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Notes for contributors

Themes and deadlines

**TA95:** Innovations: what are the latest advances in technology, practice and training for archaeology? Have you changed your ways of working to embrace innovations? Tell us about the newest time-saving, financially efficient and socially inclusive methods in archaeology. Deadline for abstracts and images: 23 March 2015. Deadline for full article (if selected): 6 April 2015.

**TA96:** Activism: what are our responsibilities to the communities, individuals, and institutions directly implicated by archaeological work? And, how can activism help advocate for the historic environment? Tell us about the great work you’ve done or seen around archaeological activism. Deadline for abstracts and images: 15 June 2015. Deadline for full article (if selected): 30 June 2015.

Contributors to The Archaeologist 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: [www.archaeologists.net/sites/default/files/node-files/2014-Submitting-articles-TA-v1.pdf](http://www.archaeologists.net/sites/default/files/node-files/2014-Submitting-articles-TA-v1.pdf).

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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 CIfA 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: CIfA 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 CIfA 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 CIfA’s first priority. Big questions raised at the launch event addressed some of these, primarily the potential for individual Chartered Archaeologists, the relationship between CIfA and the vibrant independent/voluntary archaeology sector, and CIfA’s mission to enhance the status of archaeologists and achieve professional parity. Rest assured that these discussions are front and centre on CIfA’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 CIfA as well as the longer-term impacts of the Royal Charter. So, the next time a CIfA 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 CIfA 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 CIfA’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.

The future is bright: the future is chartered

Jan Wills BA FSA MCIfA (188)
Chair, CIfA Board of Directors
Second, we need to work on increasing the profile of our members. Chartership 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. 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.

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 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 would also 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, CIfA 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, CIfA 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 those 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.

What’s on the agenda for CIfA?

In addition to discussions of chartered status for archaeologists, CIfA 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 Geryi 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 CIfA 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. CIfA 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.

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

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 season to celebrate. For me, and for our new members of Advisory Council, the Board of Directors and CIfA 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

CIfA 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.

CIfA 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, employees, clients/commissioners, other professionals – as we are now equivalent to other chartered bodies such as RICS, RIBA, Royal Town Planning Institute 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 CIfA, 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, CIfA 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 CIfA client guide.

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

Winter 2015

Issue 94

The Archaeologist
The Royal Charter and policy affecting the historic environment

Peter Hinton BA FSA FRSA FIAM FSA Scot MCIfA (IDJ) Chief Executive, CIfA

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 Valdez 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.

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 hearing 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 CIfA 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 globalization, 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.

1 Chris Hanks (2009) The stamp of quality? The importance of being Chartered. Chartered Insurance Institute

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.
A practical guide to
The Chartered Institute for Archaeologists

Alex Llewellyn BSc MCIfA (4753)
Head of Governance and Finance, CIfA

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 IFA 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 co-opt 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 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.
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.

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 profession through documented Standards and guidance, 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 to 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). 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.
The future of our profession

Kate Geary BA MCIfA (1301)
CIfA Standards Development Manager

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 – CIfA 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 £25,000, rising to £40,000 on completion of Stage 1 of the CIfA 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

2050

Kate Geary
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.

Responsibilities:
- 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 Archologists.

Experiences:
- 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

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

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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.

Responsibilities:
- 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 are 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 ethnotabony, traditional knowledge, marine heritage, ethnography, social studies, geology, palaeontology and hydrology.
- Strong experience in leading archaeological field survey, assessment and mitigation design, qualitative and quantitative anthropological studies.
- Advanced emergency first aid, understanding of wilderness medicine.
- Membership of the Chartered Institute for Archologists.

Experiences:

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 CIfA International Cultural Heritage Practice Group @Leonora_OBrien
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 Archaeologists.

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 UNC 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 Vorge
- Sit on the UNCSEM 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
- Early retirement benefits available (@ 80+ years).

Job Title: Geospatial Archaeologist

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

Reports to: Head of European Remote Sensing.


Qualifications:
- MSc in Advanced Remote Sensing or related Masters
- Level 4 Autonomous Vehicle Pilots Licence
- CIA accreditation and professional indemnity
- PhD in Remote Sensing or related subject
- Membership of the Chartered Institute for Archaeologists.

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

© Johannes Gerhardus Swanepoel

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Celebrating the Chartered Institute for Archaeologists

Raksha Dave, Development Coordinator, CIfA

The launch event recognising the award of a Royal Charter to the Institute for Archaeologists (now CIfA) 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 Goary launched CIfA’s newest Professional Practice Paper: An introduction to providing career entry training in your organisation – allowing us to explore the potential for new and expanding training options on archaeology.

This training model has been piloted through the CIfA 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 CIfA 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 CIfA Code of conduct and development of Standards and guidance has had, and that the structure of the profession is now far better. Today CIfA provides the authoritative and effective voice for 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) (CIfA 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 CIfA 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.

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

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

The final presentation of the launch agenda was delivered by Natalie Ward BA MA ACAF (6558) (Brecon Beacons National Park Authority) and Ben Jervis BA MA PhD MCIfA (5586) (Cardiff University), both founding members of the CIfA 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 involve 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, CIfA) 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:

- Is the profession become an exclusive body, so that it becomes impossible to operate as an archaeologist without membership?
- 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.
- More work is needed to engage academics and students about the work of CIfA. Some took a pragmatic view of this, for example Tim Darvill OBE BA PhD DSc FSA (5739) (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?
- 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 CIfA accredited, or if clients should only hire CIfA Registered Organisations.
- 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 MCMI MBEMCIfA (239) (Director, CIFA) pointed out, those 90% of archaeology graduates who do not become archaeologists may want to contribute to practicing archaeology on a voluntary basis. How does CIfA, 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 CIfA members. Kate Geary and I will be taking this discussion to venues across the UK, starting with the CIFA conference in Cardiff, 15 to 17 April 2015. Details of the conference and the sessions and abstracts can be found at www.archaeologists.net/agm2014

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

To watch and listen to the sessions at launch for the Chartered Institute for Archaeologists please go to www.archaeologists.net/cifa/agm2014
How can you help?

In short, CIfA groups are vital for the development of the professional body. We have around 200 volunteers currently involved in CIfA’s work, each giving time to ensure that CIfA achieves its 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.

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

Currently CIfA 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 CIfA’s new governance means for that work.

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, CIfA 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 CIfA 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 TA95), 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 CIfA to communicate widely and to help provide an active interface between members and non-members of CIfA.

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 CIfA’s Graphics and Forensic Archaeology

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 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 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’s 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): ‘A well furnished brain is better than a well stocked library’.

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

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.

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This issue on standards and guidelines for archaeological advice by historic environment services.

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This issue on standards and guidelines for archaeological advice by historic environment services.
Dr Mike Hodder recently left Birmingham City Council where he had been Planning Archaeologist for the past 20 years. He has been involved in a wide range of sites and developments, including Bullying in the historic town centre, Metchley Roman fort at the Queen Elizabeth Hospital, the M6 toll road, and canal-side industries, including glassworks and gasworks. Over the past couple of years he has been involved with HS2 high speed rail and proposed development in the city’s Green Belt, in relation to the historic environment as a whole.

Mike is particularly proud of being able to demonstrate to the public the value and importance of archaeology. He has worked on a number of projects and has been involved in the development of new sites and projects. His work has been widely recognised and he has been awarded several awards for his contributions to the field.

He welcomes the Royal Charter and feels strongly that CIfA needs to establish closer links with related professional institutes such as the RTPI, RIBA and the RICS. He would like to see a closer relationship between the two organisations.

Mike is available for archaeology and historic environment consultancy and can be contacted at mike.hodder@blueyonder.co.uk

Terry undertook a number of volunteering opportunities with Eastbourne Heritage Service and joined Brighton and Hove Archaeological Society, to gain experience in the field and learn which end of a trowel to use! He also became a member of the Nautical Archaeology Society and licensee for the Brighton Marina protected wreck.

Terry is now gaining more experience within commercial archaeology and upgrading to AIfA reflects the level of competence and expertise that he has reached. Terry is also a regional representative and assistant tutor for the Nautical Archaeology Society and licensee for the Brighton Marina protected wreck.
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 large infrastructure projects including the substantial Romano-British pottery assemblage from Springhead, Kent.

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 CIfA 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.

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 archaeologist 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 CIfA Forensic Archaeology Expert Panel and co-author, with Lucy Sbux, 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

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 Archaeo-materials. 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 CIfA, previously as Secretary for the Finds Group, and as a Council member and Vice Chair of the Institute. Kayt has been following CIfA’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@surreyc.co.uk
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

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 talented 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.’

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 ACAIMA (13272), Senior Project Archaeologist, has been awarded ACAIMA 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 calibre of staff AB Heritage attracts, ensuring the highest levels of service for our clients.

We are delighted to welcome Zoe Edwards BSc PCA (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.

No More Paper Context Sheets for DigVentures

Lisa Westcott Wilkins MCIfA (1976), 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, No More Paper Context Sheets for DigVentures, 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/leicester-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.

Kazia Evans, Community Archaeologist

Kazia 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.

To find out more, visit: www.digventures.com
www.digventures.com
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 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.

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 landscapesouth 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 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 Archaeologist – 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.

Milton Keynes Office for CFA Archaeology

Martin is based in Leeds and was previously Senior Project Manager at Archaeological Services WMA5, Network Archaeology and
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.

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 or email us at info@cfa-archaeology.co.uk

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 marketplace 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 day to day operations and projects. Nick Daffern runs the Midlands branch of WAA and Frank Giacomo MCIfA (2396) the Carlisle office. Martin Ralston 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.

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 standard.

Visit www.wa-archaeology.com/ for further information and see our blog for our latest news!

Spotlight on new ROs

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Visit www.wa-archaeology.com/ for further information and see our blog for our latest news!
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 sewed 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 300 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

Diana Murray MA FSA FSA Scot MCIfA (173), Joint Chief Executive of Historic Scotland and RCAHMS
Professor Stephen Driscoll, University of Glasgow and Chair, EAAGlasgow 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.’
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.

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 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 CIfA 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 rating 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.

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.
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 formal 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 (1). 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 timesframes 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 not found to 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.

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
emcinnes@hotmail.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.

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 CIfA 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 CIfA 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 for more information or to reply

This is a really helpful way to get feedback from both members and non-members about what CIfA 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, Rakshaa Dive and Kate Geary will be roaming the UK taking to people about just that – dates and locations will be announced soon.

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 CIfA 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 CIfA should broaden its horizons, at least within Europe.

Dr G J Tassie
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

CIfA must address the problems we face today
This transition to CIfA 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.

CIfA 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 CIfA 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 CIfA 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.

Chiz Harward, former Chair, Diggers’ Forum
chiz@urban-archaeology.co.uk

‘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.’

Please write to editor@archaeologists.net about anything you’ve read in the magazine, or other matters you would like to bring to the attention of CIfA members.

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

‘A popular topic of conversation on our breaks is the merits (or otherwise) of being a member.’
The Archaeologist
Issue 94 | Winter 2015

The Archaeologist

NOTICEBOARD

CI/FA 2015

The future of your profession

Mercure Holland Hotel, Cardiff, 15–17 April

Conference website: www.archaeologists.net/conference/2015info

If you have any questions or comments, please get in touch with us at 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.

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, CI/FA 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. You will need to provide some evidence that you are a student, currently unemployed or that you are on a low income.

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.