

# The Archaeologist

Issue 94  
Winter 2015



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Contributions to <i>The Archaeologist</i> are encouraged. Please get in touch if you would like to discuss ideas for articles, opinion pieces or interviews.  We now invite submission of 100–150 word abstracts for articles on the theme of forthcoming issues. Abstracts must be accompanied by at least three hi-resolution images (at least 300dpi) in jpeg or tiff format, along with the appropriate photo captions and credits for each image listed within the text document. The editorial team will get in touch regarding selection and final submissions.  We request that all authors pay close attention to CIfA house style guidance, which can be found on the website: <a href="http://www.archaeologists.net/sites/default/files/node-files/2014-Submitting-articles-TA-v1.pdf">www.archaeologists.net/sites/default/files/node-files/2014-Submitting-articles-TA-v1.pdf</a>  TA is made digitally available through the CIfA website and if this raises copyright issues any authors, artists or photographers, please notify the editor. Copyright of content and illustrations remain with the author, and that of final design with CIfA. Authors are responsible for obtaining reproduction rights and for providing the editor with appropriate image captions and credits. Opinions expressed in <i>The Archaeologist</i> are those of the authors and not necessarily those of CIfA.		
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# EDITORIAL

## The future is bright: the future is chartered

Jan Wills BA FSA MCIfA (188)  
Chair, ClfA Board of Directors



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Welcome to a special issue of *The Archaeologist*, celebrating the new Chartered Institute for Archaeologists. It's taken a little over 30 years since the establishment of the Institute in 1982 to reach this moment, which holds so much promise for the future of our profession.

Many of you will have questions about the changes to ClfA as a result of the Royal Charter. Each one of the articles in *TA94* addresses a different aspect of what is planned and what can be expected of your new Institute. If there's any information we haven't provided, never fear: ClfA staff will be on the road throughout 2015 hosting consultation workshops. Do join us!

Of course, 2015 is also the key point in the 30-year journey of the world's most famous DeLorean: on 21 October 2015, we will finally be at the exact date from which Marty McFly (Michael J Fox) travels in *Back to the Future II*. Written in 1989, the film was eerily prescient about many seemingly impossible inventions that have since become reality, such as hoverboards, Skype, self-lacing shoes, drones, hands-free gaming, bionic implants, and video glasses. Taking this theme on board, Kate Geary's article in this issue examines what the daily lives of archaeologists might look like in the year 2050; it's exciting to speculate how many of our predictions might come true, as ClfA continues to work hard for the profession in the next 30 years.

While our inventive look at the future for archaeologists includes exploring frontiers such as outer space and the deep sea, it's clear that there are issues closer to home that must be ClfA's first priority. Big questions raised at the launch event addressed some of these, primarily the potential for individual Chartered Archaeologists, the relationship between ClfA and the vibrant independent/

voluntary archaeology sector, and ClfA's mission to enhance the status of archaeologists and achieve professional parity. Rest assured that these discussions are front and centre on ClfA's agenda, and we will be reporting back as progress is made on all fronts.

The message running through *TA94* is loud and clear: we can't do it alone. Input from members is essential to the short-term development of ClfA as well as the longer-term impacts of the Royal Charter. So, the next time a ClfA survey drops into your inbox, please take the five minutes to respond. If an information session is being held near you, go along and offer your opinion. Come to the conference this April in Cardiff and be heard. Only with this kind of participation can ClfA become truly representative. To repurpose the compelling words of American President John F Kennedy, ask not what archaeology has done for you, but what you can do for archaeology.

Feedback is welcomed, and we are now including a Letters page in every issue of *The Archaeologist*. Please write in about anything you've read in the magazine, or other matters you would like to bring to the attention of our members.

Lisa Westcott Wilkins  
Interim Editor



The recent award of a Royal Charter for our professional institute is a momentous occasion for archaeology. Becoming a chartered institute is not simply a step forward for the organisation; it is a massive leap forward for the profession. There are plenty of details in this issue of *TA* about practical changes we are making, but I want to talk about why our Charter plays such an important part in ClfA's ambition as a professional body, and our vision for the archaeology profession.

### Our strategy and vision

In 2010, IfA published an ambitious strategic plan that outlined our desire to strengthen and develop the archaeological profession, and raise the profile of accredited archaeological professionals. Our plan was summarised in five key objectives

- increase understanding of the role of archaeologists in society and improve our status
- inspire excellence in professional practice
- strengthen the relationships between archaeologists across the historic environment and other sectors
- strengthen position of IfA membership and registration as essential demonstrations of fitness to practise
- develop a stronger influence on historic environment policy
- provide archaeologists a credible, effective and efficient professional institute.

*Hon Chair Jan Wills holding up a copy of the first issue of the Institute's magazine, then entitled The Field Archaeologist magazine, published February 1984.*  
© Adam Stanford/ Aerial-Cam Ltd



**The long term strategy of the Institute has not changed; we will still be striving for the same strategic goals as outlined above, but our Charter will help with this by raising our profile with outside bodies.**



Panel members listening to Diana Murray. From left to right; Peter Hinton, Natalie Ward, Ben Jervis and Jan Wills. © Adam Stanford/ Aerial-Cam Ltd

Starting 2015 as a chartered institute is a new beginning – state recognition of our profession, and of this organisation, at a midway point in our strategic plan gives us a real reason to celebrate. For me, and for our new members of Advisory Council, the Board of Directors and ClfA staff, it also provides a real focus on our ambitions for the next five years. But first, let's reflect on what chartered status means for the profession right now...

**Our charter – a stamp of quality for the profession**

ClfA is the leading professional body representing archaeologists working in the UK and overseas. Receiving a Royal Charter means that the Institute has been recognised by the state as the regulatory body for the archaeological profession. It is a stamp of credibility and raises the profile of the Institute and its members.

ClfA promotes high professional standards and strong ethics in archaeological practice, to maximise the benefits that archaeologists bring to society. We are the authoritative and effective voice for archaeologists, bringing recognition and respect to our profession.

Now we have achieved that recognition, we can use it to underpin our work. The long-term strategy of the Institute has not changed; we will still be striving for the strategic goals outlined above, but our Charter will help with this by raising our profile with outside bodies – employers, clients/commissioners, other professionals –

as we are now equivalent to other chartered bodies such as RICS, RIBA, RIAS, RTPI and the various engineering professional bodies. To echo what Peter Hinton has said in this issue, achieving chartered status improves our clout.

To have a real impact, we all need to take action. As members of ClfA, we are asking you to promote why you joined, what membership means and why it is important that your colleagues and employers recognise the importance of accredited membership. In turn, ClfA will be promoting why we exist, and why those commissioning work should look to our members and Registered Organisations as reliable and trustworthy professionals. We will continue to do this through our advocacy work, and through the promotion of the ClfA client guide.

**The next big ambition**

Right now, it is the Institute itself which is chartered. We know that people are interested in plans for developing the Chartered Archaeologist route, and we certainly have that important discussion on our agenda for 2015. Have you thought about what being a Chartered Archaeologist would mean to you? For us, it would be another step forward for the profession and for our ambition to achieve professional parity with those we work alongside. It would also have a real impact on the structure of careers in archaeology, as we would need to have clearly defined pathways to individual chartered status. On a practical note, it also would mean an amendment to our Charter – something which would need Privy Council assent. We already have an idea of what we would need to do, what it would involve, and the timescales expected by the Privy Council. We just need to decide how we, as a profession, want to go about it.

The topic of individual Chartered Archaeologists will be a priority that staff, the Advisory Council and Board of Directors will focus on over the next couple of years, and we will be consulting our membership, about your expectations. Once we have decided as a profession how we want to approach this, ClfA will need to make proposals on an amendment to the charter.

Those proposals will need to outline exactly what a Chartered Archaeologist is: at what level of your archaeological career should chartered status be relevant, when would you begin your pathway to becoming chartered, and how that status would be evaluated and examined. To get the ball rolling, ClfA will be organising a series of workshops to invoke discussion about the opportunities the Royal Charter offers the profession, and the future for Chartered Archaeologists. The first of these will be at the Annual Conference in Cardiff in April 2015, and others will be promoted through the website and eBulletin. If you are interested in hosting a workshop in your area, please contact Raksha (Raksha.Dave@archaeologists.net).

Further information about what our Charter means can be found in the FAQs on our website [www.archaeologists.net/charter/faqs](http://www.archaeologists.net/charter/faqs)

**What's on the agenda for ClfA?**

In addition to discussions of chartered status for archaeologists, ClfA also has other aspirations and projects which we hope will benefit members and Registered Organisations. Our important role in advocacy will continue apace, as outlined in Peter Hinton's article in this issue.

Two projects which will be coming to a head in 2015 provide an insight into the steps we are taking to meet all of our strategic aims by 2020. First, Kate Geary will be working with members and organisations to pull together a clear pathway to accredited membership (a project entitled *Pathway to accreditation*). Kate will start by focusing on Practitioner level membership, exploring ways ClfA can better prepare students and trainees for a career in archaeology, and then improving how we support early career archaeologists in becoming accredited. As part of this project, our Special Interest Groups are helping to develop skills-based matrices to complement the general competency matrix that underpins our application and validation processes. ClfA represents all archaeologists, but we know some people still think of us as being exclusively for field archaeologists. We will be working on ensuring that our image, application process, and ethos encompass the entire profession.

Second, we need to work on increasing the profile of our members. Charterism is extremely relevant to this, and we will be broadcasting as loudly as possible that our professionally accredited members and Registered Organisations are the only option for clients needing an archaeologist. In Spring 2015, we will be launching our next practice paper: *Professional archaeology; a guide for clients*. This guide is aimed at clients, and at those working within any scale of projects that might involve archaeological works. The guide will encourage all those needing an archaeologist to seek advice from a professionally accredited practitioner.

Finally, my own personal aim is to get the new structures of ClfA working together successfully for the benefit of our membership and the profession more widely. The new Advisory Council already has a packed agenda, and we hope as members you will feel engaged in what we are trying to achieve – and perhaps feel inspired to come along to a workshop and talk about chartered status, or perhaps join one of our Special Interest Group committees to help develop the things you care most about. We achieved so much in recent years – through really challenging times – and I believe that as a chartered body we can achieve even more.

Chief Executive Peter Hinton discussing the journey to chartered status for the Institute. © Adam Stanford/ Aerial-Cam Ltd

**My own personal aim is to get the new structures of ClfA working together successfully for the benefit of our membership and the profession more widely.**



## The Royal Charter and policy affecting the historic environment

Peter Hinton BA FSA FRSA FIAM FSA Scot MCIfA (101)  
Chief Executive, ClfA

**In December 2015, after years of groundwork, the Institute's petition for a Royal Charter was successful.**

Our record on advocacy was one of the reasons we were awarded a Royal Charter. As part of the process the Privy Council Office consulted Whitehall departments, including those with which we work most closely on English or reserved UK matters: the Department of Culture Media and Sport, and the Department of Communities and Local Government. Through our contributions to policy, including our facilitation of the Vaizey review of local government archaeology services, the National Planning Policy Framework and supporting government guidance, the reform of English Heritage/Historic England, planning performance, permitted development, the National Heritage Protection Plan and Heritage 2020, planning conditions, the Heritage Protection Bill, the Enterprise and Regulatory Reform Act, the Hague Convention, the UNESCO convention on the protection of the underwater cultural heritage to name but a few, the Institute was already well known to those departments and others. Our reputation was firmly established for providing consistent and constructive expert advice, being a discreet sounding board, and having the public interest as our foremost objective.

What difference will having achieved Chartered status really make for our advocacy? Achieving Chartered status improves our clout for two big reasons.

First, it gets us noticed. A challenging aspect of the Institute's work has been gaining the attention of those we want to influence: there's no point in having all the answers if the civil servants and officers only skim read even the punchiest and most persuasive briefings, and it's hard to change a minister's mind without being able to meet him or her. We've evolved some good techniques for getting to the people we need to, but they don't always work. The magic word *Chartered* opens doors, eyes, ears and minds, so this process should become a little easier.

Second, once we have access to an important figure or organisation, we need to help them really hear what we're saying. It's pretty easy to know whether a politician is granting us time as a stakeholder management exercise, or genuinely heeding our opinion or advice. Chartered

institutes have a high level of trust and credibility. They are recognised as operating with expertise, tried and tested systems and with impartiality – promoting their profession and members only as a means of securing the public good.

With these advantages we will continue to attempt to influence policy before it forms, to advise on legislation before it's drafted, to give evidence to inquiries, to respond to consultations, and to network productively with those who can help us deliver the Institute's agreed advocacy priorities. These include

- protecting local authority services
- making it a statutory responsibility for planning authorities to have access to a dynamic Historic Environment Record supported by expert staff
- ensuring that risks to the archaeological resource are not increased, and are preferably reduced, by incremental changes to planning safeguards
- beyond Scotland, allowing for Marine Protected Areas to be designated on heritage grounds
- ratification of UNESCO Convention on Underwater Heritage
  - making the case for commercial and sensitive work to be undertaken by Registered Organisations or professionally accredited individuals working to ClfA Standards



We can hope to make good progress in the latter area. In the IFA's 2014 *Yearbook* I talked about improvements on the demand side, and our client guide (due in March 2015) will help. There are supply-side solutions too. Obstacles, or objections, are often raised to intervention on grounds relating to competition, but many appear to be founded on political rather than legal reasons that are less firmly held where a Chartered body is concerned. Let's see. Either way, there are astonishing inconsistencies of approach with much lesser requirements for archaeologists to be accredited than for other professionals and trades they work alongside. I hope that the Chartered Institute can now highlight these disparities and the impact they have, and ask for explanations, or – better still – corrections.

I'll give the last word to another Chartered body, the Chartered Insurance Institute:

*In a world of globalisation, increasing commercialism, and the exponential rise of information at your fingertips, lasting kitemarks of quality that consumers can trust to guard and promote the public interest are rare. The Royal Charter is one such stamp of quality. A uniquely British institution, it has stood the test of time and remains the gold standard for professional services today, not only within the UK but also internationally.*

Says it all, really.

<sup>1</sup> Chris Hanks (2009) *The stamp of quality? The importance of being Chartered*. Chartered Insurance Institute



Peter Hinton

*A challenging aspect of the Institute's work has been gaining the attention of those we want to influence: there's no point in having all the answers if the civil servants and officers only skim read even the punchiest and most persuasive briefings, and it's hard to change a minister's mind without being able to meet him or her.*

*Chartered institutes have a high level of trust and credibility. They are recognised as operating with expertise, tried and tested systems and with impartiality – promoting their profession and members only as a means of securing the public good.*

# A practical guide to The Chartered Institute for Archaeologists

Alex Llewellyn BSc MCifA (4753)  
Head of Governance and Finance, CifA

Following on from Peter Hinton's review of the impact of chartered status on advocacy work and Jan Wills' explanation of CifA's vision and ambition, this article explains how CifA works – and how you can help shape the work we do.

## Governance

The next 12 months will be a developmental year as we implement the CifA governance regime, and it will be important to review the progress, systems and communications of this as we go. It might not sound like the most exciting topic for an article in *TA*, but it is important to ensure that our members understand how the new structure for CifA works and how we intend to comply with the regulations set out for this.

The governance of the Chartered Institute for Archaeologists is set out in the Royal Charter. This governance structure has replaced the old structure (as set out in the Memorandum and Articles of Association of the Institute of Field Archaeologists) following CifA's first AGM on the 9 December 2014

## Board of Directors

The new structure has as a Board of Directors, which has responsibility for CifA and our compliance with the Royal Charter.

The CifA Board is smaller than the previous fA Council, comprising a maximum of 12 members rather than 21 elected members. The new Board has business, fiduciary and legal responsibilities for CifA (such as monitoring financial performance, health and

safety, employment of staff, and strategic development) and will take decisions in the best interests of the objectives of the Chartered Institute.

The Board includes eight accredited members of CifA who have been elected by members. In addition, the Chief Executive of CifA and another staff member (currently the Head of Governance and Finance) are staff representatives on the Board. The Board also has the option to coopt two further individuals (who do not have to be members of CifA) to offer specific advice to the Board, for example legal or HR advice.

## Advisory Council

To support the Board of Directors, the much larger Advisory Council is in place to help inform decisions on policy and strategy. The Advisory Council is made up of 20 elected accredited members via the AGM process, and up to 20 representatives from CifA's Area and Special Interest Groups.

It is hoped that this structure will ensure that all our members feel more involved with discussions of strategy and policy for CifA, and that their views are better represented. We also intend to disseminate discussions widely to achieve a more effective engagement on current issues with the wider membership.

## How to get involved

As with most professional institutes, CifA relies on the support and involvement of its members. At the moment we have c 200 people volunteering for CifA through involvement in the Board of Directors, Advisory Council, Area and Special Interest Group committees, Validation and Registration committees, and other committees, working parties and panels.

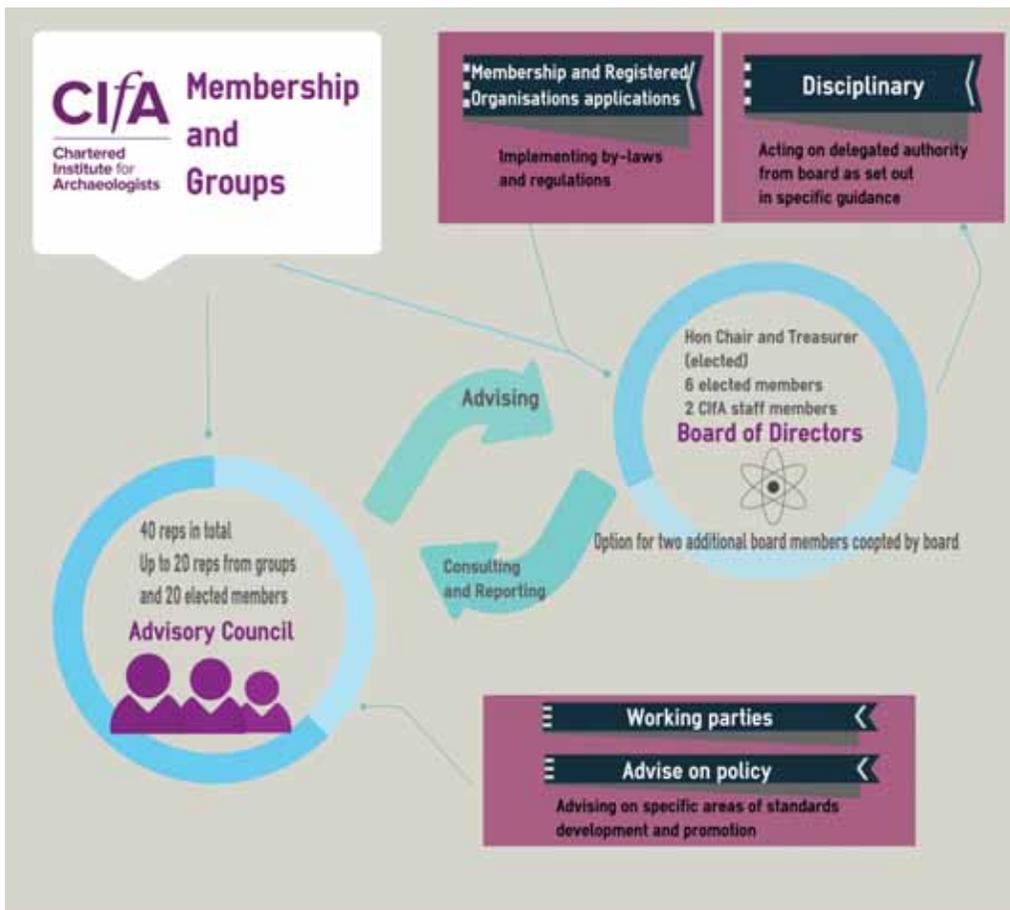


Without these volunteers we would not be able to carry out the work of the Institute, regulate the profession, and continue to develop our standards through the specialist input our volunteers provide.

By volunteering for the Institute you have the opportunity to input directly into the

development of the profession, as well as opening up great opportunities for your CPD. Volunteering for CifA can take many shapes, and involve different levels of commitment. This can be anything from responding to our short member surveys to offering a few days a year to take part in inspection visits to Registered Organisations.





We will use the opportunity of chartered status for the Institute and discussions about chartered status for individuals to promote the work of archaeologists and the importance of accreditation within our sector and beyond.

and guidance and policy statements, a Code of conduct, entry criteria and other regulations for professional archaeologists.

The purpose of these standards is to ensure that archaeology is carried out in the best interests of the public. Cifa also has the role of policing the adherence to these standards by professional archaeologists and organisations that become members and sign up to the Code.

The self-regulation of the archaeological profession is carried out by peer review. Archaeologists who are accredited members of Cifa 'own' the standards to which we expect the profession to adhere; Cifa members set the criteria for new members and registered organisations, and Cifa members police the adherence of these standards through professional conduct regulations and involvement in complaint and sanctions panels. When people ask what the Institute is doing to raise the standards within archaeology, they are asking this of all the accredited members of Cifa.

This is the role that all professional institutes carry out for their professions.

Cifa also exists to develop the profession through the promotion of Continuing Professional Development (CPD) and training to members and employers, and to promote the work of the Institute and its members through advocacy to clients and stakeholders. These functions overlap with the role of trade associations, and Cifa works closely with FAME on common activities.

Through these activities Cifa also aims to improve the working conditions for archaeologists. Principle 5 of our Code of conduct sets out the rules we expect members and Registered Organisations to adhere to in terms of recognising the aspirations of employees, colleagues and helpers with regard to all matters relating to employment, including career development, health and safety, terms and conditions of employment and equality of opportunity.

Through the Registered Organisation scheme, we assess how organisations are meeting these rules, how they motivate and retain skilled staff to ensure they meet the standards set by Cifa, and deliver quality work. These rules are also binding for all accredited members who employ archaeologists, even if they are not part of the Registered Organisation scheme.

As part of our work to improve working conditions, we set out an employment package and make recommendations on starting salaries and salary minima for professional archaeologists. It is not the role of a professional institute to negotiate pay, however, as this duty falls to trade unions. Again Cifa works closely with Prospect to offer advice on what we expect pay and working conditions should be for professional archaeologists. Trade Unions also seek advice on these issues from Trade Associations (employers and businesses).

For the archaeological profession Prospect (trade union), FAME (trade association) and Cifa (professional institute) have issued a statement outlining our common support for improving pay for archaeologists (see [www.archaeologists.net/practices/pay](http://www.archaeologists.net/practices/pay)). To support this common initiative, all three parties have established an industry group to facilitate the ongoing discussion of pay and conditions.

We have also set out Cifa's action plan in support of this statement, which provides details of the things we intend to do to address this issue. We will use the opportunity of chartered status for the Institute and discussions about chartered status for individuals to promote the work of archaeologists and the importance of accreditation within our sector and beyond.



Alex Llewellyn



If you feel you can commit more time, many of our volunteers are involved in assessing applications for membership by sitting on our Validation committee, or being involved on our group committees. Members can get involved in any of these activities at any time during the year, subject to the procedures to be nominated for the positions.

Election to the Board of Directors and Advisory Council happens as part of the AGM cycle, and if you are interested in these you will need to stand for election when the call for nominations is issued in August/September.

If you would like to find out more about becoming involved in Cifa activities, please contact [admin@archaeologists.net](mailto:admin@archaeologists.net) for the various opportunities available.

**What is the difference between professional institutes, trade associations and trade unions?**

The practice of archaeology is not regulated by Government, and archaeology is therefore a self-regulated profession. The Institute was established to set the standards for this regulation through documented Standards



# The future of our profession

Kate Geary BA MCIfA (1301)  
ClfA Standards Development Manager

# 2050

**The grant of a Royal Charter for the Institute for Archaeologists is a huge step forward in a process that has been at the heart of the Institute's strategy since its inception: the professionalisation of archaeology. Many of the achievements we celebrated on 9 December 2014 at ClfA's launch event are building blocks; indeed, the grant of a Royal Charter is itself a step on the route to being able to confer chartered status on individual archaeologists.**



Kate Geary

Our aim is to maximise the benefits that archaeologists bring to society, and to bring recognition and respect to our profession. We will be consulting with members and stakeholders throughout 2015 to discuss the benefits and pitfalls of individual chartered status; we want to know what you think it means, who needs to have it and how it should be awarded. Part of this process will be a series of consultation workshops – ClfA will be coming to a venue near you, so please do get involved and have your say.

Our first conference as the Chartered Institute for Archaeologists in Cardiff in April 2015 will provide a forum for members to reflect, discuss and consider future direction, such as the structures required by a chartered profession, which will be a key theme of the *Future of our profession* session. Delegates will also be asked to consider practical questions about archaeology and archaeologists in the year 2050: how did they overcome the challenges that faced our industry in 2015 to become a recognised and respected profession, trusted by clients and the public alike?

Thinking imaginatively about the future can be difficult when there are urgent issues in the present. Having a roadmap towards where we want to be, and a clear vision of what we are trying to achieve for our industry – right down to specific detail about how we want the daily work lives of archaeologists to be improved – is vital as we enter a new phase in its development.

We have a sneak preview in this article of what the archaeologists of the future might be doing. We asked some colleagues to think big, and consider what their perfect job would look like in 2050 – what are the roles, responsibilities, salaries, benefits, governance, and other considerations we might encounter? For example, we've not included a Job Description for a Community/Public Archaeologist. The reason for this, simply put, is that by 2050 we believe all archaeologists, and all archaeology projects in any area of the profession, will have this kind of work embedded as a matter of course.

This creative approach to understanding what our professional world could look like if we achieve our aspirations for the sector has teased out some very interesting and unexpected details about the kinds of things that are important to archaeologists about their jobs. It makes entertaining reading, but also highlights some of the opportunities and challenges that we will collectively face in the next 35 years. The building blocks may be in place but we still need to make full use of them in order to fully develop into the profession we aspire to be.

## Job Title: Apprentice Archaeologist, Archaeological Research and Practice

**Location:** UK-based with potential for travel throughout Europe.

**Reports to:** Senior Archaeologist (Apprenticeships).

### Background

The European Archaeological Research Network (EARN) is a major multi-national, multi-disciplinary not-for-profit research cooperative specialising in the research and investigation of the historic environment across Europe. As part of our award-winning Workplace Learning Programme, we are seeking to recruit Apprentice Archaeologists to undertake two-year Apprenticeships in Archaeological Research and Practice. EARN is registered with the Chartered Institute for Archaeologists as an Accredited Workplace Learning Provider.

### Qualifications

Must have at least Level 2 qualifications in literacy and numeracy.

### Experience

No previous experience necessary, but a keen interest in archaeology and the ability to take responsibility for your own learning are essential. You must also be able to undertake physical work outdoors in a range of environments and climates

### Main duties and responsibilities

This is an apprenticeship position designed to deliver the Level 3 European Vocational Qualification in Archaeological Research and Practice and the requirements of Stage 1 of the Chartered Institute for Archaeologists' Accreditation Pathway.

You will be supported in the development of knowledge and skills in the following key areas:

- regulatory and ethical frameworks
- healthy and safe working practices
- understanding methodologies, research frameworks and interpretation strategies
- identification and recognition of key site types and features within them
- excavation, recording and interpretation skills
- recognition and treatment of key artefact types
- basic report writing
- communicating with different audiences
- preparation and deposition of archives.

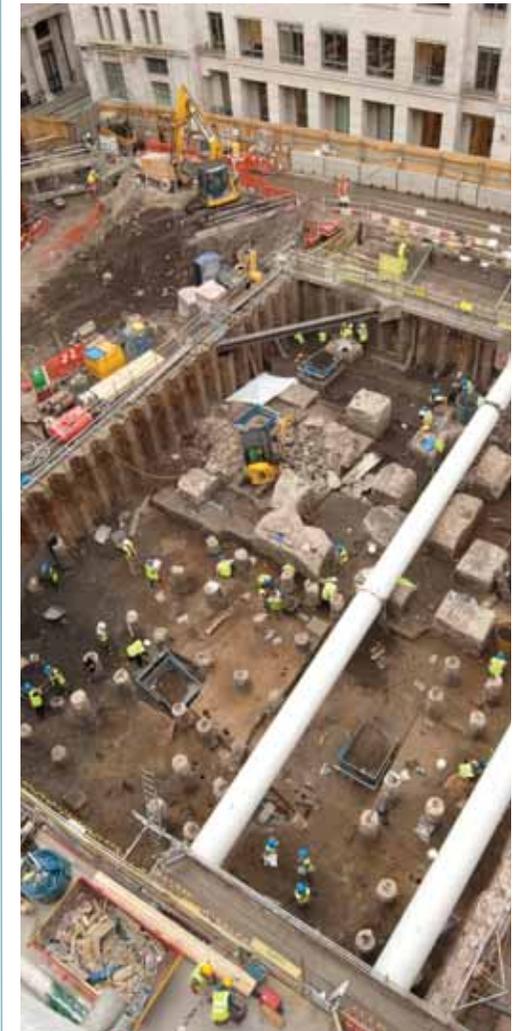
Depending on your interests, you may also choose to pursue options in the following:

- artefact studies
- manual, electronic and remote survey techniques
- environmental archaeology
- public archaeology
- conservation and management of the historic environment
- publication and dissemination strategies.

**Salary:** You will receive a training wage of €35,000, rising to €40,000 on completion of Stage 1 of the ClfA Accreditation Pathway. An employers' pension contribution of 6% of salary will also be paid.

### Benefits

- 30 days paid holiday per year
- Up to 10 days paid study leave per year
- EVQ and Accreditation Pathway fees
- Membership of the EARN mentoring programme
- Flexible working options.



Supporting entry-level archaeologists with strong technical and practical training is an essential step in providing pathways to the profession. Bird's eye view of Bloomberg Place, London © MOLA

**Job Title: Mesopelagic Archaeologist**

**Location:** Oceanic Protection Reform Team, UK Centre for Oceanography, Hull (with regular offshore and sub-surface travel).

**Reports to:** Director of Natural and Cultural Heritage, Ministry of Place, London.

**Responsible for:** Two marine technicians (archaeology and biology).

**Background**

Following the implementation of toolkits designed to assist marine protection beyond UK territorial waters, and as a means to implement EU Directive 2047/54/mar on marine heritage incorporation, Government is currently preparing new legislation to join the natural and cultural environment to provide a more efficient and integrated system to protect our submerged heritage in deep water.

As a key member of the pan-European Oceanic Protection Reform Team, you will represent and champion the integration of maritime heritage and benthic biodiversity within Continental Shelf Areas within the new system of protection. You will work closely with colleagues in the Ministry of Leisure, and contribute specialist and technical mesopelagic expertise to wider marine planning and mining issues as well as to the development of training packages and guidance being developed as part of the reforms.

**Qualifications**

- MSc Oceanic Archaeology & Biodiversity
- Work-class Personal Submarine Licence
- Level 4 Atmospheric Diving Suit (ADS) technician
- Full, Clean Diving Licence, (rated to 1000m)
- Membership of the Chartered Institute for Archeologists.

**Experience**

- You will have had experience in working in coastal areas of the UK that are now submerged so as to enable modelling of deep sea landforms and coastal change
- Understanding of twentieth-century naval actions, particularly in North Sea areas
- Working proficiency of at least one other major European language
- Awareness of wider geo-political priorities affecting the management of the cultural and natural environment
- Understanding of the current concerns and issues facing the deep ocean marine exploitation sector.

**Main Duties & Responsibilities**

- Lead a review of national cultural and biological datasets related to the mesopelagic zone
- Initiate & lead project planning and management to support key research projects
- Work with local & national authorities to understand and capture influences of coastal change on human emotions and apply this to models of the past
- To provide advice direct to the European Commission & UNESCO in relation to progress and protection outcomes
- Membership of key implementation working groups, in particular the marine exploitation contractors' forum
- Conduct ADS and submarine fieldwork as appropriate.

**Salary & Benefits:** €100,000 pa. Provision to contribute to full contracted-out pension.

**Mark Dunkley**, FSA BA MA HSEIII MCifA (1263)

*Maritime Designation Adviser, Programmes and Maritime Designation Team at English Heritage*  
@m1dunkle

**Job Title: Cultural Heritage Consultant (Terrestrial Operations)**

**Location:** Rio de Janeiro, Lagos, Shanghai, Delhi, Jakarta, Murmansk or Washington DC.

**Reports to:** Cultural Heritage Director, FutureCorp Plc.

**Responsible for:** Teams of up to eight Assistant Archaeologists or Anthropologists, and local expert sub-consultants, academic advisors, and security teams.

**Background**

You will be responsible for designing and leading cultural heritage assessments in remote and inhospitable locations and will be working in less economically developed countries, post-conflict environments and regions affected by natural disasters and climate change.

Part of a team of environmental and social experts, you will ensure that cultural heritage considerations and relevant traditional knowledge are fed into the planning and detailed design of exploration and construction projects.

**Qualifications**

- Advanced university degree (archaeology, anthropology, cultural heritage conservation and management)
- Studies in other relevant areas an asset (governance, disaster management, human rights, development and security studies, and international environmental law)
- Comprehensive knowledge of relevant legislation and frameworks
- 10–15 years' professional experience, including 5–10 years international field research, logistical coordination and formal sustainability reporting to BankWatch and GlobeBank's Joint Performance Standards
- Full membership of a professional cultural heritage institute or association
- Experience of working with specialists in ethnobotany, traditional knowledge, marine heritage, ethnography, social studies, geology, palaeontology and hydrology
- Strong experience in leading archaeological field survey, assessment and mitigation design, quantitative and qualitative anthropological studies
- Advanced emergency first aid; understanding of wilderness medicine
- Membership of the Chartered Institute for Archeologists.

**Experience:**

- Application of high-precision open satellite mapping, analysis of multispectral satellite imagery and photogrammetry for the large-scale remote sensing of landscapes. AI pattern recognition and advanced predictive modelling. Programming and navigation of unmanned vehicles including LiDAR drones. 4D digital recording and holographic site photography. Dynamic GIS-based integrated archaeological interpretation. Use of wearable computers, infostream. On-site materials analysis using hand-held MRI scanners and X-Ray Fluorescence (XRF) spectrometers. Enhanced surface recording and 3D scanning of artefacts/site levels. Application of immersive VR to post-excavation analysis, conservation design and public interpretation



Leonora O'Brien recording in a remote location. © Leonora O'Brien

- Ability to manage and motivate field teams; budget and coordinate large-scale archaeological and anthropological surveys and laboratory analysis; tact
- Mastery (CEFR Level C2) of English and at least two dominant World Languages (Mandarin Chinese, Arabic, Spanish, French, Hindi-Urdu). Level 3 accreditation in SoundSearch interpreting and recording tools for endangered languages.

**Main duties and responsibilities**

- Undertaking field surveys and assessments for extreme fossil fuel exploration
- Leading remote mineral resource projects including arctic gas and seabed mining
- Coordinating large-scale renewable energy projects, such as solar arrays in desert regions and major dam/hydropower projects
- Work alongside any surviving indigenous populations, and support local heritage protection and tourism initiatives.

**Salary:** 4750–5000 Terra/annum dependent upon experience.

**Benefits:** Clothing allowance including extreme weather gear, protective clothing etc.; pre-travel vaccinations; subsidised professional subscriptions; five weeks' annual leave.

**Leonora O'Brien** MA MCifA (2487)

*Principal Cultural Heritage Consultant, AECOM and chair of the CfIA International Cultural Heritage Practice Group*  
@Leonora\_O'Brien



Future maritime archaeologists may well be diving on sites where many of us currently live – what additional skills and techniques will be needed for this work? © Maritime Archaeology Trust

**Job Title: Senior Interplanetary Archaeologist**

**Location:** Space Heritage Unit, United Nations Committee for Space Environment Management (UNCSEM).

**Reports to:** Director-General, UNCSEM and International Council on Monuments and Sites (ICOMOS) Space Heritage Committee.

**Responsible for:** Four field and administrative staff.

**Qualifications**

- Masters in Space Heritage
- PhD in space archaeology, heritage or materials conservation
- Certificate V in Extra-Vehicular Activity (EVA) and Space Situational Awareness (SSA). Accreditation by the Institute for Space Archaeology
- Membership of the Chartered Institute for Archeologists.

**Experience**

- Expertise in orbital debris modelling, telepresence and planetary surface survey, significance assessment, working within international space regulatory regime, excellent knowledge of space law, expertise in the identification and analysis of at least one of the following: rockets, satellites, robotic surface craft, Artificial Intelligence material culture, space stations, photovoltaics, nuclear power sources, microgravity weaponry, automated low-gravity machinery, microgravity materials, organic remains, planetary sediments and trace fossils.

**Main duties and responsibilities**

- Review applications for off-Earth mission registration and assess impact on the heritage of Earth orbit, celestial bodies and

- interplanetary space, according to the provisions of the 2032 UN Convention on the Conservation of the Human and Robotic Cultural Heritage in Outer Space
- Provide advice to industrial operations, including lunar/asteroid mining, and orbital manufactories, on how to mitigate impacts on historic spacecraft, landing sites and other heritage
  - Work closely with the Space Heritage List Site Registrar, the archaeologists of each national or regional space agency, and UN Committees as appropriate
  - Review Cultural Heritage and Conservation Management Plans for celestial operations
  - Conduct fieldwork as necessary, in locations in Earth orbit, on the Moon and Mars, and from the Kythera 5 Space Station in Venus orbit
  - Co-ordinate interpretation of sites and raise awareness of space archaeology in the general public
  - Co-ordinate research teams for missions on the research vessel *Deadly Vorgia*
  - Sit on the UNSCEM Working Group on Space Taphonomy
  - Contribute to the policy objectives of UNCSEM.

**Salary:** €3m plus superannuation.

**Benefits:** Personalised space and surface suits; four weeks annual leave; employees discount for accommodation in the Hotel Crillon Low Earth Orbit.

**Alice Gorman**

Lecturer, Department of Archaeology, Flinders University of South Australia

@drspacejunk



Unmanned Aerial Vehicles (commonly known as drones) are well established now as a tool for archaeology, though still evolving quickly as illustrated by the next-gen piece of kit Adam is using this image. Are Autonomous Unmanned Aerial Vehicles a likely next step? © Adam Stanford/Aerial-Cam Ltd



© Johannes Gerhardus Swanepoel

**Job Title: Geospatial Archaeologist**

**Location:** Centre for European Archaeology (CEA), Brussels.

**Reports to:** Head of European Remote Sensing.

**Responsible for:** A fleet of 48 Autonomous Unmanned Aerial Vehicles, 36 Autonomous Unmanned Terrestrial Vehicles and one service engineer.

**Qualifications**

- MSc in Advanced Remote Sensing (or related Masters)
- Level 4 Autonomous Vehicle Pilots Licence
- CfA accreditation and professional indemnity
- PhD in Remote Sensing or related subject
- Membership of the Chartered Institute for Archeologists.

**Experience**

- Minimum of five years Autonomous Unmanned Aerial Vehicle (AUAV) operational experience with zero fatalities (human or autonomous); a minimum of three years Autonomous Unmanned Terrestrial Vehicle (AUTV) experience; proven track record of processing 4D datasets of over five zettabytes. Experience of 128+ band Hyperspectral image processing; minimum of five years feature recognition software utilisation with a minimum success rate of 98%; proven track record of airspace integration and swarm organisation and programming. A working knowledge of European Heritage Protection Laws is desirable.

**Main duties and responsibilities**

- Remotely deploy the centre's fleet of AUAVs to any part of Europe with under an hour's notice to survey prior to archaeological excavation, archaeological excavations or heritage assets
- Correctly deploy the correct suite of AUAV sensors from the resources stores to maximise information collection
- Ability to deploy AUAV & AUTV fleets individually or as part of a team
- Harness the use swarm technologies to increase autonomous vehicle efficiency
- Ability to survey and identify features under time pressures ahead of Autonomous Excavation Drones (AED) teams
- Display survey results in holographic format
- Contribute towards government policy regarding the use of autonomous vehicles in scientific research.

**Salary:** 2.35 million credits per annum.

**Benefits:** Early retirement benefits available (@ 80+ years).

**Nick Hannon** Student member (7693)  
*Historic Environment Placement in Geospatial Analysis*

If you would like to apply for any of these roles, please email a short covering letter of no more than 300 words detailing your relevant skills, experience and qualification to Lisa Westcott Wilkins, editor@archaeologists.net. See you in 2050!

# Celebrating the Chartered Institute for Archaeologists

Raksha Dave, Development Coordinator, ClfA

**The launch event recognising the award of a Royal Charter to the Institute for Archaeologists (now ClfA) was held at the Museum of London on 9 December 2014. The day was attended by a wide spectrum of professionals from the sector eager to celebrate and usher in a new era for the archaeological profession; but now that the champagne and confetti are cleared away – what's next?**

The agenda was reflective and celebratory, with keynote talks from former Hon Chair Diana Murray, current Hon Chair Jan Wills and New Generation group committee members Natalie Ward and Ben Jervis. Prior to hearing thoughts from our keynote speakers, Kate Geary launched ClfA's newest Professional Practice Paper: *An introduction to providing career entry training in your organisation*. A wider discussion of structured workplace learning took place – allowing us to explore the potential for new and expanding training options on archaeology.

This training model has been piloted through the ClfA Workplace Learning Bursaries Scheme, funded by the Heritage Lottery Fund and English Heritage, and has already been adapted for use by English Heritage and the Council for British Archaeology. The session focused on training delivered within the commercial sector, with presentations by Gill Hey BA PhD FSA MCIfA (2102) (Oxford Archaeology) and Simon Woodiwiss BA MCIfA (300) (Worcester Archive and Archaeology Service) highlighting the

innovative work of both organisations in offering training schemes for graduate-entry candidates or for those looking for supported workplace learning.

It was exciting to hear how non-traditional routes into archaeological employment are being provided and that structured training models for graduates are available in some areas, both within the commercial sector. These projects were widely appreciated by the audience and stimulated further debate on how ClfA Registered Organisations might adopt these forms of recruitment, training and retention.

Following a short AGM, our keynote speakers provided reflection on the development of the Institute from its beginnings in 1982 as the Institute for Field Archaeologists, discussing the potential impact of chartered status for today and (using some imagination) tomorrow.

Diana Murray MA FSA FSA Scot MCIfA (173) (Joint Chief Executive, RCAHMS and Historic Scotland and former Chair of IfA) was the first

to take the stage. Diana gave us a fascinating whirlwind tour of the years before the Institute was established, and those following its formation. The audience was reminded of where it all began: with Rescue's 'I dig Rescue' tee-shirt picturing Stonehenge in the bucket of a bulldozer. For Diana, this image sums up the mood of archaeologists in the 1970s. It was this atmosphere of action and the need to do something that she identifies as being the catalyst for establishing a professional body for archaeologists.

Diana neatly summed up the transformation of professional archaeology from volunteer-based rescue projects in the 1970s, to the more structured career it is today. In her closing statements she considered if thirty years of subscription had been worthwhile... She feels they have: you just need to look at the quality and breadth of archaeological practice today to see the profound impact that the ClfA *Code of conduct* and development of *Standards and guidance* has had, and that the structure of the profession is now far better. Today ClfA provides the authoritative and effective voice for



Members attending the AGM event had the chance to take a look at our Royal Charter. © Adam Stanford/Aerial-Cam Ltd

archaeologists, and we can now be confident when we say archaeology adds value to industry and society.

Following Diana, Jan Wills BA FSA MCIfA (188) (ClfA Hon Chair) took the podium, steering the audience through the fundamental changes in store for the Institute as a result of the Royal Charter. Jan explained that gaining chartered status should inspire trust and confidence in our members, providing archaeologists with an equal footing with other chartered

professions (such as surveyors and architects). Chartered status is recognition by the state that ClfA is the regulatory body of the profession. Jan emphasised that achieving a charter is the beginning of a process: the Institute now needs to plan future milestones, such as individual chartered status.

**The audience was reminded of where it all began: with Rescue's 'I dig Rescue' tee-shirt picturing Stonehenge in the bucket of a bulldozer.**



Our AGM attendees – probably the best attended yet! © Adam Stanford/Aerial-Cam Ltd

**Ben and Natalie steered their presentation towards the future: what would a typical day look like for archaeologists in the year 2050?**



*The talks provided a great stimulus for discussion about the future development of the Institute. © Adam Stanford/Aerial-Cam Ltd*

Jan challenged all archaeologists fiercely to encourage the archaeological community to recognise their own professional body by becoming members of ClfA.

The final presentation of the launch agenda was delivered by Natalie Ward BA MA ACIfA (6558) (Brecon Beacons National Park Authority) and Ben Jervis BA MA PhD MCIfA (5586) (Cardiff University), both founding members of the ClfA New Generation group, which was set up to inspire and nurture new talent within archaeology.

Ben and Natalie steered their presentation towards the future: what would a typical day look like for archaeologists in the year 2050? Natalie described a project that would revolve around the regeneration of a community neighbourhood as part of a collaborative multi-disciplinary team, including other professionals such as youth workers, artists and architects. Ben reminded us all that this new status must be accompanied by a renewed impetus for archaeologists to work towards a future that provides training, standards and ethics, continued collaboration with other sector bodies including ALGAO and FAME, the breaking down of barriers to public participation, and diversification in the ways

which public benefit is maximised in archaeological knowledge production.

The plenary session following the presentations was introduced and hosted by Peter Hinton (Chief Executive, ClfA) who welcomed comments from the audience on their thoughts, ideas and aspirations as members of a fully-fledged Chartered Institute.

Comments and questions were diverse, with a clear majority of the audience wanting more detail about next steps, the practical applications of chartered status, and implications for the status of individual members.

Here are some of the key talking points of the session:

■ **Should the profession become an exclusive body, so that it becomes impossible to operate as an archaeologist without membership?**

Audience opinions ranged from whether archaeological organisations and groups should be allowed to access public funding unless ClfA accredited, or if clients should only hire ClfA Registered Organisations.

■ **Is exclusivity a viable option?**

Some audience members felt that it was necessary to force archaeologists and archaeological organisations into joining the Chartered Institute by making it hard to operate without accreditation. Duncan Brown BA FSA MCIfA (413) (English Heritage) expanded upon this idea by suggesting that grant-giving bodies should only accept applications from organisations or individuals that belong to the Chartered Institute.

■ **Is it key to engage members from underrepresented groups, and archaeologists that operate in sectors such as museums and universities?**

More work is needed to engage academics and students about the work of ClfA. Some took a pragmatic view of this, for example Tim Darvill OBE BA PhD DSc FSA FSA Scot RPA MCIfA (246) (University of Bournemouth) who pointed out that universities are aware that only 10% of graduates enter a career in archaeology, so what is the purpose of porce-feeding a professional diet to the 90% that have no intention of becoming archaeologists?

■ **And what of the voluntary sector?**

The emergence of citizen science has captured the imagination of the public. The rise of voluntary projects that not only train and inspire second career or new archaeologists into the sector is immense.

This led further to talks surrounding the role of Registered Organisations, and how they should partner with the voluntary sector to help deliver training in line with professional values and standards. It is hard to ignore that this is a flourishing sector of archaeology, and as Mike Heyworth BA MA PhD Cert Mgmt FSA MCMl MBE MCIfA (239) (Director, CBA) pointed out, those 90% of archaeology graduates who do not become archaeologists may want to continue to practise archaeology on a voluntary basis. How does ClfA, as a professional body, engage with this resource?

The new governance structure of the Institute enables members to have a stronger voice on major policy issues and direction

via its Board of Directors, Advisory Council and groups. We must also be outward-facing to the communities we serve, and encourage participation in our work and achievements.

The 9 December launch was the first in a long line of planned consultations about what the Royal Charter means for the profession and ClfA members. Kate Geary and I will be taking this discussion to venues across the UK, starting with the ClfA conference in Cardiff, 15 to 17 April 2015. Details of the conference and the sessions and abstracts can be found at [www.archaeologists.net/conference/2015info](http://www.archaeologists.net/conference/2015info)

We would like to encourage members and non-members to attend these consultation workshops, and to get in touch with Raksha Dave by email if you would like to host a workshop, [raksha.dave@archaeologists.net](mailto:raksha.dave@archaeologists.net)

To watch and listen to the sessions at launch for the Chartered Institute for Archaeologists please go to [www.archaeologists.net/cifa/agm2014](http://www.archaeologists.net/cifa/agm2014)



*Raksha Dave*

**The emergence of citizen science has captured the imagination of the public, who want to participate rather than merely watch.**



*Former Chairs of the Institute with the Royal Charter. © Adam Stanford/Aerial-Cam Ltd*

# GROUPS

## Networking, knowledge and development

Amanda Forster PhD FSA Scot MCIfA (4823), Standards Promotion Manager

*Currently ClfA has 17 groups, including three Area or National networks (London, Wales/Cymru and Scottish Group) and a further 14 Specialist Interest Groups (SIGs). This short article gives a flavour of how our groups work to develop the profession, how they provide support to members and practitioners more widely, and what ClfA's new governance means for that work.*

**The more our Group committee members and Advisory Council representatives hear from you, the more they can help build a professional body which supports you.**

### A bigger voice for all members

Groups have an important role to play in our new governance structure. With a representative from each Group on Advisory Council, there is a new mechanism for members to be heard whether that is to raise concerns, put forward ideas for development or help the professional body be representative. Our previous structure meant that Council members were individual company directors elected by members and acting as individuals. The new structure allows Groups to represent specific interests. As the new Advisory Council develops, the groups representatives will be a key part in developing routes of communication.

### Knowledge and learning

Our Groups are instrumental in delivering high quality training for our members, and also for exploring what members really need. In 2014, ClfA groups ran around 15 events – including CPD workshops, conference sessions,

social events and day conferences. These activities provide great networking opportunities as well as CPD, and provide opportunities to exchange ideas and to develop strategies. In addition to delivering training, our Groups are active in undertaking research to inform Advisory Council and the Board of Directors. Recently our Finds Group has started a project (with support from English Heritage) which will interrogate grey literature with regards to the investigation and publication of data from artefacts. This will help us understand more about the practice of finds work in archaeology and the application of ClfA *Standards and guidance*.

One of the ways Group committees interact with members is undertaking surveys. Recent surveys include the Diggers Forum survey on CPD and training (which will be reported on in T495), the Research and Impact Group survey on what impact means to archaeologists, the New Generation Group survey on training for early career archaeologists, and the International Practice Group survey on their membership. Surveys are designed to address specific questions which your group committees have and to provide a better understanding of what their members would like to see happen – so if you see a survey, please take part!

### Supporting new membership

Groups are a great means for ClfA to communicate widely and to help provide an active interface between members and non-members of ClfA.

In July 2014, Validation committee representatives met with staff and Group committee members to discuss the challenges of our application process and to find ways we can support applicants. Our discussion highlighted the work that ClfA's Graphics and Forensic Archaeology



Amanda Forster

### How can you help?

In short, ClfA groups are vital for the development of the professional body. We have around 200 volunteers currently involved in ClfA's work, each giving time to ensure that ClfA achieves the ambitious Strategic Plan 2010–2020. We know that not everyone is able to join a committee, but there are more ways that members can help Groups – even from the comfort of your own home or office – letting Groups know what kind of work you would like them to undertake. You can do this by responding to communications and surveys, get in touch with the committee members or attending a CPD workshop and speaking to the organisers. The more our Group committee members and Advisory council representatives hear from you, the more they can help build a professional body which supports you.

*The Groups Forum competency matrix workshop. © ClfA*

Groups had already undertaken in developing specialist competency matrices to complement our core matrix. The Groups Forum (which comprises representatives of all Groups committees) felt it would be useful to explore the possibility of increasing the number of specialisms which these complementary matrices cover. This would mean that, whether you are geophysicist, community archaeologist or academic (among others!), there will be information available to help you in your application. This supporting documentation will complement current guidance, helping applicants identify the appropriate grade, and evidence which might support that application, as well as highlighting areas where skills could be developed further. As a bonus, the additional specialist information helps Validation committee assess applications and could help early-career archaeologists understand a bit more about specialist careers.



*The final workshop in the 'Best practice in archaeological archives' series, run by ClfA Archaeological Archives Group and bringing over 200 practitioners together to discuss the process of archaeological archives management. © ClfA*

*This postcard was produced by the New Generation group to link people to their website raising awareness to the great work that career entry archaeologists are doing. © ClfA*



**Welcome to the future of archaeology**

# OPINION

## The uncharted waters of being chartered – does it really affect my job?

Bruce Mann MA FSA Scot MCIfA (2536)

Regional Archaeologist for Aberdeenshire, Moray and Angus Councils, Chair ALGAO Scotland

Across the country, from trenches to portacabins, offices, laboratories, lecture theatres and museums, we can now collectively and proudly say that we are part of a Chartered Institute: a status befitting with our commitment to raising standards, capability and ethical practice. For the first time, we can sit across from a Chartered Town Planner, Chartered Engineer or Chartered Surveyor on an equal professional footing, safe in the knowledge that we have finally been included within a recognised workforce elite.

A chartered elite, in fact, that also holds within its ranks Chartered Secretaries, Chartered Colourists and Chartered Security Professionals. There is even a Chartered Institute of Supply Chain Management. It would appear that we have joined not so much an elite, but rather an entire society. This then begs the question: when it comes down to doing the job, does being chartered actually make a difference?

I can almost hear the collective gasp from readers – all that work, finally reaching our goal, and then I come along like a dead battery pack in the middle of a survey. Thoughtful debate on the question of the value of being chartered is merited, however, and I quote the great former coach John

Wooden (1910–2010) to illustrate my first point: *‘Never mistake activity for achievement’.*

Let’s take Registered Organisation status as a case in hand. Gradually being embraced by the profession, Registered Organisation status certainly benefits an organisation’s employees and internal processes, but currently does not provide significant advantages over non-members already working to a high standard. I aspire to the *CiFA Standard and guidance for archaeological advice by historic environment services* which says that

*‘Advisors should seek to ensure that archaeological investigation is undertaken only by practices or individuals that can demonstrate adherence to CiFA or other recognised standards. To facilitate this they should consider requiring that suppliers be professionally accredited by the CiFA’s Registration scheme or other recognised accreditation scheme. Advisors should not use local lists of suppliers unless they are compiled and monitored using criteria at least as stringent as those for CiFA registration.’*

But my own authority has procurement and contracting rules that prevent me from excluding or differentiating contractors on the basis of Registration alone. Similarly the issue of whether someone has to be a member of CiFA is seen as a legislative minefield. While I know that CiFA has obtained counsel’s opinion on the matter – that there is no obstacle in law to a local authority requiring work to be done by a person or organisation meeting fair quality criteria, and that the Registered Organisation scheme provides an acceptable measure – this opinion is currently just for the situation in England. We must expand on this initial work in order to build robust arguments for change across the whole of the UK.

These obstacles are not unsurmountable. Combine the activity of implementing Registered Organisation status with being chartered, however, and it could have an impact on the actual value of both. It becomes easier, for instance, to gain registered contractor status for public sector contracts, since being chartered is a

universally recognised benchmark of professional quality. The equation is simple:

Chartered Institute = acknowledged level playing field = stability and improved conditions within the profession.

And it is those conditions that the sector needs to face up to if we are to bring the expectations of being chartered to reality. As demonstrated in the last *Profiling the profession* report (K Aitchison and D Rocks-Macqueen, 2013) basic salaries are still a major issue. Celebrating chartered status while we still have an unfair, uncertain and undervalued core is premature. The number of good archaeologists I have seen leave the front ranks of the profession over the years as a result of the eternal career struggle is disheartening, and we risk endangering the profession’s reputation to employers if we continue to let that happen. We are one sector among many, but a small enough one that we can do something about safeguarding the next generation’s prospects. For my second point, I therefore refer you to Benjamin Franklin (1706–1790): *‘Without continual growth and progress, such words as improvement, achievement, and success have no meaning’.*

Being chartered can be, and should be, the key to ensuring growth and progress for the archaeological profession. The development of skills passports, funded placements and individual mentoring in recent years must become embedded in every workplace as standard practice – before the skills gap becomes so great that we simply cannot employ anyone who can meet the required professional standards.

This will only happen if we all take responsibility, from ensuring requirements are included in contracts to ensuring enforceable oversight. If we do, the reality of chartered status will have true value and benefit. With this in mind, my final quote, a call to arms for the sector in making chartered status meaningful, is from Hannibal (247 BC – 181 BC): *‘We will either find a way, or make one’.*



**Bruce Mann** MA FSA Scot MCIfA (2536)

Bruce is the Regional Archaeologist for Aberdeenshire, Moray and Angus Councils, the current Chair of the Association Local Government Archaeological Officers Scotland and a Council Member for the Society of Antiquaries Scotland. Prior to working full time for Aberdeenshire Council in 2003 he undertook a variety of commercial and government projects both in the UK and in Brazil, Panama and Bolivia.

*Bruce giving a tour of Tomnaverie Stone Circle to representatives of the International Press Corps.*  
© Aberdeenshire Council Archaeology Service



*Hillhead Stone Circle Excavation, Tarland, Aberdeenshire.* © Aberdeenshire Council Archaeology Service





## Members' news



**Natasha Powers** MCIFA (5431)

Natasha graduated from the University of Bradford in 1996 with a BSc in Archaeological Science. She completed her MSc in 1998 and began work as an archaeologist on commercial and research excavations in the UK and Ireland. Employed as an osteologist examining everything from prehistoric cremation burials to 19th-

century inhumations, Natasha became Head of Osteology at MOLA in 2007, managing the environmental archaeology team. To support this, she completed a Diploma in Management in 2009. Natasha became MOLA's Research Coordinator (and Chair of the Research and Impact SIG) in 2012. Recently, Natasha took up a new position as Senior Manager at Allen Archaeology Ltd, Lincoln. She is looking forward to helping shape the future of this expanding young company. An Honorary Research Fellow at the University of Bradford, Natasha is working on an international project investigating the origins of 'The First Berliners'. She is a member of CfA Forensic Archaeology Expert Panel and co-author, with Lucy Sibun, of the National standards and guidance for Forensic Archaeology. Natasha was elected to IfA Council in October 2012 and is looking forward to seeing what chartered status will do for us all.

**Carmelita Troy** MCIFA (8131)



Carmelita has been the in-house osteoarchaeologist for Rubicon Heritage Services Ltd for eight years and is also responsible for post-excavation management of Rubicon projects. Carmelita was among the inaugural class to complete her MA in Human Osteoarchaeology from University College Cork, Ireland in 2005. She has recently gained Member status of the Institute to reflect the experience gained over recent years in both the UK and Ireland.

She has directly project led a number of large scale osteological projects in both the UK and Ireland both as the principal in-house osteologist and on a consultancy basis for other commercial archaeological companies and state bodies. Most notable among these was the Edinburgh Trams post-medieval collection containing 378 articulated skeletons. She has managed large teams of osteologists analysing cemetery-sized assemblages.

Carmelita is currently analysing prehistoric cremation burials from an excavation at Lovelodge Farm in Llandeilo, Carmarthenshire, Wales. As well as managing the post-excavation aspects of the A5 road scheme in Co Tyrone, Northern Ireland. Carmelita can be contacted via [carmelita.troy@rubiconheritage.com](mailto:carmelita.troy@rubiconheritage.com)

## Members' news



**Hettie Dix** PCIFA (8147)

Hettie is an Assistant Heritage Consultant at Purcell, an architectural practice specialising in conservation and heritage. After studying the history of art and architecture at the University of York she went on to work as a researcher at the Stowe House Preservation Trust. It was at Stowe that Hettie got her first proper taste of buildings archaeology, combining her knowledge of architectural history with on-site investigations and documentary research.

In 2012 Hettie was recruited by Purcell as an historic researcher and was promoted to her current position earlier this year. Additional responsibilities have included a number of building records, an increasingly in-demand service offered by Purcell's heritage consultancy. An especially interesting project was recording the brick foundations of an earlier formal garden found under the floor of a 19th century country house. Hettie also prepares a range of conservation reports.

Hettie's growing knowledge of buildings archaeology has predominantly been learnt 'on-the-job' and with the support of her senior colleagues, who encouraged her to apply for accredited membership.

**Rachael Reader** ACIFA (5642)

Rachael is currently a supervising archaeologist at the Centre for Applied Archaeology, University of Salford. She completed her BA in 2007, MA in 2008 and PhD in 2013, specialising in Iron Age Landscapes of South-East Scotland with the Broxmouth Project (University of Bradford).

After completing her PhD, Rachael felt a hunger to get back out into the field, having done stints of commercial work during her writing up year. She applied for an IfA Bursary in Excavation and Supervision at CFAA and has yet to look back! She spent a year training and honing both her excavation and supervision skills on commercial and community sites. In October 2013, Rachael was promoted to Supervisor and now runs her own projects. Doing the bursary helped Rachael to create and manage her Continuing Professional Development and Personal Development Plan. Upgrading to Associate level not only means professional accreditation but also the motivation to further identify skills gaps and training needed to progress up the career ladder. She is also keen to use her academic experience to realise the research potential of some of the commercial projects she has worked on.



**Kayt Marter Brown** MCIFA (1416)

Kayt joined in 1995 whilst studying as an undergraduate at the University of Winchester. She then embarked on postgraduate study at the University of Sheffield, with a view to developing a career in finds analysis, gaining an MSc in Archaeomaterials. Kayt joined Oxford Archaeology in 1997 and has since worked continuously in commercial archaeology, developing her specialism in Romano-British ceramics. In 2005 she joined Wessex Archaeology where she was involved in a number of large infrastructure projects including the substantial Romano-British pottery assemblage from Springhead, Kent.

With a keen interest in the development of the profession Kayt has been actively involved with CfA, previously as Secretary for the Finds Group, and as a Council member and Vice Chair of the Institute. Kayt has been following CfA's progress towards chartered status and is optimistic about the potential for growth and development this offers the archaeological profession.

In September Kayt joined Surrey County Archaeological Unit (SCAU) as the Archaeological Archives and Finds Officer. She can be contacted at [kayt.marterbrown@surreycc.gov.uk](mailto:kayt.marterbrown@surreycc.gov.uk)



# RO NEWS



## Hoard of decorated bronze chariot fittings discovered at Iron Age hillfort excavation

*John Thomas, Project Officer & Co-director of the Burrough Hill Project, University of Leicester Archaeological Services (ULAS)*

Leicestershire archaeologists have unearthed a hoard of rare bronze fittings from a second or third century BC chariot which appears to have been buried as a religious offering. The archaeologists, from University of Leicester and ULAS, found the remains during their ongoing excavation of the Burrough Hill Iron Age hillfort, near Melton Mowbray, Leicestershire.

The team has led a five year research project since 2010, giving archaeology students and volunteers valuable experience. While digging a large, deep pit near the remains of a roundhouse within the hillfort, a concentration of bronze and iron objects were found, including a pair of linch pins, three terret rings and harness fittings. Taken together, the pieces are recognisable as a matching set of bronze fittings from a mid to late Iron Age chariot and have close affinities with similar pieces from some of the East Yorkshire 'Arras Culture' burials. As a group of two or more base metal prehistoric artefacts this assemblage was covered under the Treasure Act.

After careful cleaning, decorative patterns were clearly visible in the metalwork – including a triskele motif showing three waving lines, similar to the flag of the Isle of Man. The pieces appear to have been gathered in a box, before being planted in the ground upon a layer of cereal chaff and burnt as part of a religious ritual. The chaff might have doubled as a cushion for the box and also the fuel for the fire. Iron tools, including a possible curry comb and draw knife for horse-care, had also been placed around the box before it was burnt. After the burning, the entire deposit was covered by a layer of burnt cinder and slag.

All the evidence points towards deliberate and careful disposal of these precious objects, perhaps as an offering to mark a new season, or the final closure or dismantling of a house at the fort. The quality of craft-working displayed strongly suggests they would once have belonged to a high-status individual, and are a good sign of the

prestige of the site during the Iron Age. For more information: [www2.le.ac.uk/departments/archaeology/research/projects/burrough-hill/burrough-hill-iron-age-hillfort](http://www2.le.ac.uk/departments/archaeology/research/projects/burrough-hill/burrough-hill-iron-age-hillfort)



ULAS – Burrough Hill Finds. © Carl Vivian, University of Leicester



ULAS – Linch Pin. © Carl Vivian, University of Leicester



## AB Heritage Ltd – Recent news

2014 has been the busiest on record for AB Heritage Limited, as the business continues to grow. Due to growing demand, AB Heritage has invested in new talent, as well as expanding its office locations to ensure it delivers the same high standards, across the UK.

The opening of our Newcastle office in the famous Swan Hunters Ship Yards enhances AB Heritage's presence across northern England and Scotland. This comes ahead of our East Midlands office, opening in Nottingham later this year. The Taunton head office has also moved to larger premises, offering room for further growth.

A year since the launch of AB Heritage's geomatics survey team and we're already seeing a significant increase in geophysical survey work. Covering the length and breadth of the UK, the team has successfully undertaken surveys of all sizes. Investment in a new company van and Trimble GeoXR machine ensured all projects were delivered on time and some ahead of schedule.

We are pleased to announce that Glenn Rose BA ACiFA (8108), Senior Project Archaeologist, has been awarded ACiFA status recognising his professionalism and expertise. This follows news that AB Heritage has maintained its accredited RO status, highlighting the continued hard work and development of the business. This recognition illustrates the caliber of staff AB Heritage attracts, ensuring the highest levels of service for our clients.

We are delighted to welcome Zoe Edwards BSc PCiFA (7290), James Dunn and Kerry Kerr-Peterson BA (5286). Zoe and James joined the team as Archaeological Technicians; Zoe having spent 15 months with English Heritage on placement in Non-Intrusive Archaeological Techniques and James to support the growth of our geophysics team. Kerry was appointed Assistant Project Archaeologist, her extensive experience in fieldwork and building recording making her a strong addition to the team.

Managing Director Andy Buckley BA MA MCiFA (2515) says, 'We continue to invest in the future of the business, growing our network of offices, across the UK and attracting quality staff to help drive the firm forward. This has been an incredible year for AB Heritage, as more and more clients turn to us for a service they can trust. Our sustained expansion allows AB Heritage to undertake archaeological projects throughout the UK and increase our response times, with staff on the ground in key locations.'



## No More Paper Context Sheets for DigVentures

*Lisa Westcott Wilkins MCiFA (7976), Managing Director, DigVentures*

The joy of paper context sheets: illegible handwriting, unusable in the rain, inaccessible, bulky, environmentally unfriendly, easily lost, blown away, damaged and destroyed. Why did we keep using them for so long?

At DigVentures, we've dumped paper records. Our new digital recording system,

Digital Dig Team, is the world's first mobile digital archaeological recording system to also allow primary data to be collected and published online in real time. Entered straight from the field on iPads, tablets and smartphones, the born-digital archive (including photos and 3D images) is instantly accessible via open-access on a dedicated website.

Digital Dig Team also plugs directly into social media channels, allowing DV to share excavation news with the world in real time. To find out more about and see the system in action, visit [www.digventures.com/leiston-abbey](http://www.digventures.com/leiston-abbey)

We've appointed two members of staff to support Digital Dig Team, both of whom are eagerly pursuing Cifa accreditation.

## Maiya Pina-Dacier, Community Manager

Maiya completed an MSc in Bioarchaeology at UCL and worked as a commercial archaeologist before going on to become a marketing consultant. She is now using her social media and marketing knowledge to build DV's audiences online and run our thriving newsroom.

## Kezia Evans, Community Archaeologist

Kezia earned her MA in Public Archaeology at UCL, where she teamed up with DigVentures to research her thesis during our 2012 Flag Fen Lives dig. She has worked in museums and archives.



DigVentures – The DV team after an intense few weeks digging at Leiston Abbey, Suffolk, as part of the HLF-funded Digital Dig Team project. © Adam Stanford/Aerial-Cam Ltd



**Osteologist joins the Centre of Archaeology**

*Kevin Colls MCifA (2432), Archaeological Project Manager, Centre of Archaeology*

The Centre of Archaeology, based at Staffordshire University, is pleased to announce that Dr. Kirsty Squires BSc MSc PhD ACifA (8204) has joined the team. Kirsty specialises in osteoarchaeology, specifically the analysis of cremated human bone and what it can tell us about burning conditions from both archaeological and modern contexts. Kirsty regularly undertakes consultancy work in osteoarchaeology and she is particularly interested in applying scientific methods that are more commonly used in other disciplines to answer archaeological questions, especially those pertaining to identity in the past and funerary



*Dr. Kirsty Squires, Centre for Archaeology, Staffs. © Staffordshire University*

rites. Kirsty has recently carried out osteological work on the Anglo-Saxon cremated remains from Thornton Abbey, Lincolnshire and post-medieval inhumed

remains from Severn Street, Worcestershire. Kirsty is also an experienced field archaeologist and has a wide portfolio of commercial and research expertise.

was found was considerably more extensive and is already providing us with an insight into life beyond the city walls. Having only closed the site within a fortnight of writing this, the results are preliminary, but the story of the site is emerging.

The earliest activity was the construction of two corn driers, probably dating to the second or early third century AD. If it is

assumed that their role was agricultural, they fit nicely within the rural Roman landscape south of the city. During the third century these agricultural structures gave way to a cemetery. Twelve individuals were found buried in a row towards one edge of the site. A variety of burial practices were observed: two were found head to toe within the same grave; one large male lay face down (prone) buried with a small iron knife and two

individuals were buried on top of each other within the same grave, the lower of the two having been decapitated.

There is also evidence for small-scale industry which probably post-dates the cemetery. Two pottery kilns have produced large quantities of greyware wasters and fragments of the fired clay superstructure. The pottery recovered displaying a wide range of forms. Further work will be undertaken next year but when the results of our investigations are complete we hope to publish and exhibit the findings as part of a permanent display within the information centre which opens in September 2015.



**Milton Keynes Office for CFA Archaeology – 25 years and growing!**

*Andy Dunwell BA MCifA (1095), Director, CFA Archaeology*

CFA Archaeology is a cultural heritage consulting and contracting organisation with over 30 professional staff presently working on projects from Cornwall to Caithness, and has been a Registered Organisation since 2005. We evolved in 2000 from the Centre for Field Archaeology, the former University of Edinburgh applied archaeological unit. Starting out from our original office in Musselburgh, near Edinburgh, in 2010 we developed a regional office in Yorkshire, from where we have grown a thriving business in northern England. We are pleased to announce the opening in October 2014 of our new base at Milton Keynes, located to provide services to our increasing number of clients in southern England.

We are delighted that Mark Roberts BA MCifA (1241) has become Regional Manager for the Midlands and South East. Mark will assist Martin Lightfoot BA MA MCifA (2351), our Head of Commercial Operations (England), in providing our professional services throughout the country.

Martin is based in Leeds and was previously Senior Project Manager at Archaeological Services WYAS, Network Archaeology and



*Allen Archaeology – Jedlee Chapman excavates one of the burials. © Chris Casswell, Allen Archaeology*



*Allen Archaeology – One of the pottery kilns following excavation. © Chris Casswell, Allen Archaeology*



*Allen Archaeology – Alice Beasley cleaning the poppy headed beake. © Chris Casswell, Allen Archaeology*



**International Bomber Command Centre; Before the Bomber County**

*Chris Casswell, Senior Project Officer, Allen Archaeology Ltd*

Construction is about to begin on the site of the International Bomber Command Centre, at Canwick, near Lincoln, where a memorial and information centre commemorating those who served in Bomber Command during the Second World War will be built. Allen Archaeology Ltd was appointed by the Lincolnshire Bomber Command Memorial Trust to undertake a series of archaeological investigations across the site in 2014.

Geophysical survey, trial trench evaluation and the site's prime location on the top of the ridge forming the southern side of the Witham valley all indicated that Roman activity was expected. It was thought that this might be the site of a limestone quarry or a small farm on the outskirts of *Lindum*, associated with a villa now occupied by All Saints Church. What



CFA Archaeology – Professor Ian Ralston. © University of Edinburgh

Archaeological Services and Consultancy. Until recently he was Community Heritage Manager with Glasgow Museums and has worked at a senior level for Headland Archaeology (UK) Ltd, the Trust for Wessex Archaeology, MoLAS, and the Oxford Archaeological Unit.

Professor Ian Ralston OBE MA PhD FRSE FSA FSA Scot DLitt MCifA (588), Abercromby Professor of Archaeology at the University of Edinburgh, has had a continuous connection with CFA since its foundation in the University, and is currently non-executive Chairman of the Board of Directors.



CFA Archaeology – Martin Lightfoot & Mark Roberts. © CFA Archaeology

Three executive directors have led CFA Archaeology since its formation. Andy Dunwell BA MCifA (1095) is Managing Director, leading company operations, strategic planning, quality and corporate performance, and overall financial management. Tim Neighbour BSc MCifA (1255) is CFA's National Sales and Marketing Director, having worked for various units and trusts in England and Scotland since 1987. Kevin Hicks is Director of Human Resources and ICT systems with over 20 years experience working for organisations such as the British Museum, the Trust for Wessex Archaeology and the University of Edinburgh.

If you would like to find out more about our organisation, log on to [www.cfa-archaeology.co.uk](http://www.cfa-archaeology.co.uk) or email us at [info@cfa-archaeology.co.uk](mailto:info@cfa-archaeology.co.uk)



CFA Archaeology – CFA Board (Kevin Hicks, Andy Dunwell & Tim Neighbour). © CFA Archaeology



**Wardell Armstrong Archaeology**

*Helen Martin-Bacon MCifA (2150), Regional Director, Wardell Armstrong Archaeology*

Wardell Armstrong Archaeology (WAA) was formed three years ago when Wardell Armstrong LLP, an international multi-disciplinary environmental and engineering company purchased the then North Pennines Archaeology (NPA) which was based in Nenthead, Cumbria. NPA formed the commercial wing of the North Pennines Heritage Trust which was based at the scheduled Nenthead Mines.

Since the takeover of NPA WAA, which retains the majority of the former NPA staff members, has grown rapidly to provide archaeological fieldwork services throughout the UK and is no longer a small regionally based Cumbrian unit. Although a relatively 'new boy on the block' WAA is now well known within the archaeological industry but also within the external market place where it has undertaken a whole range of large and medium-scale projects in sectors including renewable energy, house building, mineral extraction and utilities.

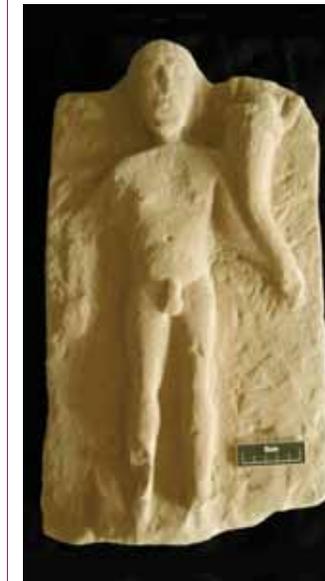
The team is headed by Helen Martin-Bacon, Regional Director of WAA and a number of Senior Project Managers all with extensive and diverse experience in the world of commercial archaeology direct day to day operations and projects. Nick Daffern runs the Midlands branch of WAA and Frank Giecco MCifA (2396) the Carlisle office. Martin Raiton MCifA (5376) heads up the geophysical survey team and Richard Newman MCifA (304) manages post excavation work and training. Dave Hodgkinson MCifA (1841) heads up a rapidly expanding heritage team which provides EIA services and specialist heritage consultancy.

**Spotlight on new ROs**



*Early speculation only at this stage. One is male and the other is female – the male head is wearing a Phrygian cap, which usually means Mithras in the north of England. However, the male head could be identified as Attis if the male head is Attis, the female head could be identified as Cybele.*

© Wardell Armstrong Archaeology



*Fertility Genius from Papcastle: likely a local deity representative of an area rather than a town or fort. The vague outline of an altar can be seen below the hand holding the patera (right-hand).* © Wardell Armstrong Archaeology

WAA also has a number of in-house specialists and is able to provide its clients with a fully rounded archaeological service from early on risk identification through to final post excavation analysis and publication to discharge planning conditions.

Registered Organisation status serves as a kite-mark of excellence in standards of archaeological practice and WAA which takes great pride in its professional working standards and continually strives to ensure standards are upheld and disseminated, regarded RO membership as a confirmation of this ethos. It is WAA's belief that although the economic realities of the commercial marketplace can be onerous the maintenance of standards is still achievable and RO status is a measure of success in balancing commercial necessities with the requirement to keep archaeological practice professional and of a high stand.

Visit [www.wa-archaeology.com/](http://www.wa-archaeology.com/) for further information and see our blog for our latest news!

# The European Association of Archaeologists annual meeting

University of Glasgow, 2–5 September 2015

**The European Association of Archaeologists (EAA) will celebrate its 21st annual meeting in Glasgow in 2015, sponsored by Historic Scotland.**

The EAA is the biggest gathering of archaeologists in Europe, and this is only the second time it has been hosted in the UK, having been in Bournemouth in 1999.

There will be a clear Scottish flavour to the Glasgow conference. The organisers have registered a new tartan, Ancient Gathering, for the occasion, and members of the Scottish delegation in Istanbul wowed the conference participants with an array of kilts, skirts and dresses in the new tartan. The tartan, featuring the blues, white and gold of the University of Glasgow emblem with heather to celebrate Scotland, will be hereafter associated with the discipline of archaeology in general, and the EAA Glasgow 2015 in particular.

We look forward to welcoming over 2,000 delegates to the EAA Glasgow 2015, which will be a marketplace for ideas and an excellent opportunity to share Scotland's rich, diverse and unique cultural heritage with an international audience. Scotland is also the perfect stage for the EAA's Coming-of-Age celebrations, and we have secured a major whisky sponsor to provide a distinctive Scottish flavour to the occasion.

The conference also provides delegates with the opportunity to visit key sites across Scotland with pre- and post-conference excursions catering for all periods and interests, including visits to all Scotland's World Heritage Sites – although it must be noted that the visit to the remote archipelago of St Kilda will be dependent on the weather!

The Scientific Committee have selected 150 sessions as the framework for the conference under six principle themes: Celtic Connections; Archaeology & Mobility; Reconfiguring Identities; Science & Archaeology; Communicating Archaeology; and Legacies & Visions. Registration is now open.

We look forward to providing delegates with a warm welcome to EAA 2015.

For more information visit the conference website:  
[www.EAAGlasgow2015.com](http://www.EAAGlasgow2015.com)

Diana Murray MA FSA FSA Scot MCIFA (173), Joint Chief Executive of Historic Scotland and RCAHMS  
Professor Stephen Driscoll, University of Glasgow and Chair, EAA Glasgow 2015 National Organising Committee

'We look forward to welcoming over 2,000 delegates to the EAA Glasgow 2015, which will be a marketplace for ideas and an excellent opportunity to share Scotland's rich, diverse and unique cultural heritage with an international audience.'

# Publishing in The Historic Environment or: 'How I learnt to stop worrying and got something into print...

Roger H White BA PhD MCIfA (651), Editor *The Historic Environment, Policy and Practice*

**Deciding to write an article is a big decision: it is a huge commitment of time, energy and thought so, if you are going to all that effort, it only makes sense to choose very carefully where you are going to send your work. The choice of journals is enormous, but not all are equal and you need to make careful choices about which might be the best for you. Some choices are obvious. If you are writing about a chronological period, then you might be looking to place it a journal related to that period. The same goes for particular categories of finds – there is a journal of medieval pottery studies for instance – or technical approaches, such as the Journal of Nautical Archaeology. Where does The Historic Environment Policy and Practice fit in?**

As with answering an essay question, the title is of course the greatest clue as to the kind of articles we are looking for. In particular, I stress to anyone who writes to me to ask whether a particular subject might be of interest to the journal, that the sub-heading in the journal title is especially relevant: an article needs to deal with policy and/or practice in some way. If, for example you wished to write about a particular building recording project you had been working on where you had tried out a new kind of technique, or pioneered a particular approach to understanding the effects of a conservation technology, that would be absolutely germane to the journal. Simply telling us the outcome would not necessarily be of interest to us; while we might appreciate the writing as an important study or a particular type of building, we would probably suggest that the article would be better placed in a vernacular journal, for instance. In other words, the journal seeks to foster best practice throughout the historic environment sector through the case studies and approaches its writers deal with. This is why the tie-up with CfA has been so critical to the journal, and indeed why it was founded in the first place. I very much see one of the primary roles of the journal is to improve how archaeology is done in the field, and inform research within the academic world so as to disseminate best practice.

Allied with this focus on policy and practice though, I would emphasise two other key areas when thinking about submitting something to the journal. The first lies in the main title for the publication: *The Historic Environment*. The second lies in its desire to be international in scope. These two areas need unpacking a bit to explain why they are important. The international element is perhaps the most obvious. Archaeology is a universal subject, practiced across the globe and, while British archaeology may be considered to be well-developed methodologically, we by no means hold a monopoly on good practice nor on developing new ways to practice and innovate archaeological techniques. Good practice and innovation can happen anywhere and wherever it happens we want to hear about it so the ideas can be fostered. Equally, where things do not work out in the best possible ways and there are important corrective lessons to be learnt, that is equally of interest, wherever that happens. I am by no means ruling out articles that focus only on British sites or approaches, but writers would do well to look around outside of the UK to see comparable practice elsewhere, or at the very least think about how the suggested approach might translate into other countries or environments. In other words, strive to avoid parochialism.

## Part 2: What to publish?'

Lastly, we need to consider the historic environment. What is it? This for me lies at the core of the journal and its message. We seek to extend the historic environment well beyond just archaeology, in the limited sense of excavation, to bring in all forms of engagement with the historic fabric that lies around us. I have been, by inclination, someone who hates to be pigeonholed whether chronologically or conceptually. I have spent most of my working life working in the gaps between disciplines, precisely because where people draw boundaries and lines, disciplines can be stifled and new ways of perceiving nuances in evidence or being willing to try new approaches can be missed. Equally, I find the tendency to silo between the disciplines of built and buried archaeology distressing precisely because we have so much to learn from each other, while the lack of integration between the study of the natural environment and the historic environment seems to me to be especially incomprehensible. If you too are stimulated by such ideas, and wish to progress archaeology by seeking to work across the boundaries, pick up your keyboard and write for *The Historic Environment, Policy and Practice!*

**Good practice and innovation can happen anywhere and wherever it happens we want to hear about it so the ideas can be fostered.**

*Wroxeter Farm from the north. This redundant complex, owned by English Heritage, is a good example of a high Victorian model farm. If you were looking to publish a paper on these buildings, you could write a perfectly satisfactory article about the evolution of the farm, which you then might offer to a journal of vernacular architecture. If I were writing for The Historic Environment Policy and Practice, however, I would instead be focussing on the new methodology I had to develop, at English Heritage's request, to try and estimate the depth at which the underlying archaeology is buried. The latter is much closer to the aspect of practice in the journal's title. © R H White*



# Formal review of IfA's disciplinary and complaints procedures in 2013

Kirsten Collins BA MA MCifA (6090), Standards Compliance Manager

**The IfA Disciplinary Regulations and Registered Organisation guidance required a regular review to be undertaken by an external auditor. This review includes the completed allegations dealt with under IfA disciplinary procedures and Registered Organisation's complaints procedures. Alison Richmond, Chief Executive of ICON, carried out a review of in July 2014 of the files and reports of all completed allegations processed in 2013 and since the last audit. The annual review is essential in determining how processes are working and in identifying potential improvements.**

During 2013 there was an increase in the number of enquiries into how complaints and allegations could be made. An increase was also seen in the receipt of information that led to informal enquiries of Registered Organisations without a formal complaint being received. In total there were 18 of these instances, which included enquiries regarding adverts received for JIS or ones posted on other websites which were potentially advertising jobs at rates below recommended salary minima (4), the inappropriate use of volunteers on commercial sites (2), and incorrect accreditation being used on a website (1). There were also queries about how to raise an allegation or complaint (6), whether organisations or individuals were Registered or accredited members (1), and whether a situation would be suitable for an allegation or complaint (3). In one of these cases there was the potential for an allegation to be made under the disciplinary regulations but the individual decided to give the member another opportunity to rectify the situation having received advice from IfA. The matter was resolved without a formal complaint being raised. There were also three cases that were ongoing at the time of the review.

Three cases were heard and completed during 2013. Under the disciplinary regulations (for individual members) there were two cases to review, and under the Registered Organisations complaints procedures there was one.

The report noted that the processes were 'robust' and the reviewer was impressed with 'the care, consideration and rigour exercised in carrying them out'. Recommendations were made regarding clarification of timeframes for those involved, tightening of record keeping, and offering arbitration as standard. The report also

recommended clarification of a couple of areas in the Regulations. These will be reviewed by the Board of Directors. A review of CifA's disciplinary and complaints cases undertaken in 2014 will take place later this year.

## Outcome of complaints raised against Registered Organisations 2014

In 2014 two formal complaints against Registered Organisations have been fully concluded and the outcomes of both are provided below.

### Outcome of a complaint against a Registered Organisation 1

A complaint was received against a Registered Organisation regarding work carried out on a site in Hampshire. The matter was investigated by a Complaints Panel which concluded that the practices of the organisation on the matters raised had been 'below standard and did not constitute good practice'. The failings were found to not be sufficiently serious to justify a sanction above that of advisory recommendations or conditions.

The Complaints panel's decision was: 'To continue registration with imposed recommendations for improvement to be implemented or considered'. The organisation has six months to implement the imposed recommendations.

### Outcome of a complaint against a Registered Organisation 2

A complaint was received against a Registered Organisation regarding current practice. The matter was investigated by a Complaints Panel which concluded that the practices of the organisation on the matters raised were 'below standard and did not constitute good practice'. The Panel felt that the failings were not sufficiently serious to justify a sanction above that of advisory recommendations or conditions.

The Complaints panel's decision was: 'To continue registration with imposed recommendations for improvement to be implemented or considered'. The organisation has until the end of its current registration process to implement the imposed recommendations.

For information regarding CifA complaints process for Registered Organisations or the Disciplinary process for individual members go to [www.archaeologists.net/regulation/complaints](http://www.archaeologists.net/regulation/complaints).

# LETTERS

It is great to have some letters in the magazine, and this selection sums up exactly why it is so useful and important to air those views to a wider audience. We hope the letters page will become a regular feature of *The Archaeologist* and we will be looking at how we can respond to particular concerns and ideas to make sure the feedback has an impact. In this special issue, CifA's Standards Promotion Manager, Amanda Forster, responds to some of the points made.

**'CifA should take into account the large number of researchers who don't have a wage.'**

## Priced out?

One of the biggest barriers to CifA membership is so simple it's ludicrous: some people have the experience required for higher grades, but aren't earning a wage at the level required.

Membership pricing seems to be based on commercial archaeology pay grades. Given the large divide between academia and commercial archaeology, CifA should take into account the large number of researchers – potential members – who don't have a wage.

I'm worried membership will become compulsory because of chartered status, and will be an expense that those on the bottom of the salary ladder cannot afford. If so, will it then also become compulsory for employers to offer membership as a benefit to staff, even short-term contract workers?

Ellen McInnes  
emcinn@hotmai.com

*Pricing is always a hot topic and high on CifA's agenda – we do what we can to encourage Registered Organisations and employers to help meet the costs of subs, but realise this doesn't happen across the board. The good news is that subs do allow for members who are working at a level below their membership grade. If you are an accredited member and working in a role equivalent to a lower grade, you should only be paying the subscription equivalent to that role. Find out more here: [www.archaeologists.net/membership](http://www.archaeologists.net/membership).*

Avebury at sunset. © Adam Stanford/Aerial-Cam Ltd



**Notes from the field**

I am currently working in the North of England, on one of the country's largest current excavation projects. A popular topic of conversation on our breaks is the ClfA and the merits (or otherwise) of being a member. As a result of the recent Royal Charter, I decided to carry out a survey on site to establish how many people were – and if not, then why not?

There are 30 full-time archaeologists working on my site, along with 10 archaeologists from other EU countries. Of the group, six were members and 24 were not – including the 10 EU archaeologists.

Overall the feeling about charter was positive, and many I spoke to would become members if there was greater communication from ClfA about the concerns raised above. Surely as a membership organisation you must be working hard on all these points – perhaps more updates and better communication will help?

I wonder if staff at other sites have experienced similar views?

*Name withheld*  
Contact [editor@archaeologists.net](mailto:editor@archaeologists.net) for more information or to reply

*This is a really helpful way to get feedback from both members and non-members about what ClfA can be doing to promote our work and reach wider audiences – thanks for taking the time to do it. In terms of specific issues, such as the professional value of charter, Raksha Dave and Kate Geary will be roaming the UK talking to people about just that – dates and locations will be announced soon.*

As part of my informal break-time poll, many useful opinions were offered about why people were not members, including: standards not upheld across the board; too expensive; has no 'clout'; did not reply to my application; does not do anything about pay or conditions; nothing in return except jobs magazine; professional value of charter is unclear; no reason to join as I am foreign.

**'A popular topic of conversation on our breaks is the merits (or otherwise) of being a member.'**



**ClfA must address the problems we face today**

The transition to ClfA represents a real achievement, though quite what the charter actually means is less apparent. It appears that we are to use the Royal Charter to encourage us to get 'where we want to be', rather than the other way around. The calls for individual chartered membership indicate that for some it is merely a stepping-stone, and there is a danger that we will always look to the next step before we have consolidated the first.

ClfA has an opportunity to be an inclusive body, and should demonstrate that it is capable of working for the discipline of archaeology, and the professional development of *all* its members. If ClfA is ever to represent all professional archaeologists it needs to continue to address the inequalities of archaeological careers and the chronic problems with archaeological pay, training and standards. These issues affect all archaeologists directly or indirectly; concerted action on these issues will do much to bring round the sceptics as well as radically improve archaeological practice.

Whatever the charter actually means I am sure we would expect our body to do *more* now it is chartered, and here is the rub: currently the staff and committees are overstretched and cannot complete all their projects. Membership fees are too high, but yet too low: in a profession where economies of scale will never apply, additional members and ROs will merely increase expense as they increase income. If we want ClfA to achieve its potential then membership and RO fees must increase. We have invested reserves and resources in charter; we should now invest them in creating an Institute that can bring real benefits to all, and is worth the real costs.

**'We have invested reserves and resources in our Charter; we should now invest them in creating an Institute that can bring real benefits to all, and is worth the real costs involved to do so.'**

Chiz Harward, former Chair, Diggers' Forum  
[chiz@urban-archaeology.co.uk](mailto:chiz@urban-archaeology.co.uk)

*Please write to [editor@archaeologists.net](mailto:editor@archaeologists.net) about anything you've read in the magazine, or other matters you would like to bring to the attention of ClfA members.*

*Louise Baker undertaking a topographical survey of Dun Deardail vitrified hillfort, Glen Nevis.  
© Rubicon Heritage/Enda O'Flaherty*

**Towards a global profession**

There are many British archaeologists working abroad in places such as Turkey, Egypt, Qatar, Sudan, Iceland, etc. I would like to see the ClfA become more international, for at the moment it seems to have little relevance for those of us who, although working well within the accepted *Code of conduct*, would feel no benefits from being a member.

Having a Royal Charter will eventually allow us to say we are a Chartered Archaeologist, but apart from that it would make little difference, particularly in terms of pay and conditions. I feel that the ClfA should broaden its horizons, at least within Europe.

Dr G J Tassie  
[gtassie@hotmail.com](mailto:gtassie@hotmail.com)

*In 2012 our International Practice group was formed to tackle exactly these issues, and we make a regular appearance at the European Association of Archaeologists annual meeting to make sure we are involved in wider discussions about professional archaeology across Europe. I am also pleased to report that we have a growing international membership. You can find out more about the International Practice group here: [www.archaeologists.net/groups/international](http://www.archaeologists.net/groups/international)*

# NOTICEBOARD

## CiFA | 2015

### The future of your profession

*Mercure Holland Hotel, Cardiff, 15–17 April*

Conference website: [www.archaeologists.net/conference/2015info](http://www.archaeologists.net/conference/2015info)

If you have any questions or comments, please get in touch with us at [conference@archaeologists.net](mailto:conference@archaeologists.net)



#### Conference programme and timetable

The 2015 conference will include the usual mix of reporting, discussion and CPD. Session abstracts can be found on the website along with the conference timetable.

This year, our conference excursions will take us to St Fagans (on Thursday afternoon) and Caerleon Roman fort (on Friday morning). We will be asking delegates to pre-book excursions once the full programme is accessible in March 2015.

#### Book now

Booking is now open! You can find our online booking forms at the conference website and you should find a hard copy of the booking form circulated within this issue of *TA*. The programme and timetable are also available online, so you can see which days include which sessions – hopefully you can make the whole conference.

#### Networking and social events

Our main hall will include displays from up to 20 exhibitors, and provides a great place to continue discussions and meet up over coffee between sessions. Our free wine reception on Wednesday will take place at the conference venue, followed by a formal conference dinner (at an additional price of £38). On Thursday evening we host a less formal event, this year taking place at Cardiff's Urban Taphouse, where delegates can relax with old friends and new over a glass of locally brewed real ale. The event includes a light buffet for those attending from 19:00–20:00 (for £10), and the doors open to all from 20:30.

#### Special offer for Registered Organisations

This year, to help Registered Organisations support staff to attend conference, CiFA is offering a free day for each full booking made. So, for every three-day conference booking made, Registered Organisations can apply to receive one day free for another member of staff within the same organisation. More about this offer is available on the website.

#### Bursaries and special offers for individuals

Our conference bursary scheme offers assistance of up to £100 to help with conference fees or travel bursaries to student members, unemployed members or members on a low income. Applying is simple – get the form offline from the conference website and email the conference team at [conference@archaeologists.net](mailto:conference@archaeologists.net). You will need to provide some evidence that you are a student, currently unemployed or that you are on a low income.