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# THE INSTITUTE *for* ARCHAEOLOGISTS

**a professional institute for the study  
and care of the historic environment**

*"The IfA is a broad church of interests and I'm pleased that it is looking towards the future."*





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The Institute has existed for less than 30 years, during which time its *Code of conduct, Standards and guidance* and Registered Organisations scheme have become the benchmarks of professional practice in archaeology. It has achieved major progress in 'the advance of archaeology and allied disciplines by promoting professional standards and ethics for conserving, managing and promoting enjoyment of heritage'.

The Institute is, however, no longer just the *Institute of Field Archaeologists*. Our members now work in all areas of the historic environment as curators, contractors, consultants and academics; in areas as diverse as landscape characterisation, masterplanning and regeneration, museums, community liaison, 20th-century military architecture, conservation and display of historic sites and buildings, tourism, sports heritage and climate change modelling.

IfA enthusiastically embraces convergence and integration of historic environment practice, and aspires to work for all historic environment professionals. This brochure showcases some of our members, the work they do and how membership has helped their careers.



### **JOHN FUNNELL** PlfA – *Coordinator, Brighton and Hove Archaeological Society*

I am the society's coordinator, which means I keep an overall eye on all the projects and I work in the field too. For me it is a hobby rather than a job. My interest was started when I went to evening classes. I joined the society in 1985, becoming secretary in 1991. I've been there for 20 years and I now direct projects. I run the society's twice-weekly update, which goes to 200 people. I keep everybody briefed, do all the writing up which goes into an annual book of projects. I am involved in other committee activities, events and day schools.

I have been a member of the IfA for about ten years after my regional tutor recommended membership. The IfA sets standards of practice and so it seemed the ethical thing to

do. It is also a useful source of information and sets standards which everybody should aspire to. I hope that more links between amateur and professional archaeologists can be forged in the future. Joining the IfA is a worthwhile thing to do.

### **JIM WILLIAMS** MIfA – *Regional Archaeological Science Advisor, English Heritage*

I am a regional archaeological science advisor for English Heritage in their East Midlands office. The job is very varied, our major role being to provide advice to curators on their PPG16 casework. The role was devised to bridge the gap between the research that is undertaken in universities and the practice of contracting units. We raise awareness of techniques or resources available to projects. We also advise on standards, we can be asked to check report quality and we set up training days.

I undertook a degree in archaeological sciences and a PhD at University of Sheffield. I then had a post-Doctoral placement in the civil and structural engineering department at Sheffield, looking at the impact of construction on archaeology. I have been an IfA member since 2003. I thought it was important that if I was going to be setting standards I should be seen to be adhering to them myself. Membership is a sign of that commitment and it gives you access to additional training. A major advantage of the IfA is its impartiality: as a voice for the sector this is useful. The ability of the IfA to ask its membership what they think about issues demonstrates its strength and allows it to represent my views. Joining broadens your understanding and demonstrates your professionalism.





**DAN ATKINSON** *AlfA – Maritime Specialist, Headland Archaeology*

I'm a maritime archaeologist at Headland Archaeology Ltd. I have specialised in maritime archaeology since 1995, but I also work in general archaeology on large infrastructure projects. I provide advice on the maritime and marine historic environment as well as undertake a variety of project based work; from the investigation of wreck remains and compilation of conservation plans for historic vessels to environmental impact assessments for all manner of developments such as port and harbour works and marine renewables initiatives.

I've been a member of the IfA for almost 12 years. I joined because I felt it was important to be part of an accrediting organisation to help my career development. I am a committee member for the IfA's Scottish group, and a Convener for the Built Environment Forum Scotland (BEFS), Marine Bill and Historic Environment Taskforce. I am also Co-Chair of the Scottish Archaeological Research Framework on their Maritime and Marine panel.

The IfA works for historic environment specialists across the UK. It operates on our behalf at the highest level. It's always striving to keep up to date on developments, politically, commercially and in research. I feel the Institute is heading in the right direction through increasing membership and awareness of all facets of heritage and by changing its name. However, I feel it needs to expand its representation and membership, especially at the lower end. I recommend people join, and know what they want out of it and what they can contribute. IfA membership should not be regarded as a passive membership – you have to get involved if you want your profession to evolve.

**KEN MURPHY** *MIfA – Director, Dyfed Archaeological Trust*

I am the Director of Dyfed Archaeological Trust. I graduated from Southampton University in 1976 and subsequently worked for various organisations on excavations and other projects. I joined Dyfed Archaeological Trust in 1979 and I have been there ever since, working my way up from a junior position. I now run the Trust, which employs 25 staff. I have responsibility for everything, meeting targets, managing finances, etc. Occasionally I get to do some project work.

I originally was a member of APIfA (which set up IfA), though I didn't join the IfA when it formed. However, I decided that having a professional organisation was important to represent the profession, and so I joined IfA in 1987. Being part of the IfA has made me more aware of professional standards and good organisational structure. It has helped the profession to gel as a cohesive unit and has improved standards of work no end. It is the only organisation that brings the whole of the profession together and so it is a unifying body. I would advise people to join as it strengthens the historic environment profession. Lobbying is required to make sure that archaeology isn't forgotten and so the more members we have the better.





*“IfA acts as a guide and a sponsor: at any level membership is recognition of your experience and effort.”*

**CHARLOTTE FRANCOZ** IfA – *Archaeology Field Officer, Building Surveyor and Illustrator, Glasgow University Archaeology Research Division GUARD*

I am an Archaeology Field Officer, Building Surveyor and Illustrator working for GUARD since January 2005.

After studying law in France I studied archaeology, undertaking a European Diploma in field archaeology and management. This diploma allowed me to study and train in Scotland, Wales and England, sitting my final exams in France. On my return I started working as an excavator on large-scale multi-period projects in Ireland before taking the opportunity to work in industrial archaeology and building recording with Ironbridge Museums in England. I then came to work for GUARD where I have undertaken a number of big projects. I have experience in directing excavations, standing building surveys and topographic surveys and am proficient in the use of illustrative software packages for processing survey data, digitising material, creating maps and illustrations. I joined IfA in 2006 when a colleague advised me of the many advantages of membership.

IfA possesses and supports a collective awareness of the challenges met by professionals working in the sector. Membership offers a valuable opportunity to meet a broad network of professionals and with that new opportunities for self advancement. Training placements run by the IfA should prove helpful, enabling growth and better understanding of the whole historic environment sector. IfA acts as a guide and a sponsor: at any level membership is recognition of your experience and effort.



*“There is no reason not to join and demonstrate competence.”*

**KIRSTEN HOLLAND** *AlfA – Senior Archaeologist, WYG Environment Planning Transport Ltd*

I work for one of the country's fastest growing consultancy firms, WYG. My work consists of helping clients and developers through the planning process; producing desk-based assessments, Environmental Impact Assessments, designing and implementing mitigation strategies, producing written schemes of investigation and tenders, dealing with subcontractors, monitoring sites and giving advice.

I started as a field archaeologist but the predominance of short-term contracts forced me to move into student recruitment for a while, going back into archaeology later as a consultant at graduate level. I joined the IfA in 2003 as a means of demonstrating my competence and for career progression.

Being part of the Institute is very useful for keeping you in touch with what is going on in the profession and how the industry is developing. Membership of a professional institute is often asked for in tenders and for jobs. The IfA is the biggest organisation that represents historic environment professionals and therefore it is able to speak on our behalf, especially on a strategic level with government. The Institute continues to improve standards, to make the sector more professional and to win it respect. There is no reason not to join and demonstrate competence.





**PETER BARKER** MifA – *Managing Director, Stratascan Ltd*

I am the managing director of Stratascan Ltd. As a chartered civil engineer I worked in mainstream civil engineering design and construction for five years before establishing a pipeline survey company in 1975 and subsequently Stratascan in 1990. Stratascan carries out geophysical surveys primarily in archaeology.

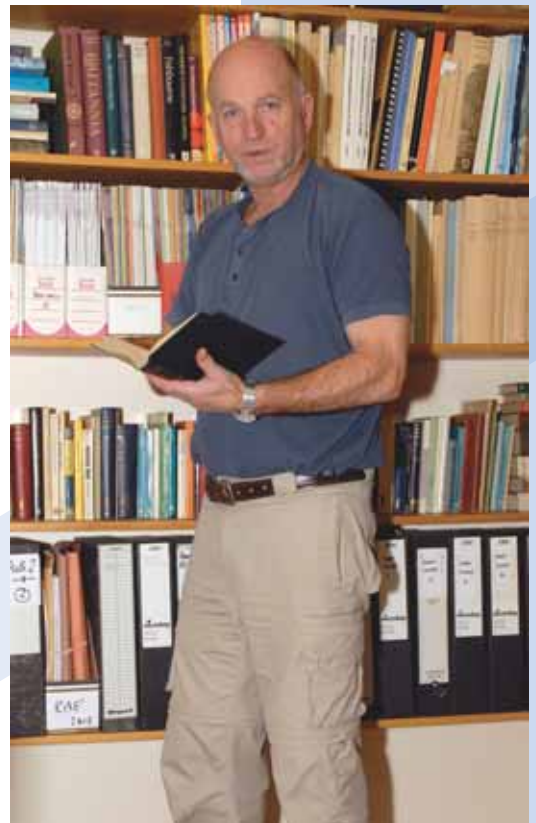
I joined the IfA in 1994 as I considered it to be *the* professional body concerned with setting standards in archaeology and wished to commit to those standards. The fact that my father was one of the original group who formed the IfA also influenced me. I have learnt much through my involvement with the IfA. Being a member of Council and serving on several committees has involved me in mainstream archaeology, not just geophysics. The Registered Organisations scheme

is a very good system for improving organisations and ensuring the quality of their work. Stratascan has developed in many ways as a result of being Registered, for example the introduction of a pension scheme for all employees. I very much support the move towards convergence within the historic environment sector: it is not going to be easy but it must be done. Go ahead and join – you will not regret it!

**JOHN HUNTER** MifA – *Professor of Ancient History and Archaeology, University of Birmingham, Forensic Archaeologist*

I am a professor of archaeology, which involves locating and recovering buried bodies for the police. My university work involves teaching, lecturing, research and the usual administrative tasks. Currently, my research focuses on the Western Isles of Scotland. My forensic work involves working with police forces around the world, undertaking investigations on domestic crime and mass graves.

I completed a degree in English Language and Medieval Literature at Durham, followed by a PhD in the analytical study of early glass before falling into archaeological science for a while and then falling out of it again. Most of my excavation work has been in the Scottish islands: I originally focussed on the Viking era but I now work on projects from the Neolithic to post-medieval times. I started undertaking forensic work in 1988 and joined the IfA when it was first formed because I felt there was a need for a professional body for archaeology. It has enabled me to rub shoulders with people in other parts of archaeology. It is also important to be able to teach students that there is a professional side to archaeology. I would advise anybody to join, but it is important to think less about what the Institute can do for you, but what you can do for the Institute. The biggest contribution you can make is to join.





## **SUE DAVIES** OBE Hon MfA – *Chief Executive, Wessex Archaeology*

I am the Chief Executive of Wessex Archaeology, a charitable company. Our role is to investigate the past, making it relevant and interesting to all stakeholders, and balancing the needs of our heritage with the priorities of present and future communities. I am responsible for staff leadership, management and administration, promotion of the organisation and working with the Board of Trustees & Directors at a policy and strategy level.

I started in archaeology when still at school. I studied archaeology at Southampton and after graduation I was employed by the University as a research assistant on a UNESCO 'Save Carthage' project for three years, during which I also worked with local amateur archaeologists on weekends. I then became a freelance site director for the Test Valley and the Department of the Environment across the south of England. In 1979 I was offered a temporary job at Wessex Archaeology as a post-excavation assistant. Temporary turned permanent, and I progressed to become Chief Executive in 2003. I also work as a Director of the UK National Commission for UNESCO for which IfA and the CBA nominated me, recognising the importance of the UKNC's role the Government's principal advisor on all matters to do with UNESCO and wanting to influence cultural heritage policy. I chair its Culture Sector Committee.

I joined the IfA in 1985 because I felt that the recognition of archaeology as a profession was significant and that those who worked in archaeology should commit to good standards of practice as part of that process. Since then I have sat on IfA's Council, various committees and working parties, enabling me to learn an awful lot about the profession and the wider world in which we operate. Membership of IfA brings many benefits not least in sharing good practice and networking, and also in being able to influence the decision-makers and policy-making. The IfA is the only professional body which represents archaeologists and it is uniquely placed to make a difference to not only the lives of those working in the historic environment sector, but those of the wider UK and global community.



## **MARK HALL** MfA – *History Officer, Perth Museum and Art Gallery*

I curate the archaeological and ancillary collections at Perth Museum and Art Gallery. My background is primarily curatorial but I also have fieldwork experience. I research, interpret and manage the collections.

I thought about joining IfA for a while, but I was put off by the 'field' element of the title. However, I became aware that IfA wants to represent the whole of the sector – I support this idea so I joined two years ago. Membership is a form of recognition. Saying you are a member of the IfA is shorthand for saying that you know what you are doing, that you're a professional. I have been impressed by the IfA's willingness to talk about issues and represent the whole profession. People should join the IfA, and they should take part.



**EOIN FITZSIMMONS** PlfA – *John Moore Heritage Services*

I am a member of field staff and I also undertake digital illustration and some supervision. I gained a BSc in archaeology from Bournemouth University before working for Wessex Archaeology and Eachtra Archaeological Projects in Ireland. I have worked for John Moore Heritage Services for three years.

My work is very varied including site work, supervision and preparing maps and plans for publication. Sometimes I have a team of people to manage. I joined the IfA in 2007 because I thought archaeology needed to be represented, and the IfA represents archaeologists well. Signing up to the *Code of conduct* is also a personal benefit, as it provides good guidelines to work to.

The strengths of the IfA are that it is actively trying to increase wages across the board, affecting everyone in the profession. The IfA's support of CPD helps individuals to learn new skill sets. Through CPD I have gained skills in digital illustration, archiving and post-excavation analysis. The IfA also brings news of its activities to archaeologists through *The Archaeologist* magazine and by having meetings with representatives on site. It makes you feel that you are being included and that you have a say.

The IfA needs to incorporate all aspects of the profession, site assistants, company staff, scientists, archivists, university staff etc into one regulatory body. It is a mammoth task, but I think this is the IfA's biggest challenge.



*“The IfA’s support of CPD helps individuals to learn new skill sets.”*

**FIONA MACDONALD** MIfA – *Principal Archaeologist, Berkshire Archaeology (Archaeological Advisory Service)*

The Berkshire Archaeology team provides planning, development control, Historic Environment Record and the public archaeology services to five local authorities.

After my degree I started my career in contract archaeology fieldwork I joined Durham County Council as a Planning Archaeologist and later County Archaeologist before moving south. I joined the IfA in 2004 when I became aware of what the IfA was doing and realised previous misconceptions I had were not valid. Membership is by peer review and it is way of ensuring our local authority clients can have confidence in my abilities. It shows that I can stand up in a Public Inquiry and give a valid professional opinion. As part of my job involves complex negotiations with commercial archaeologists, being a member of the IfA allows them to feel that I am on a level with them. I would advise people to consider membership positively. The process of joining makes you consider your work and CPD in a way you may not manage when you're busy at work.

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**CLAIRE FIDLER** PlfA – *Conservation Assistant,  
Huntingdonshire District Council*

After my archaeology degree I worked for CAM ARC (now Oxford Archaeology East) for two years before moving into buildings archaeology and was awarded an apprenticeship scheme with English Heritage as an Architectural Investigator for a year. I then joined Huntingdonshire's district council's conservation team and work with Listed Buildings, Buildings at Risk and Conservation Areas. I joined the IfA because it is a nationally recognised organisation that accredits your professionalism. It also has the Buildings Archaeology Group – an arm of the association that particularly interests me as I am no longer involved in field archaeology. To be able to display IfA membership on your CV is an effective means of demonstrating that your abilities and commitment are approved of by your profession, and my membership was a positive factor in gaining the English Heritage placement and subsequent employment.

**VICTORIA HUNNS** MIfA – *Senior Historic Environment Specialist, Natural England*

I am currently Senior Historic Environment Specialist at Natural England and have a national remit, dealing with policy issues affecting the work of the organisation. We play an important role in the conservation and enhancement of landscapes and this includes protection of the rural historic environment – archaeology, historic buildings and historic and designed landscapes – through the delivery of Defra's agri-environment schemes.

I started my career in the field mostly conducting historic building recording before moving into curatorial archaeology, undertaking the extensive urban survey and development control work at Hertfordshire County Council. During this period I also trained in building conservation. I then moved to Staffordshire County Council and became Archaeological and Conservation Officer, dealing with buildings and archaeology, before moving to Derby City Council as a Townscape Heritage Initiative Project Manager. In 2004 I moved to Natural England (which was Defra at the time).

I have been a member of the IfA since 1999. I joined then because a lot of job adverts requested it and membership demonstrated that you had achieved a certain level of expertise. I've since learned that the IfA is a broad church of interests and I'm pleased that it is looking towards the future, where it seems there will be greater integration of the elements that make up the historic environment sector. It is important that there is a professional organisation to represent us and important that people join it and join in.







### **JIM SPRIGGS** MifA – *Archaeological Conservation Consultant*

I now work part-time as an Archaeological Conservation Consultant after 34 years employed with the York Archaeological Trust, latterly as Head of Conservation. I started my career in field archaeology before moving into conservation and setting up the laboratories at York. Since leaving YAT, my workload consists of a mixture of research, consultancy, teaching, and committee work.

I have been a member of IfA since 1983. I joined because some of my colleagues at YAT were involved in its formation, and we knew we needed a professional organisation to develop standards and norms within archaeology. The IfA has helped promote my specialism

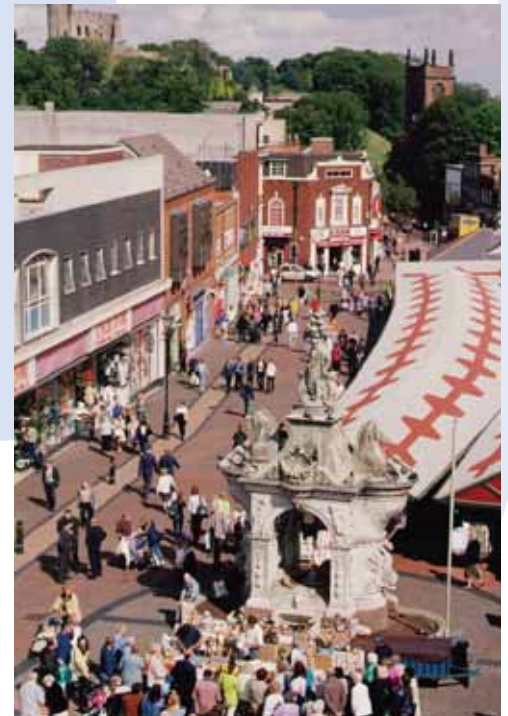
(conservation) and get it integrated into field archaeology – it was good to feel accepted into the fellowship of field archaeologists to be able to gain full membership. I find the IfA Yearbook invaluable and the conference is very useful. The IfA provides a unified voice within a professional that is famous for being fragmented. The nature of archaeology is changing all the time in the UK and the IfA is there to keep an eye on what's happening. I would argue that people should join and get involved with the IfA as a matter of professionalism

### **PETER BOLAND** MifA – *Principal Conservation Officer/Borough Archaeologist, Dudley Metropolitan Borough Council*

I am the Principal Conservation Officer/Borough Archaeologist with Dudley Metropolitan Borough Council. Dudley views all of its historic assets in a holistic way and my team is comprised of archaeologists and conservation officers working jointly. We work within the Local Development Framework, determining listed buildings applications, advising on planning applications including PPG16-related work, and we maintain the Historic Environment Record.

I studied archaeology at Reading University and after graduating directed excavations at Barnard Castle and later Dudley Castle. I became a Planning Archaeologist at Dudley; the Council then sponsoring my MSc in Historic Conservation. This qualified me to become head of the Historic Environment team, a post I have held for the last ten years. I was a founder member of the Institute, being part of a group who felt that recognition of archaeology's professional status might alter the view in the wider world that archaeology was not significant.

Membership of the IfA validates your fitness for purpose as an archaeologist and allows the sharing of good practice. It also facilitates networking and influencing outcomes of consultations which impact on government policy. I recommend people to join. Membership accredits, provides links and allows you to network and improve your CPD. The IfA is an organisation that makes a difference.





**HEATHER LINDSAY** AIfA –  
*Buildings Historian, Purcell Miller  
Tritton*

I am an Architectural Historian and coordinator of the Historian group for an architectural organisation. I research and write conservation management plans, characterisation appraisals and archaeological desk-based assessments.

I studied architecture and archaeology as an undergraduate, and then did a Masters in buildings archaeology. I have worked as both an architect and an archaeologist.

I joined the IfA two years ago as I was interested to see how the IfA works with different types of archaeologists. I also wanted to get involved with the Buildings Archaeology Group (BAG) and network through the IfA conference and *The Archaeologist* magazine. I am now a Committee member of BAG and ran a session at the 2008 IfA conference.

The IfA's strengths are in getting people together and making them aware of things. Copies of *The Archaeologist* which have an individual subject focus are really useful. The IfA is also a regulatory body and it is the only organisation that is currently able to say how work should be carried out. I would advise anyone to join if they want to get involved in their profession, whether they are an academic or someone who is just an interested party. It is a great way of finding out what's going on.



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*“...we can  
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**GERRY WAIT** MfA – *Director,  
Nexus Heritage*

I have recently set up a small historic environment consultancy. We help our clients meet their obligations by preparing Environmental Impact Assessments for example wind farms and river management works, and we undertake proactive conservation planning for sites, buildings and landscapes, for example Chichester City Walls, the Medieval Gaelic Complex at Tusk Ireland, the twelfth- to twentieth-century fabric of Portsmouth Cathedral and the historic landscape around Knepp Castle in Sussex.

I began my career with the Oxford and Cambridgeshire Archaeological Units and was for many years Technical Director at Gifford, an environmental and engineering consultancy. I joined IfA in 1987 because I felt the profession needed a strong voice and no other organisation provided it. I also wanted to be recognised by and beyond my discipline as a professional: engineering colleagues now see IfA membership as equivalent to chartered status and treat us as equals on the design team.

Our training as archaeologists gives us a different approach to the historic environment from that of architects and planners, and with this perspective we can apply our skills across almost all areas of historic environment practice. Our institute has made great strides in raising the profile and status of archaeologists but has yet to convince people how comprehensive archaeological practice is. That is why I am pleased to serve as Hon Chair of IfA as it continues to build its credibility and influence as a broad-based historic environment institute.



*"IfA membership should not be regarded as a passive membership – you have to get involved if you want your profession to evolve."*

For further information, or to join the IfA, please contact the Institute for Archaeologists SHES, University of Reading Whiteknights, PO Box 227 Reading RG6 6AB

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