



Chartered
Institute for
Archaeologists

Professional Pathways September 2020 Bulletin

Hi – welcome to the September 2020 Professional Pathways bulletin. If you missed the last one you can find it on the [Professional Pathways page](#).

Professional Pathways aims to support members through the Cifa accredited grades by signposting to useful advice, resources and training that will help members to build on their existing knowledge and experience and reach the next stage in their professional career. The content of the bulletins should help towards building two key elements of the [validation matrix](#), 'Knowledge' and 'Perception of context' for your Practitioner application as well as introducing you to a wider network of heritage environment professionals.

In this bulletin:

- Keeping going through Covid
- What is the role of different types of organisation?
- Professional profile. How you can make your mark as an early career archaeologist in Cifa?
- Any questions?
- What are we doing right now?



What have you been doing during Covid-19?

If you are a student you are likely to still be studying remotely or looking for an entry level job in archaeology. Or you may be thinking about how you will be able to get a job when a good part of the world is on hold, now that you have graduated. You might not have been able to go on a volunteer or training excavation this Summer, but there have been other opportunities like the [Trowelblazers digital fieldwork project 2020](#); if you have been involved in an alternative archaeological project we'd love to hear from you. If you're not sure how to keep your career moving at the moment have a look at our [Eight things you can do to help your career during Covid-19](#).

The Professional Pathways team is here to help and support you through your career in archaeology and to make the most of your Cifa membership. Come and meet us and other members and chat about various subjects at our regular Tea Breaks. It is really good to keep in touch with other people from across the sector. One of our early career members, Sabrina Ki, has written about her [experience of our Tea Breaks](#).

What is the role of different types of organisation?

If you're about to start a new job in archaeological fieldwork you might find it helpful to read [Ten things Diggers wished they'd known as new starters](#) which has been put together by the Diggers' Forum and New Generation ClfA special interest groups. One of the ten things suggested is joining a union, and people regularly ask what is the difference between different organisations – how do they work and what do they do? Whilst their roles occasionally blur, they are distinctly different.


This infographic illustrates the different roles of different organisations.

ClfA is a professional body. FAME (Federation of Archaeological Managers & Employers) is an example of a trade association. Trade unions that archaeologists might be a member of include Prospect, Unison and Unite. If you want to know more about trade unions read Diggers' Forum's [Joining a trade union](#)



A professional body

- Protects the public
- Regulates the profession
- Publishes ethical codes and standards
- Accredits individuals and organisations
- Supports professional development



A trade union

- Represents employees
- Negotiates pay and conditions
- Offers advice to individuals
- Provides representation on contractual issues



A trade association

- Represents employers and businesses
- Provides advice and support to its organisational members
- Encourages collaboration between companies within the sector

Professional profile. How can you make your mark as an early career archaeologist in ClfA?

Otis Gilbert, one of our Practitioner members, wrote an article called [Shaping the profession as an early career archaeologist](#) that appeared for the Festival of Archaeology's 'Day of Archaeology' and in it he talks about Pathways and how volunteering for ClfA has allowed him to get involved with ClfA decision making.

Any questions? Please ask

If you've got a question about ClfA or careers please send it to anna.welch@archaeologists.net or for membership enquiries contact lianne.birney@archaeologists.net You'll get a confidential answer but if the information could help others it will be included in an anonymised FAQs section. Here's a couple of questions that are often asked:

How do I take the next step into archaeology when I haven't built up much experience?

If you are looking for a job in archaeology but haven't got much experience when many job adverts will ask for three to six months experience and it's difficult to know how you can get that without getting a job. One answer is to look for trainee positions. There are currently trainee positions being offered in your weekly ClfA Jobs Information Service and Training (JIST) bulletin, and also on [British Archaeological Jobs & Resources \(BAJR\)](#). Keep looking at the jobs feeds because there are new

positions all the time and some of these trainee schemes are ClfA Approved; you can find out who offers them on our [Careers pages](#). If you're not receiving JIST please check your Junk folder and, if it's still missing, e-mail admin@archaeologists.net

What is 'developer led' archaeology?

As Student and Affiliate members you will probably already have experienced fieldwork on research, training, or community excavations. You may be wondering what developer led archaeology is and



Photo credit: Headland Archaeology

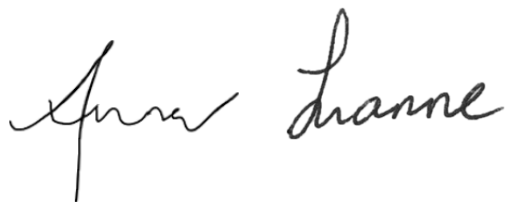
how it's different from what you've already done. In an article for Dig It! website Bruce Mann gives [an introduction to developer led archaeology](#). There are small differences to the process in England, Scotland, Wales and Northern Ireland but the system is basically the same.

If that's peaked your interest there's more information about planning on [Historic England's website](#), and that of [Historic Environment Scotland](#), [Cadw](#) and the [Northern Ireland government](#).

What are we doing right now?

We're still working from home and you can get hold of us by e-mail at admin@archaeologists.net Together with other heritage organisations we've been replying to government plans for widespread changes to England's planning process which could [impact on the heritage environment and those working in it](#). We've received grant funding from Historic England to work with FAME to [develop and implement strategic improvements in the practice of archaeological field evaluation in England](#).

Whether you're going back to university or your workplace, or are at home and keeping in touch by Zoom meetings and lectures, please keep safe and If you have any questions or suggestions for the next bulletin we'd love to hear from you.



Anna Welch BA MA ACIfA, Professional Development & Practice Coordinator

Lianne Birney BA MCIfA, Senior Membership Services Coordinator