



ARCHAEOLOGICAL
RESEARCH SERVICES LTD
Digging with Purpose

JOB PROFILE

Archaeological Officer

FIELD ARCHAEOLOGY DIVISION

AND APPLICATION FORM





ARCHAEOLOGICAL OFFICER

Salary: £27,200 – £27,800 (dependent on experience)

The Position: Permanent position following 5-month probation

Archaeological Research Services Ltd are recruiting Archaeological Officers for work on a variety of projects around the UK, attached to one of our offices. We have positions available for an immediate start.

You will be required to have good team-working ability, enthusiasm and drive to complete tasks and contribute to the operational success of the project. You will have experience of taking part in field projects, contributing to post-excavation work, a sound knowledge of UK archaeology and the ability to write accurate, clear English. You will be responsible for undertaking and delivering a wide range of projects, both commercial and research-based, where you will be accountable to the Projects Officer and Manager. You must be able to work as an effective team member who can be relied on to deliver to deadlines. Survey and IT skills are an advantage.

You must be committed to our health and safety culture and positively contribute to Company initiatives. We are a high performing company with a professional and friendly business-focused culture with many outstanding performers. We maintain a sector leading commitment to staff development and training which we require to be reciprocated, and look forward to supporting career development and developing people to be the best they can be.

In return, we offer an exciting range of employee benefits:

- Strong, positive corporate culture
- Competitive salary
- Commitment to training and career progression
- Membership of the Company's health cash plan which includes a range of health services
- Discounts and rewards on health, fitness and entertainment
- Attractive pension contribution
- Life assurance cover
- 28 days annual leave (including Bank Holidays)
- Additional annual leave accrued linked to length of service
- Quality accommodation provided for away work with competitive subsistence
- Full personal protective equipment and Company branded attire
- 100% of CIFA subscription fees etc.

To apply:

Download, fill in and submit all the required documentation as set out below and send to personnel@archaeologicalresearchservices.com. If you would like to discuss the post with us then please ring us on 01629 814540 and ask for 'personnel'.

Applicants must complete and send in:

- Covering letter comprising 250 words on why you consider yourself a suitable candidate.
- Our application form (downloadable from the website and included in this pack)
- Full CV
- Equal opportunities form is optional (downloadable from our website)



JOB DESCRIPTION

Job Title	Archaeological Officer
Division	Field Archaeology
Accountable to	Project Officer
Duration	Permanent following a 5-month probationary period
Annual Salary	£27,200-£27,800
Location	Based out of one of our offices in Bakewell, Cheltenham, Sheffield, Bedford, Sale or Tyne-side, and on sites across the UK where required.

Job Summary

To carry out a wide variety of project-related work and assist in undertaking and completing fieldwork and recording, and to undertake as required sample taking and processing, survey work and finds processing. Contribute to post-excavation work, undertake illustrations, archives *etc.* and to assist with administrative, clerical and general office duties that may arise as required.

Responsibilities / Main duties

- Undertake and help deliver project work as part of a team or under own initiative for small-scale project work
- Watching briefs, evaluation trenching, excavation work, fieldwalking and related work
- Sieving, sampling, metal detecting
- Recording, including context sheets, photography, drawings, survey and so forth
- Undertake and assist with post-excavation work, digitising, text, archiving and contribute to preparation of reports
- Produce illustrative material and become competent in use of CAD and GIS as well as producing basic reports on watching briefs *etc.*
- Take part in training, staff and personal development initiatives/coaching. Commitment to driving own development
- Further the company's Vision, Mission and Culture
- Drive company vehicles when required. Keep company vehicles tidy and road worthy at all times. Notify Business Admin of any faults *etc.*, so they can be rectified
- Any other duties that may be reasonably allocated
- Undertake occasional out of hours work on behalf of the company such as attending conferences, giving talk or making essential phone calls



Safety	To abide by all statutory safety regulations and company policies as set out in the Health and Safety Handbook. Report all accidents and near misses.
Hours of duty	37.5 hours per week (excluding breaks and travel time).
Annual leave	Initially 20 days holiday per year. On completion of one full calendar years service, leave entitlement is increased by one day, per additional calendar year worked, up to a maximum of 5 extra days, plus statutory bank holidays (8 days). Leave is pro-rated for part time employees.
Conditions of service	See the Staff Handbook.
Period of notice	First month = nil. After 1 month & within probation period = 2 weeks After successful completion of the probationary period = 8 weeks
Confidentiality	It should be noted that some of the information that the post-holder will access will be of a confidential nature both to other ARS Ltd employees and clients, and such information must not be communicated to other persons except where required for authorised purposes.
Note	This job description does not form part of the contract of employment. This job description will be reviewed on a regular basis.

Our VMC

Vision

Innovative world-class
heritage leaders

Mission (our 'Purpose')

To investigate archaeological
remains to create value, in-
spire people and generate
new knowledge and under-
standing





PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
EDUCATIONAL AND OCCUPATIONAL ATTAINMENT	Educated to degree level or above. We welcome applications from those without degrees who can demonstrate similar levels of attainment.	A relevant professional qualification. Member of ClfA.
EXPERIENCE	Experience of working in a professional environment. Experience of taking part in archaeological projects, undertaking a range of fieldwork and post-excavation tasks and dealing with a wide-range of people. Ability to follow systems and rules. Experience of successfully working to deadlines, working under own initiative as well as in part of a team.	
SPECIAL SKILLS	Full archaeological fieldwork skills. Authentic high quality communication skills (listening, oral and written) and ability to quickly build rapport with teams and line manager. Excellent written English and ability to express oneself accurately and take account of the nuances required in the production of first rate reports. Self-discipline, attention to detail, excellent numeracy, forensic accuracy. Excellent organisational skills. Excellent team management and leadership skills. Good range of IT skills including use of Office. Full manual driving license. Health and Safety awareness	Surveying skills Familiarity with CAD and GIS.



DISPOSITION

Trustworthy and have integrity.

Cheerful.

Positive mental attitude.

Pro-active approach to learning.

Business dedicated focus.

Exceptionally organised.

Humble but confident.

Willing to function and contribute as part of a motivated and thriving team and willing to take instructions.

Very resourceful and natural problem solver.

Outstanding interpersonal skills.

Motivated to help others.

Loyal.

Able to remain calm, confident and competent under pressure.

Desire to be the best you can be.

Good sense of humour.

INTERESTS

Archaeology of Britain.

Period or thematic specialisms.

SPECIAL SKILLS

Willing to work a range of hours in order to attend meetings and take advantage of training courses.

Able and willing to travel throughout the UK for site work, visits, meetings, conferences, training *etc.* including outside of work hours

Ambitious to assist in growing the company, assisting with staff development and taking it forward.

Keen to align oneself with, and promote, the vision, mission and values of the company.



APPLICATION FORM

All information will be treated as strictly confidential and no approach will be made to any person without your permission. Please note—All boxes must be completed. Incomplete applications will be rejected.

Position applied for If you obtained this position, would you continue in any other employment Do we need to make any disability-related adjustments to allow you to take part in the recruitment process How did you hear about the vacancy?	Yes / No Yes / No
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Personal details

Title : Forename : Surname :

Home address:

Postcode: Phone number:

Email address:

Education and training

University / college, etc.	Dates attended from, to	Qualifications including grade achieved
Provide full name of University/ College/ and address. If no further education qualifications, please state GCSE's and / or A-Levels		



Previous employment

[illegible]

Reason for leaving

Previous relevant experience

Interests



Please detail any further information you wish to put forward to support your application

Driving licence

Current driving license Yes / No If yes, please state the type of license:.....

Any current endorsements Yes / No If yes, provide details:.....

Any motoring prosecutions pending Yes / No If yes, provide details:.....

Availability

Notice period, if successful:.....

Are you a UK citizen? Yes / No If no, confirm your VISA status:.....

Criminal record

List any criminal convictions other than 'spent' convictions. If none, state "none".

.....
The information provided will be confidential and will be considered only in relation to this application.

References

Employment reference (most recent employer):

Character reference (ie. Lecturer, colleague, fieldwork volunteer etc.):

Email:

Telephone:

Email:

Telephone:



Privacy notice

We process personal data relating to those who apply for job vacancies with us or who send speculative job applications to us. We do this for employment purposes, to assist us in the selection of candidates for employment, and to assist in the running of the business. The personal data may include, but is not limited to, identifiers such as name, date of birth, personal characteristics such as gender, qualifications and previous employment history.

Your data will be shared with the relevant HR personnel and Hiring managers so that they can review applications, conduct interviews and make recruitment decisions. We will not share any identifiable information about you with third parties during the application process without your consent unless the law allows or requires us to do so.

How long we keep your data

If your application is unsuccessful, we will retain your personal data for 12 months after the recruitment process has ended. This is to:

- Respond to any queries or feedback requests
- Demonstrate fair and non-discriminatory recruitment practices
- Defend potential legal claims

After this period, your data will be securely deleted within 3 months (data is deleted in batches every quarter).

This privacy notice does not form part of an employment offer or contract between us. If your application is successful and we make an employment offer to you, we will provide further information about our handling of your personal information in an employment context separately.

Talent Pool (Optional)

If you would like us to consider you for future opportunities, you may opt in to join our Talent Pool by ticking the box below.

By opting in:

- We will retain your application data for a longer period of 24 months
- We may contact you about relevant future vacancies

You are free to withdraw your consent at any time by contacting us, and your data will then be deleted in line with our standard retention period.

I consent to my data being retained in the Talent Pool for future opportunities

☐

If you would like to find out more about our data retention policy and how we use your personal data, you want to see a copy of the information about you that we hold, want to request data deletion or have any questions regarding data protection, please email us with the Subject "Data Protection Request". You can also see our full recruitment privacy notice [here](#):

Declaration

The above information is true. I understand that any job offer made on the basis of untrue or misleading information may be withdrawn or my employment terminated. I understand that an application form must be completed in full and submitted alongside a CV and cover letter, otherwise the application will not be considered

Signed:

Date: