

# **CHARTERED INSTITUTE FOR ARCHAEOLOGISTS NOTICE OF 2017 ANNUAL GENERAL MEETING**

**An Annual General Meeting of the Chartered Institute for Archaeologists  
will be held at  
4:00pm, Friday 27 October 2017  
at the Sorby Room, Wager Building, Archaeology Department,  
University of Reading, RG6 6UR**

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## Notes

Minutes of 2016 AGM

Election statements

The AGM is being held for the following purposes

**1 RECEIVE THE MINUTES OF THE 2016 AGM**

- 1.1 To receive the minutes of the Annual General Meeting held on 11 October 2016 (included in this notice booklet)

**2 ELECTION OF ACCREDITED MEMBERS TO THE BOARD OF DIRECTORS**

- 2.1 To receive the report on the election of the Board of Directors

**3 ELECTION OF ACCREDITED MEMBERS TO THE ADVISORY COUNCIL**

- 3.1 To receive the report on the election of the Advisory Council

**4 REPORTS OF THE BOARD OF DIRECTORS**

*Please refer to the Annual Review, Treasurers report and audited accounts 2016-17 available online [www.archaeologists.net/about](http://www.archaeologists.net/about)*

- 4.1 To receive the Report of the Board of Directors for July 2016 to July 2017

- 4.2 To consider and, if thought fit, pass the following Resolution which will be proposed as an Ordinary Resolution

Resolution 1 - accounts

To receive the reports of the Hon. Treasurer for the financial year 1 April 2016 to 31 March 2017 and to approve the accounts for that period.

- 4.3 To consider and, if thought fit, pass the following Resolution which will be proposed as an Ordinary Resolution

Resolution 2 - auditors

To appoint Haines and Company, Chartered Accountants as auditors to the Chartered Institute, to hold office from the conclusion of the present General Meeting until the conclusion of the next General Meeting at which accounts in respect of an accounting reference period are laid.

**5 CIFA PROPOSAL FOR THE DEVELOPMENT OF A CHARTERED ARCHAEOLOGIST GRADE OF MEMBERSHIP**

CIfA became a Chartered Institute in 2014 and we are now proposing to petition the Privy Council Office to amend our Charter to award a Chartered Archaeologist grade of accreditation, following consultation with members (see [www.archaeologists.net/charter/chartered\\_archaeologists](http://www.archaeologists.net/charter/chartered_archaeologists) for more details).

Being able to confer Chartered Archaeologist status means that archaeology will become a **chartered profession** like architecture, engineering or surveying. Recent research has highlighted the value of chartered status, indicating that the public ranks *Chartered* number

one in terms of confidence in professionalism, over other designations like *Fellowship* and *degree*<sup>1</sup>. As such, we believe it will

- Place archaeologists on a par with other chartered professionals
- Increase professionalism
- Add value
- Promote best practice and improve career pathways
- Increase recognition of professional skills and accreditation, and
- Attract new people into the profession

This paper presents the proposed positioning and methodology of the new Chartered grade. It has been benchmarked against similar standards in other professions, while recognising the skills and attributes that make archaeologists unique.

In order to move forward to the next stage of detailed drafting, the Board of Directors would now like to seek a mandate from the membership to proceed on the basis of the outline proposal. If agreed, this would allow the Board to instruct staff to develop the detail of the proposal through the drafting of an amendment to the by-law and supporting regulations, in consultation with the Privy Council Office, and to develop costings and plans for implementation with a view to seeking formal agreement from the membership at the 2018 AGM to submit to the Privy Council as a formal petition.

To consider and, if thought fit, pass the following Resolution

Resolution 3 – instruction to the Board of Directors to proceed with the drafting of an amendment to the by-law and supporting regulations

THAT the Board of Directors is instructed to proceed with the drafting of an amendment to the by-law and supporting regulations, in line with the structural framework described in the circulated paper *Proposal for the assessment of a Chartered Archaeologist grade of membership v4*, to consult on the detail of the regulations and, if the response is favourable, to bring the amendment for consideration by the membership at a future General Meeting.

**DATED**                    **September 2017**

**BY ORDER OF THE BOARD OF DIRECTORS**



**A LLEWELLYN  
DIRECTOR**

**NOTES**

1. The resolutions to be considered under item 4 and item 5 will be moved by the Board of Directors of the Chartered Institute for Archaeologists
2. The resolutions to be moved at this General Meeting may be passed by a simple majority of members present and entitled to vote
3. Non-accredited members may attend all General Meetings, but shall not have the right to vote
4. Copies of the Standing Orders can be downloaded from the CIfA website at [http://www.archaeologists.net/sites/default/files/GeneralMeetingsRegs\\_0.pdf](http://www.archaeologists.net/sites/default/files/GeneralMeetingsRegs_0.pdf)

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<sup>1</sup> *The Stamp of Quality? The importance of being Chartered*, Paper in Professionalism 5

## **Minutes of the 2016 Annual General Meeting of the Chartered Institute for Archaeologists**

**4:30 pm, Tuesday 11 October 2016  
at the Cardiff and Vale College, City Centre Campus, Dumballs Rd, Cardiff CF10 5FE**

Jan Wills opened the meeting and welcomed everyone.

The AGM was held for the following purposes:

### **1 MINUTES OF THE LAST MEETING**

A copy of the minutes had been included in the AGM notice. The minutes were approved.

### **2. ELECTION OF ACCREDITED MEMBERS TO THE BOARD OF DIRECTORS**

Alex Llewellyn informed the meeting of the outcome of the elections for the Board of Directors. There has been a vacancy for one position on the Board. One nomination had been received from Melanie Johnson who was therefore elected to the Board.

Jan noted that the vacancy was due to Beverley Ballin Smith having to retire due to completing a full term of office. Beverley had been on the Board for the last two years and prior to that has had a long involvement with the Institute via its Council and committees. Jan asked for formal thanks to be given to Beverley for her service and support. Jan also welcomed Melanie to the Board.

### **3 ELECTION OF ACCREDITED MEMBERS TO THE ADVISORY COUNCIL**

Alex Llewellyn informed the meeting of the outcome of the elections for Advisory Council. There had been vacancies for 10 elected members of the Advisory Council. Seven nominations have been received from ClfA members, and the following individuals have been elected:

Colin Forrestal  
Cat Gibbs  
Danielle Hill  
Andy Holland  
Melanie Johnson  
Sadie Watson  
Rob Wiseman

As Melanie has been elected to the Board this takes precedence over her nomination for Advisory Council. All the above are elected to Advisory Council bar Melanie.

Jan thanked Mary Neale and Richard Smalley who had both stepped down from AC at the end of their term of office. Jan welcomed the new members to Advisory Council.

Paul Belford took the opportunity to encourage Welsh colleagues to look at getting involved with ClfA as we need to ensure that there is wide representation from the profession on the Council and committees.

### **4 REPORT OF THE BOARD OF DIRECTORS**

#### **4.1 To receive the Report of the Board of Directors for June 2014 to June 2015**

Jan noted that the Annual Review is available on the ClfA website and encouraged all to read it. The review includes a full summary of the work of ClfA, which is supplemented throughout

the year via the news bulletins. Jan drew particular attention to the advocacy work being undertaken. Today we have had a good session focusing on Welsh changes to planning and legislation. ClfA has also been highly involved in responding to consultations etc throughout the rest of the UK. We have been establishing new partnerships and have a Memorandum of Understanding with IHBC, which was signed earlier in the year. We are pleased that this exists and commits us to closer working and reciprocal arrangements. Overall ClfA membership has been growing and Jan noted the rise in accredited members and Registered Organisations.

The meeting voted in favour to receive the Report of the Board.

#### 4.2 Resolution 1 - accounts

The meeting was asked to receive the reports of the Honorary Treasurer for the financial year 1 April 2015 to 31 March 2016 and to approve the accounts for that period. A copy of the accounts was set out in the annual review.

Paul Belford proposed the resolution and Neil Maylan seconded this.

Andrea Bradley introduced the accounts. The accounts show a small operating surplus despite us budgeting for a small deficit. This has increased the current levels of the Institutes reserves. The surplus has been thanks to the efficiencies of ClfA staff in reducing office and travel costs, and increased income from projects along with these being carried out efficiently. Staffing costs have been reduced due to reorganisation.

The reserves will be invested back into ClfA to achieve the elements of the Strategic Plan and going forward this will include promotion of our activities, IT provisions and chartered archaeologist.

Jan also thanked the staff for their work.

No questions were raised about the accounts. All voted in favour to adopt them.

#### 4.3 Resolution 2 - Appointment of auditors

The meeting was asked to appoint Haines and Company, Chartered Accountants, as auditors to the Chartered Institute, to hold office from the conclusion of the present General Meeting until the conclusion of the next General Meeting at which accounts in respect of an accounting reference period are laid.

The resolution was proposed by Roy King and seconded by Vicky Hunns.

The meeting voted in favour to appoint Haines and Company as auditors for ClfA.

This concluded the business items on the agenda.

Jan thanked all those engaged in organising the preceding event. She also thanked everyone for attending the AGM and for their continued support of ClfA.

## Candidates for election to the Board of Directors

*In alphabetical order*

**Name:** ALLEN, Steve  
**Membership grade and number:** MCIfA (7084)  
**Contact email:** sallen@yorkat.co.uk  
**Position standing for:** Ordinary Board member  
**Nomination supported by:** Lesley Collett, MCIfA; Laura Templeton, MCIfA; Dan Slatcher, MCIfA

### **Please explain why you are interested in being elected to the Board of Directors**

I have had a varied background in archaeology, combining both fieldwork, graphics and post excavation roles, working in university and commercial environments. The most essential thing I have learned is the importance of respecting other peoples' skills and expertise in order for the whole to work effectively as a team.

I was elected to ClfA Board at the end of 2014. In the last three years, I have worked with the other members of the Board to consolidate the Institute as a Chartered organisation and support ClfA's continuing development nationally and internationally. I am standing for the Board of Directors to continue the work done to date and I am more than willing to continue making the necessary commitment.

I believe ClfA is still the only body which is capable of promoting standards, raising the profile of the profession and has the professional authority to speak on our behalf on those policy issues which will affect our working lives. No other national body is committed to the development and training of individual archaeologists and the continuing improvement of its members' skills. This is something we need to promote. We must further develop these activities, not least to retain existing members and attract new ones. In the next year, I want to take an active role in supporting -and implementing- these essential tasks.

### **What skills and experience do you have that are relevant to being a member of the Board of Directors**

I have worked in archaeology following graduation in 1988. Since then I have worked for both commercial units and university projects in the UK as a site archaeologist, site planner and illustrator with a finds specialism in waterlogged wood and timber. For the last 17 years I have been the wood technologist based in the conservation laboratory at York Archaeological Trust. I have been the safety officer for the laboratory for the whole of that time and for 10 years was the YAT Prospect safety rep.

I was a council member (11 years) and successively Membership, Assessments officer, Chairman and Treasurer of the former AAI&S, before merger with IfA in 2011. I chaired the Graphics Archaeology Group, developed the competence matrix for Graphics specialists and have completed six years as a member of Validation committee. I was elected to IfA Council in October 2012 and co-opted to Executive Committee as Hon. VC Membership and Personnel in January 2014. I have a lot of experience working with colleagues on committees both as an ordinary member and as a chair. I have also in partnership with my colleagues organised and delivered GAG sessions and workshops at five annual conferences.

**Name:** BELFORD, Paul  
**Membership grade and number:** MCIfA (5339)  
**Contact email:** paul.belford@cpat.org.uk  
**Position standing for:** Ordinary Board member  
**Nomination supported by:** Gerry Wait, MCIfA; Ian Grant, MCIfA; Richard Hankinson, MCIfA

**Please explain why you are interested in being elected to the Board of Directors**

I am keen to continue my active support of the development of ClfA during the next few years, as we move towards Chartered Archaeologists and develop stronger links with organisations in other parts of Europe and the wider world. ClfA is the only professional institute for archaeologists, and has gone a long way to broadening its approach, activities and interests to the wider historic environment professions. This is a key moment for the UK profession as pressures build up from a variety of sources – including the weakening economy, the negative impact of Brexit, and the possible need to resource large infrastructure projects. Therefore it is essential that there is continuity of strategic direction at ClfA in order to maintain the considerable momentum that has been built up in advocacy, professional standards and professional development.

**What skills and experience do you have that are relevant to being a member of the Board of Directors**

I have served as a member of the ClfA Board of Directors for three years, and therefore feel that I have a good knowledge and experience of how ClfA works and how the Board can support the Executive Team and the Advisory Council in delivering the strategic plan. I have over 25 years' experience in all parts of the UK archaeological profession, principally in private-sector contract archaeology but also working for universities, museums and other organisations. I have also been involved in a number of projects in which archaeological interpretation and understanding has informed regeneration. I have extensive experience of public archaeology and in acting as an advocate for archaeology in the political arena. I am currently the Director of one of the Welsh Archaeological Trusts, which involves the management of curatorial and educational functions as well as commercial and research-led field projects.

I also bring non-executive directorial experience from other spheres of heritage activity, including my current role as a Board Member of the Black Country Living Museum.

**Name:** CARTER, Stephen  
**Membership grade and number:** MCIfA (984)  
**Contact email:** the-carters2015@outlook.com  
**Position standing for:** Ordinary Board member  
**Nomination supported by:** Chris Lowe, MCIfA; Kirsty Dingwall, MCIfA; Candy Hatherley MCIfA

**Please explain why you are interested in being elected to the Board of Directors**

I have been a member of ClfA for over 25 years and over that time I have made various small contributions to the working of the Institute (including membership of committees and such like). I increasingly recognise the importance of well-managed organisations to the continued development of the historic environment sector so I want to contribute more to ClfA. As I am now in a position where my working week is flexible I am free to commit the time needed to become a useful member of the Board of Directors. I therefore wish to stand for election.

**What skills and experience do you have that are relevant to being a member of the Board of Directors**

I have worked in various roles in archaeology since 1978, starting (as many people do) in excavation before training and then specialising in archaeological sediment analysis. More recently I have worked almost entirely in environmental impact assessment. I have been based in Edinburgh since 1989 and worked for Headland Archaeology since 1996. This history has given me experience of a wide range of work roles and areas of archaeological expertise throughout the UK and Ireland.

In addition to this general experience of the sector accumulated over the past 40 years, I have also undertaken work that is of particular relevance to my interest in joining the ClfA Board of Directors. I was a company director of Headland Archaeology from 1996 to 2008 so have experience of the development and management of a medium-scale commercial archaeological organisation. At the same time I have also acquired considerable experience of the management of third-sector charitable organisations: I have served as a trustee of the Council for British Archaeology and was President of Archaeology Scotland for seven years from 2002-2009. I have been a trustee of the Society of Antiquaries of Scotland for two terms and I am currently serving my third year as Treasurer for that organisation. These roles, outside my usual commercial working environment, have broadened my understanding and experience both of organisation management and other parts of the historic environment sector. They have also encouraged me to engage with strategic issues affecting the sector and the regulatory framework that controls our working environment.

I believe that this mix of experience and skills will help me to be a useful member of the Board.

<b>Name:</b>	HOLLAND, Kirsten
<b>Membership grade and number:</b>	MCIfA, 2455
<b>Contact email:</b>	kharchaeology@gmail.com
<b>Position standing for:</b>	Ordinary Board member
<b>Nomination supported by:</b>	Rebecca Aroon Enlander, MCIfA; Fiona Lee, MCIfA; Dan Slatcher, MCIfA

**Please explain why you are interested in being elected to the Board of Directors**

I believe active involvement with ClfA is the most effective way to realise the continued development of the profession. I have been privileged to be part of the evolution of the Institute over the last five years into the Chartered Institute and would like to continue this involvement to the end of the full term of office as a Director. The ongoing discussions to create a Chartered Archaeologist accreditation for individuals and the associated implications for the profession and the Chartered Institute have been rewarding and I hope to aid these to a formal vote at the 2018 AGM and application to the Privy Council.

I have been involved in many areas of the Chartered Institute's work supporting the development of the profession during my time as a Director. I have a keen interest in the development of professional standards and am representing ClfA on the Advisory Panel developing Guidelines for Cultural Heritage Impact Assessment in partnership with IHBC and IEMA. I am also the Board member representing ClfA at the multi-organisation Industry Working Group which discusses issues affecting the working and business environment for the profession, including pay and conditions.

There are still many aspects of the Institute's strategic plan to be delivered before 2020 and I am keen to continue contributing to the ongoing work and initiatives to achieve this, such as skills development and training, accreditation of individuals, organisations and training providers,

advocacy with Governments and regulators, career pathways and achieving recognition by other professionals.

**What skills and experience do you have that are relevant to being a member of the Board of Directors**

As an existing member of the Board of Directors I will bring my experience and continuity to the role. As an existing Director I have been fully engaged and take part in discussions and debates, working to develop constructive solutions. Over the five years I have been a Director I have had experience of most aspects of the role from governance of the Institute, finance and budgeting, strategic planning, advocacy, professional misconduct cases, personnel and supporting initiatives for the development of the Institute and profession across accreditation and standards.

I have detailed knowledge of the RO scheme and CifA standards through chairing Registered Organisation inspection panels for CifA (over 25) and attending the RC(O) committee meetings. Prior to being a member of IfA Council and CifA Board I spent seven years on Validation Committee so also bring experience of the membership application process. I believe this will be particularly useful as the Chartered Institute develops the route to Chartership for individuals.

I am a freelance consultant and I have the flexibility to attend meetings and fulfil the duties of the role. Prior to going independent I led an Archaeology and Heritage team at a multi-disciplinary consultancy and as such bring wider skills in change management, budgeting, finance, project management and personnel in addition to my archaeological background. Coming from a multi-disciplinary environment I also have a wider perspective on our profession and its role within construction, planning and development.

<b>Name:</b>	HUNNS, Victoria
<b>Membership grade and number:</b>	MCIfA (1974)
<b>Contact email:</b>	Victoria.Hunns@tdrheritage.co.uk
<b>Position standing for:</b>	Honorary Chair / Ordinary Boar member
<b>Nomination supported by:</b>	Jan Wills, MCIfA; Chris Cox, MCIfA; Mike Heyworth, MCIfA

**Please explain why you are interested in being elected to the Board of Directors**

From 2006-2011 I was initially co-opted, and then elected, to IfA Council. During this time, I saw and learned a great deal about how the Institute works and its aims and objectives. At the end of this period, I was actively engaged in the discussions about the future direction of the Institute, and in the start of our move into Chartership and the significant changes to our governance structure, which have allowed more members to engage actively in discussions and debate and set the agenda and 'policy' of the institute, leaving 'governance' to a board of directors.

As extensive consultation with the membership has established an interest in investigating further developments to our offer as a chartered profession and I am keen to work with CifA in debating and shaping this. I would like to help guide and set the direction for our future Institute, creating an inclusive and forward-thinking organisation that is committed to helping all members of the sector deliver high-quality archaeology, and to reap the rewards of being recognised and respected as true professionals.

Much of my career has been in the public sector – in local authority and national agency/government roles - actively championing and working to study and conserve our historic environment. I would like the opportunity to use this experience, complementing the important private-sector expertise of other Board members, to help CifA's work in defending and improving

how we all contribute to managing the historic environment, including public services, planning and training & development.

**What skills and experience do you have that are relevant to being a member of the Board of Directors**

To the Board I bring a broad understanding and experience of the practice of archaeology, especially in the context of its management, promotion, and working with others to achieve positive outcomes for the historic environment. My career has been largely spent as a local government curator in various authorities and developing capacity, influencing direction, setting technical standards and working with partners as the national historic environment lead in Defra/Natural England. I joined the private sector in 2011 and, through running my own consultancy, have a strong understanding of the pressures faced by self-employed archaeologists and small companies.

Throughout my career I have been active in national policy and helping others understand the value of archaeology, and of archaeologists. Whilst in a local government, I was the Secretary of the ALGAO Historic Buildings Committee and subsequently participated in high level, national, sector-wide initiatives, ranging from the Heritage Protection Review to Heritage 2020.

I have also engaged in the development of professional practice at national level, including advising and liaising with government departments, chairing discussions with ALGAO, IHBC and national agencies, as well as helping develop and encourage New Generation archaeologists through the Archaeological Practice NVQ and mentoring.

These diverse roles have given me an understanding of the governance and operations of a wide range of organisations, strategic policy and sectoral funding issues, as well as the responsibilities of a Chair and Director. As a former member of IfA Council, I also have a good knowledge of our organisation, remit and operations.

<b>Name:</b>	SPOERRY, Paul
<b>Membership grade and number:</b>	MCIfA (2322)
<b>Contact email:</b>	Paul.spoerry@oxfordarch.co.uk
<b>Position standing for:</b>	Ordinary Board member
<b>Nomination supported by:</b>	Elizabeth Popescu, MCIfA; Rachel Clarke, MCIfA; James Drummond-Murray, MCIfA

**Please explain why you are interested in being elected to the Board of Directors**

I have served on the Board for the last three years. I have been able to bring my skills and experience into Board discussions and I feel I have provided a valuable role in ensuring broad and thoughtful consideration is given to important matters from members with a wide background in our profession.

The next three years offer great opportunity for CfA. In two key areas our growing status and professionalisation can take significant leaps forward.

Chartered Archaeologist: It is the Board's duty to ensure that the Institute is steered well towards the most widely preferred goals. This offers archaeologists a new and clear senior and/or expert progression goal and additionally this new position should define and cement professional parity alongside other experts recognised by society and by its institutions and legal instruments. Professional standing aside, this may be the most significant individual step that we might take to bring remuneration and reward in line with analogous professionals.

Training and professional development from career entry onwards: We expect there to be a continued need for additional archaeologists in the commercial infrastructure sector but also declining numbers of HE students. There is also a strengthened need to properly accredit and assess competence to comply with safety environments (e.g. CSCS cards) meaning we have additional barriers to entry. These factors must be turned into pathways for development whereby CifA works with partners to ensure early career training and onward career development exists and chimes with commercial needs and provides forward, moderated progression.

**What skills and experience do you have that are relevant to being a member of the Board of Directors**

Senior Management: I have been head of an archaeological business for 15 years, firstly for CAMARC and latterly OA East. I thus sit on the Corporate Management team of Oxford Archaeology, one of the profession's longest-standing, largest and arguably most-influential commercial practices. Before that I sat on the Heritage Division Management Team at Cambridgeshire. I therefore have broad and longstanding experience in strategic management in both local authority and commercial environments.

Projects and Research: I have managed field and post-excavation programmes since 1991, engaging with teams of professionals from planning, engineering and environmental consultancies, whilst leading teams of archaeological, university and other research professionals to deliver successful project outcomes.

I have maintained status as researcher in medieval ceramics and medieval landscapes and continue to publish. I have been both a tutor and external examination moderator for University departments.

People: I have managed and developed teams of people for 25 years to deliver archaeological programmes to professional standards. I have been appointing archaeologists to professional positions for almost as long and therefore I have experience in developing staff and teams of people for the long-term.

Change: In 2008 (with Adrian Tindall) I took CCC AFU and its 50 staff through the 18 month process of 'out-sourcing', the end -and very successful- result being our incorporation into Oxford Archaeology Ltd, as OA East. The experience gained here in retaining the team 'on board' to result in the best possible outcome, stands me in good stead for helping deliver change in other contexts.

## Candidates for election to the Advisory Council

*In alphabetical order*

<b>Name</b>	ANDERSON, Mark
<b>Membership grade and number</b>	MCIfA (2023)
<b>Contact email</b>	m.anderson@imperial.ac.uk
<b>Nomination supported by</b>	David Griffiths, MCIfA; Jill Hind, MCIfA; Sarah Court, MCIfA

### **Please explain why you are interested in being elected to the Advisory Council**

As an archaeologist and an educational developer I have become acutely aware of how archaeological study and practice can offer valuable opportunities for personal enrichment and development for a wide variety of people.

There are few other disciplines that offer the same powerful blend of science, humanities, cross-cultural engagement, practical fieldwork, academic skill and (dare I say it) the thrill of discovery and adventure.

For learners of any age, our discipline has the power to attract those who, for whatever reason, feel excluded from academic or educational opportunity – people who may otherwise be denied access to the rich personal rewards of scholarly endeavour. I believe that we, as a profession, need to be proactive in protecting and enhancing such learning opportunities for the benefit of learners themselves, and for the encouragement of diversity within the profession.

Unfortunately, the recent loss of the Archaeology A-Level has further eroded what I already perceived to be a troubling gap in educational provision at pre-university level. I see this erosion as perilous not only for the learners who might now miss out on life-changing opportunities, but also for the discipline. Our national status as professionals is inextricably linked to public perceptions of the value of what we do, and depends on us nurturing a robust and diverse community of professionals.

I am keen to support ClfA in any area of education, training or outreach, or in advocating for the recognition of archaeology as a rich environment for transformative learning.

### **What skills and experience do you have that are relevant to being a member of the Advisory Council**

Having long been aware of the transformative power of archaeology for learning, I have been committed to creating and supporting archaeological learning and outreach opportunities for several years. My work has embraced a wide spectrum of learning and public engagement initiatives, from establishing and directing archaeological field schools, to classroom-based teaching for lifelong learners and developing online courses in archaeology and related subjects.

Against my academic and professional background in archaeology and anthropology, I also have an MSc in Education (Learning and Technology), and several years of professional experience as an educational developer and learning technologist, in both teaching-focused and research-intensive universities.

Much of my current work involves training academic university staff in effective teaching and learning practices, providing project leadership around curriculum design and educational

evaluation, and developing pedagogically-effective technology-enhanced learning resources and courses in a range of disciplines, including archaeology.

I am keen to contribute this skill and experience by offering pedagogical, strategic and technical advice in support of any ClfA activities relating to education, training or outreach in archaeology.

**Name** BRIGHTMAN, Jim  
**Membership grade and number** MCIfA (6470)  
**Contact email** jb@solsticeheritage.co.uk  
**Nomination supported by** Joe Flatman, MCIfA; Emily Taylor, PCIfA; Sarah MacLean, MCIfA

**Please explain why you are interested in being elected to the Advisory Council**

I have attended the last three Advisory Council sessions as a representative of the ClfA Equality and Diversity Group, and it has been an incredibly rewarding experience. Bringing forward issues for discussion and advice has impressed upon me both the breadth of experience that the Council has through its members and also the weight which those elected to the Council place upon providing advice representative of the Chartered Institute's membership.

I believe that, as one of the main organisations within the sector and our professional body, working with and as part of ClfA is one of the best routes to respond to the issues that the sector currently faces and effect positive change. Doing what I can to contribute to this is why I want to serve on Advisory Council.

**What skills and experience do you have that are relevant to being a member of the Advisory Council**

I have been fortunate through my career so far to have experienced a wide variety of working environments and industry sectors: I have worked as an employee and then manager within a commercial archaeological unit; I have worked as an employee of a local authority before then setting up as a self-employed consultant and archaeologist; I am currently Partner in a small but growing consultancy and practice. In addition, I have also worked on large projects in the commercial, research and community archaeology sectors, and I hope that this varied experience will help me to contribute to the thoughtful and detailed advice which Advisory Council provides. Whilst I have little direct personal experience in academic or museums archaeology, my work on multi-disciplinary projects and with the ClfA Equality and Diversity Group has given me an understanding of several of the key issues in those areas as well.

In terms of accurately representing the membership, I feel my role as Advisory Council representative for the Equality and Diversity Group has given me a sound grounding in delivering effective advocacy and communicating concerns of a wider constituency.

**Name** CLARKE, Chris  
**Membership grade and number** MCIfA (2013)  
**Contact email** Chris.clarke@cgms.co.uk  
**Nomination supported by** Matthew Smith, MCIfA; Duncan Hawkins, MCIfA; Rob Masefield, MCIfA

**Please explain why you are interested in being elected to the Advisory Council**

I was previously a member of the IfA Council for six years during the mid to late 2000s which I both enjoyed and felt I made an important contribution to our professional industry. It was during my

tenure on IfA Council that I was one of several IfA members who helped setup and run the Diggers' Forum Special Interest Group. I credit this experience of being on Council as a catalyst to my career as it opened my eyes to the wider context which our industry is located, and greatly increased my knowledge of current archaeological issues. Following a break to establish my career as an archaeological consultant, I am now keen to re-engage with ClfA not only as a means to acknowledge the valuable contribution the IfA made to my early professional development, but I hope that I can contribute even more to our industry with over 15 years' experience, as both a field archaeologist and consultant, and the broad experience that this can bring to industry discussions. In this role I am still keen to support and encourage the development of junior members of the industry, but to also make sure that all professional archaeologists understand the key benefits of training and how training can contribute to career goals and job satisfaction.

**What skills and experience do you have that are relevant to being a member of the Advisory Council**

- I have been a member of the IfA/ClfA for approximately 17 years since I was a student
- I am a former IfA Council member and have been an active member of several sub-committees and Special Interest Groups which demonstrates a strong understanding of the work and strategic direction of ClfA
- My career as a field archaeologist, and subsequently as a consultant, has furnished me with a diverse skill set, including fieldwork and post excavation practices, project management, public speaking, and the ability to think laterally in order to find creative solutions, and communicate these ideas to groups of various sizes
- I have a strong appreciation for different professional roles within the industry and their appropriate responsibilities
- I feel I am able to provide constructive advice/engage in discussions on a range of professional subject matters, and devote the appropriate time to apply such advice and see discussions through to their appropriate conclusion

<b>Name</b>	PASLOW, Helen
<b>Membership grade and number</b>	MCIfA (4672)
<b>Contact email</b>	Hl.paslow@albion-arch.com
<b>Nomination supported by</b>	Joanne Barker, ACIfA; Jeremy Oetgen, MCIfA; Wesley Keir, ACIfA

**Please explain why you are interested in being elected to the Advisory Council**

I have been working for Albion for 16 years, the last 14 of which I have been the Archives Officer. I am currently on the Validation Committee. I think I could therefore bring several stands to the committee, as an Archives Officer, as someone from a unit and as someone on validation.

I strongly believe in the work of ClfA and I am keen to be involved with its future especially in regards to looking at Chartered Archaeologists. I think that this is a very important time for ClfA and for all member and for the profession.

I would like to join the Advisory Council and I have previously enjoyed my time on the Council when I represented the Archives Group. I think that we need more people on the committee from Contracting Units so that a larger number of the ClfA membership can be represented.

**What skills and experience do you have that are relevant to being a member of the Advisory Council**

I believe I have the necessary skills and experience for the Advisory Council. I have just returned to

the Validation Committee, after an absence of two years having previously served 6 years on the committee.

I was on the Archives Group committee for 6 years (5 of which were as Treasurer). I have previously represented the Archives Group on the Advisory Council and I ably represented the members especially those in archives and also from contracting units.

I have contributed my thoughts to previous papers that have been sent around. As I have been on several committees over the last 8 years I think that I have shown my commitment to ClfA and its members.

<b>Name</b>	PRIOR, Stuart
<b>Membership grade and number</b>	ACIfA (1690)
<b>Contact email</b>	stuart.prior@bristol.ac.uk
<b>Nomination supported by</b>	Jan Wills, MCIfA; Bob Croft, MCIfA; Rob Lennox, ACIfA

**Please explain why you are interested in being elected to the Advisory Council**

My passion in life is teaching archaeology at Higher Education level and I am keen to be elected to the Advisory Council as I would relish the opportunity to assist the ClfA in working more closely with Further/Higher Education institutions to ensure that archaeological professional practice is instilled in the next generation of archaeologists at the outset of their training. I have been employed in Higher Education since 2003, with rising levels of responsibility relating to teaching and supporting learning, and administration, and am currently Senior Teaching Fellow in the Department of Archaeology and Anthropology, University of Bristol. I do not however have a traditional HE background, as I actually entered university as a mature student, having spent 10 years in contract archaeology. Having worked both as a professional archaeologist and now as an HE lecturer, I have developed a unique skill-set, wide archaeological perspective and useful insight of both the FE/HE sector and the professional archaeological industry (including many useful contacts). I would relish the opportunity to bring my particular skills and knowledge to help advise the ClfA in order to establish stronger links between the professional/vocational archaeological sector and FE/HE world. My current job title is 'Senior Teaching Fellow in Archaeological Practice' and one of my roles is to ensure integration of professional practice and standards into the department's archaeological training/teaching and I'd welcome the opportunity to work more closely with the ClfA to extend this remit into the FE/HE sector nationally.

**What skills and experience do you have that are relevant to being a member of the Advisory Council**

Having worked in both the HE and professional archaeological sectors for 10 years apiece, my skills and experience bridge the gap between the two. I have sound working knowledge of both professional archaeology and archaeology in the HE sector, and can bring numerous relevant skills and wide experience to the role. As a long-standing IfA member, I am committed to the goals and aspirations of the newly established ClfA. Having worked in commercial archaeology as an IfA member, and having taken advice from the IfA over the years in developing various HE units focused on professional practice, I have clear understanding of the work and strategic direction of ClfA. As a former contract archaeologist, I have working knowledge of all aspects of the commercial archaeological sector. Whilst in HE, as Senior Teaching Fellow, former Head of Education, Director of Teaching and Programme Director for numerous HE programmes, and as lecture on numerous HE units, I have a wide range of skills from teaching and learning to public speaking, from report writing/publication to administration. I also have a particular interest in archaeological Health and

Safety. I am committed to both archaeology in HE and the aspirations of the ClfA and would welcome the opportunity to use my skill and experience to help the two form a stronger partnership.

<b>Name</b>	SLATCHER, Dan
<b>Membership grade and number</b>	MCIfA (1950)
<b>Contact email</b>	slatcherd@rpsgroup.com
<b>Nomination supported by</b>	Andy Holland, MCIfA; Mick Rawlings, MCIfA; Stephen Allen, MCIfA

**Please explain why you are interested in being elected to the Advisory Council**

I have been a member of the IfA (latterly ClfA since 1999 and a MIfA (then MCIfA) since 2001. The Chartered Institute for Archaeologists remains the professional organisation for all archaeologists and others involved in protecting and understanding the historic environment. The institute has changed greatly since I joined and now encompasses a far wider range of those working in all aspects of archaeology and this process will continue.

I have seen the hard and effective work ClfA puts into representing the profession and its members at all levels, through responding to policy and other consultations, carrying out training and developing both professional standards and employment practice. ClfA has had considerable success in these areas and now it is a chartered organisation has the opportunity further to promote the practice of archaeology, both professional and voluntary. This should lead to benefits for both its members and the wider public.

My wide-ranging experience of the profession and of ClfA has provided me with considerable knowledge of the heritage sector, including recent changes in terms of funding streams, working practices etc.

My work brings me into contact with many members of ClfA. This allows me to represent their interests from a position of knowledge.

I am committed to the success of ClfA and its members. I hope to be elected in order to support the organisation through this period of continued change and growth.

**What skills and experience do you have that are relevant to being a member of the Advisory Council**

I have spent over 20 years in professional archaeology, within the public and private sectors. I am currently a director with RPS Planning and Environment.

I have considerable experience of project and team management and am regularly the archaeological consultant on major projects. I work on all kinds of developments.

I assess the heritage aspects of development proposals, providing advice on mitigation measures and liaising with other stakeholders to achieve mutually acceptable outcomes. I have experience of most periods of British archaeology, working throughout the mainland UK and am familiar with legislation and policy.

Through my involvement with the Validation Committee over the last decade I have a high level of knowledge of ClfA and good working relationships with ClfA staff. As chair of VC for three years I gained an insight into the circumstances of new and upgrading members, their varied skills and

work. I emphasised inclusivity in terms of the membership of the committee and in how candidates are assessed. I continue to be an active VC member. I have been similarly active on the Advisory Council for the last three years and have advised, supported and where appropriate challenged the board and staff on their running of the organisation.

I am committed to the work of ClfA and understand and support the direction in which the organisation is moving. I have shown through work both with AC and VC that I will devote the necessary time and effort, always respect confidentiality and have sound judgement.