
- Promote traditional methods of conservation and masonry techniques to carry out challenging and diverse conservation projects/works.
- Operate hand tools in addition to powered machinery such as disc saws, mortar mixers, compressors hoists etc to facilitate the work when trained to do so.



- The winter season may consist of work out with the normal duties associated with stonemasonry consisting of lime washing, grounds works and cobbles/slabs repair as well as general presentation works.
- Provide training and mentoring for apprentice stonemasons in traditional conservation skills when required.
- Comply with and promote HES Health and Safety Policy

From time to time 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:**

- Be a time served tradesperson
- Proven knowledge of the stonemasonry trade and other traditional building crafts. In particular an understanding and knowledge of current conservation practises and techniques relating to historic buildings and monuments.
- Good understanding and practical experience of the conservation, presentation and repair of Historic Monuments and/or listed buildings.
- Good all-round understanding and practical experience of using lime mortars.

### **Desirable requirements:**

- Qualified to Advanced Craft Level
- IOSH working safely (or working towards)
- Full UK driving licence

### **Qualifications & Professional Memberships:**

- [SVQ level 4 or SVQF level 6](#) (advanced craft) in Stonemasonry

### **Specific Experience & Skills:**

- Competent in all aspects of stone cutting, hewing practices and techniques.
- Competent in stone repair, indenting and the various practices and techniques used.
- Competent in building of stonework of both random rubble and ashlar work.

### **Health Screening:**



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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, 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
- an occupational sick pay scheme
- access to a free Headspace membership
- 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.



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## How to apply for this post

You can apply on-line 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 [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