

ClfA

**Early
Careers
Group**

ClfA Early Careers SIG AGM

Megan and Tabitha



General Summary

- Welcome and housekeeping
- Annual Report
 - Events and activities overview (March 2023-March 2024)
 - Publicity
 - Online presence
 - Treasurer's statement
 - Committee changes
 - Future plans
 - Concluding remarks
- Voting
 - OCM Results
 - Honorary Chair, Secretary, and Treasurer co-option
- Quiz!

EC SIG Committee 2023-2024?



Megan
Chairperson

A circular portrait of Megan, a woman with dark hair, wearing a dark jacket, kneeling in a field of tall grass and petting a small dog.

Jo
Treasurer

A circular portrait of Jo, a person wearing a white shirt and a dark cap, working in a field of tall grass, possibly using a tool.

Tabitha
Secretary

A circular portrait of Tabitha, a woman with long brown hair, wearing a light-colored jacket over a dark top, standing outdoors with her hands on her hips.

Jessica
Ordinary Committee Member

A circular portrait of Jessica, a person wearing a bright orange high-visibility jacket and a cap, standing in a grassy area with their arms raised.

Sakshi
Ordinary Committee Member

A circular portrait of Sakshi, a woman with dark hair, wearing a dark jacket, standing in an urban setting with buildings and cars in the background.

Phil
Ordinary Committee Member

A circular portrait of Phil, a man with glasses and a beard, wearing a blue shirt, standing in front of a stone structure, possibly a monument or ruins.

Michael
Ordinary Committee Member

A circular portrait of Michael, a man with a beard, wearing a maroon shirt, standing in a dark setting.

Claire
Ordinary Committee Member

A circular portrait of Claire, a woman wearing a red knitted hat and glasses, smiling, standing in a grassy field.

Katie
Ordinary Committee Member

A circular portrait of Katie, a woman wearing a dark helmet and a high-visibility orange jacket, holding a small object, standing in an outdoor setting.

Events overview

Our last AGM was held on the 14th March 2023 and featured a talk from Olivia Britter on Ways of Living in the Upper Thames Valley

In April 2023, our committee members Jess and Phil organised a session for the ClfA Conference in Nottingham 'Mapping Archaeological Careers', myself and Mike spoke as part of the session 'Sustainable Careers in Archaeology', and Sakshi and Phil were invited to speak on the closing panel.

On Thursday 18th May 2023 we worked with Dr Hannah Cobb and Dr Karina Croucher to present a special roundtable for undergraduate and postgraduate students of archaeology looking to start a career in UK archaeology and heritage.



Careers in UK Archaeology and Heritage: A Workshop for Students

Are you interested in a career in archaeology and heritage? Are you coming to the end of your degree and looking for advice on the next steps you might take?

We would like to invite you along to a teaching and learning roundtable session on **Thursday 18th May** from **7pm to 8pm**.

We are excited to be working with Dr. Hannah Cobb and Dr. Karina Croucher to bring you this special roundtable for undergraduate and postgraduate students of archaeology and heritage. Members of the EC SIG committee will share our experiences and advice about developing careers across the archaeology and heritage sectors and we are happy to answer any questions you have, and welcome your input in the conversation!

Events overview

On Wednesday 28th June 2023 we hosted a ‘Meet the Members’ session - a chance for our members to come along to our committee meetings. Would you like to see more of these? Let us know!

On Wednesday 26th July 2023 we held our annual Student and Early Career Conference as part of the Festival of Archaeology. This year we were able to showcase live talks, as well as pre-recorded presentations and posters.

On Wednesday 9th August 2023 we worked with the ClfA Finds Special Interest Group to host ‘Finding a Career in Finds’, an online event aimed at supporting early career archaeologists with an interest in finds and post-excavation work.



Events overview

On 7th October 2023, members of our committee took part in University Archaeology Day at the British Museum

In November, many members of our committee had the opportunity to visit York for the Archaeological Achievement Awards. We were able to celebrate the achievements of some great archaeologists, including our own committee members - Sakshi was awarded the Early Career Archaeologist Award, while Tabitha was named highly commended in the same category.

In February 2024, we worked to gather your opinions on the decision to stop providing salary minima, and we are continuing to work to represent the perspectives of our members.





Inspired by CIFA 2023 conference theme *Sustainable futures*, the Early Careers Special Interest Group (SIG) committee decided to explore how a career in archaeology might be sustainable, both now and in the future.

They say the best way to predict the future is to understand the past (seriously, the motto for many archaeologists). We therefore decided that a useful session would be to try to map the career pathways of a range of different people working in archaeology, and to discuss and compare the opportunities, and barriers, in these routes, and whether they still exist today. Could we, through mapping these groups, work out what a sustainable career path in archaeology might look like in the future?

Our chairs Jessica Ellery and Phil Pollard were joined by five speakers – representing a range of backgrounds and specialisms – who shared their career journeys. Many were attempted to map them in a structured way on the screen behind. We are very grateful to our speakers, who were open about their experiences, as well as to our audience members who also spoke honestly and bravely in what was a passionate discussion. Here we want to share some of the key observations that emerged from these mapping exercises, and the discussion that followed them.

It was evident from our speakers how important support and mentoring has been on their journey – whether that looked like honest conversations with their employers, or individuals who stepped up and encouraged them. Knowing they were part of a network that was bigger than their job and company was invaluable in helping them grow as professionals and advance their careers.

As expected, the speakers' journeys were shaped by their context, with some career paths emerging alongside opportunities as a profession and benefiting from the unique opportunities and experiences that provided. This was picked up on in the discussion session, where there was a feeling amongst contemporary early career archaeologists that a lot of the opportunities our speakers were able to make use of were about being in the right place at the right time. Whilst this could be said of any career, the lack of visible career pathways for those entering archaeology was a large focus in whether they saw their future in the industry or not, particularly in the current socio-economic climate.

Career journey maps by Jessica Ellery



Publicity

Navigating Our Sector: Advice from a Field Archaeologist to a Future Heritage Employee

■ POLICY / ■ NOVEMBER 2, 2023
 ■ LETTERS OF ADVICE - DEBATE 2023



Barriers to early career progression in UK archaeology for international students

As archaeologists across the UK, and the world, have started to talk problems with career opportunities, job retention, pay, and the general sustainability of archaeology.

The 2023 CIFA Annual Conference's theme of Sustainable Futures proved to be that there are still and planned the voices of students and early career archaeologists, with Mike and Sakshi, in the discussions on their careers.

Over the course of the conference, we discussed, laughingly, that there are still not enough early career voices present in these conversations, and share some of the barriers they and others are experiencing.

Sakshi and Mike

We, as international students at different stages of our education, wish to highlight some of the difficulties that not only diverse archaeologists can face, but that might be more or fully understood.

One reason for our decision to study in the UK is the comparatively higher reputation of archaeology programmes compared to other countries. However, the costs for international students are more expensive. Although it was slightly less than the US it still remains a significant barrier. For Sakshi, it was significantly more expensive to study in



Sakshi Surana is currently a PhD student working on the impact of the UK's 1980s Origins Act on the UK's heritage industry. Mike is a graduate of the CIFA Early Career Award. They are currently exploring the ways in which archaeology

Art and archaeology: a rewarding combination

The increase in inflation, cost of living, and the energy crisis has led many archaeologists, including me, to a difficult position where we need to make major sacrifices, such as choosing to pay to go to a conference to further our career using hard-earned the winter.

Many young people, including us, are becoming burnt out before our careers even begin. Many are struggling full or part-time, while also volunteering for multiple organisations, working multiple part-time and sometimes even full-time jobs, while also trying to plan for a future career, and simultaneously, attempting to scrape together a personal and social life.

This is slowly becoming more apparent through surveys like the BARR, Archaeologists in Financial Crisis, Archaeologists in Financial Crisis (AIFC), 2022 study and the EAA Early Career Survey, which is currently gathering data from European archaeologists.

The survey has revealed that 60% of 6,300 respondents do not complete any part of their job and at least 10% have had to take a second job to make ends meet, half of those in non-archaeological positions.

Under normal circumstances, this hard work should pay off, but in these times, it is often from organisations to sponsor, but for employers must have a license and are required to study on



Mike's agency is a PhD student on the UK's 1980s Origins Act on the UK's heritage industry. Mike is a graduate of the CIFA Early Career Award. They are currently exploring the ways in which archaeology

Is archaeology sustainable? An early-career perspective

For the 2023 CIFA conference in Nottingham, I presented a paper for the session *Building a sustainable future*. In my work with the CIFA Early Career Special Interest Group, and through working in archaeology-led archaeology, I have gotten to know many early-career archaeologists and have become very aware of the issues facing those entering the sector.

Being asked to give an early-career perspective on the sustainability of archaeology as a profession, I felt that it was important to highlight the perspectives of a range of early careers. I conducted a survey to collect insights, ultimately recording the responses of 27 early-career archaeologists and seven former archaeologists who had left the sector.

The results were poignant, and I believe it is vital that we as a sector consider these voices and work to implement positive change.

When asked what made a career sustainable, survey respondents stated that

Autumn 2023 | Issue 100
 Megan Schriener PCIFA (2023), Chair of the CIFA Early Career Special Interest Group

- So what can we do?
- A few suggestions would be to
 - support staff to maintain a healthy work-life balance
 - pay staff fairly at all levels
 - put an end to unpaid overtime
 - support staff with their mental and physical health
 - provide stability with permanent contracts where possible

In the time between presenting my paper at the annual conference and the publication of this article, I myself have left developer-led archaeology. This is due, in part, to many of the issues discussed here and left by my fellow early-career archaeologists.

I will leave you with the same closing thoughts as voiced in my presentation in April



Early Career Archaeologist Winner: Sakshi Surana



Highly Commended: Table Outlaw



Online Presence



New blog - cifaearlycareersgroup.wordpress.com



824 followers on Instagram - @cifa_ec

Up from 472 in August 2022



586 followers on Twitter - @ClfA_EC

Up from 475 in August 2022



737 members in our Facebook group - ClfA Early Career Special Interest Group

Up from 580 in August 2022

Treasurer's Statement

- The EC SIG budget was not confirmed by ClfA for 2022-23. We therefore spent £0 for this financial year.
- Flyers and promotional materials were provided by ClfA.
- We have requested £800 for 2023-24 and await confirmation from ClfA.
- We have a projected £50 income from new members.

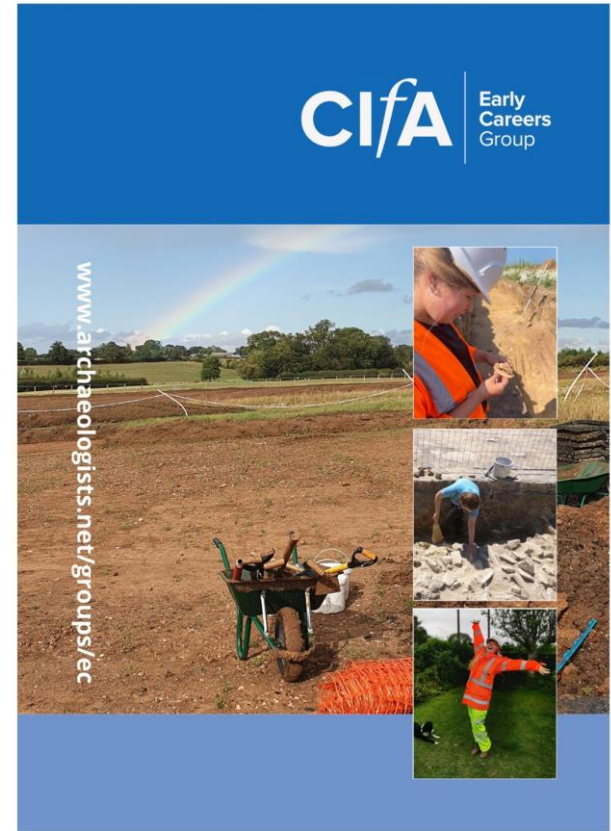
Committee changes

- Five current members of the committee stepping down to become **external advisors to the committee** (Claire, Jo, Phil and Megan).
- Nominations for this year's ordinary committee members to be revealed.
- We'll be taking nominations tonight for honorary chair, secretary and treasurer



Future plans

- Plans to meet up socially at this year's ClfA conference in Chester.
- Promotion of bursaries for this year's ClfA conference.
- Potential collaboration with Unravelling the Palaeolithic conference.
- Potential collaboration with Prospect (Union)
- Our joint EC SIG and CBA Early Careers Conference!



Voting: Ordinary Committee Member

The votes are in...

Our new Ordinary Committee Members are...



Voting: Ordinary Committee Member

New OCMs:

- Tabitha Lawrence, PCIfA
- Katie Sanderson, ACIfA
- Gulfareen Kamran Chohdry, Student Member
- Emily Moon, ACIfA

Joining existing OCMs:

- Jessica Elleray, PCIfA
- Sakshi Surana, Student Member

Voting: Honorary Chairperson (Co-Option)



Voting: Honorary Secretary (Co-Option)



Voting: Honorary Treasurer (Co-Option)

