

EARLY CAREERS SIG

October 30 2024

Teams

Minutes

Present: SS, RO'T, SB, JE, GD, KS, CB (Cara), NB (Nathan)

Agenda Point		Action (Initials)
1.	Apologies SP	
2.	Minutes of the Previous Meeting Minutes are approved.	
3.	Nathan's and group's introduction Introduction from Nathan about his background, his career so far, and his role. Positive start- aspiration for each and every individual to be supported in their career and 'rely' on CifA. 4 key words he would like to do with CifA 'attract, develop, assure and influence'. Brief overview of the assurance piece. Keen to attract members of different backgrounds and roles into the sector. Keen to make members at the heart of CifA and encourage active conversation. 4 areas he would like to focus: technical knowledge, business skills, people management and communication, and personal development. Upcoming survey before Christmas about the needs of archaeologists.	N/A
4.	Topics, issues and clarifications to bring up <u>JE</u> : question how you see the role of the SIGs and what that vision looks like? <u>NB</u> : looking carefully at how the SIGs operate/ relying a lot on Cara who has been great to reduce the amount of admin. SIGs currently have 2 roles: audience focused and subject focused and more of a mix of the two focuses would be ideal. EC SIG can specify to other SIGs what we need to create relevant CPD. Knowledge and network working in harmony. <u>TL</u> : question about rewarding volunteers? <u>NB</u> : yes, absolutely but needs to be sustainable and financially viable. Value of discounts, adjust conference events to have multiple networking events, get influenced by other chartered institutes. Lovely comments from Cara about the group. SB: differences between academic and commercial archaeologists and is it worth targeting academic archaeologists? NB: differences are found in other sectors too, comes back to the member offer (what can CifA do for them?) GD: training is important but wondering if there is any role for the EC SIG in lobbying for a better future? A lot of older archaeologists have internalised issues and refuse to change. NB: yes, but not in a rushed state, as there are other issues to sort out to create a good foundation	N/A

	<p>to start lobbying. 'Nothing more powerful than the leader of an organisation leading conversations'</p> <p>JE raised some great points about ambassadorship.</p>	
5.	<p>EC SIG Definition</p> <p>Discussion of definition from SS:</p> <ul style="list-style-type: none"> ● over the age of 18 ● a university student or ● within 7 years of receiving their terminal/ most recent degree/ apprenticeship/ introduction to archaeology* <p>We do welcome anyone who also has strong aspirations to promote Early Career interests.</p> <p>*Caveat: this is more of a linear progression; say you get BA/MA and then work 7+ years in archaeology and then go to do a masters/ PhD, you'd qualify in terms of being a student but not necessarily by actual account experience.</p> <p>>> The 7 years has been decided by calculating the average number of years that other professional groups ascribe to their EC Groups definitions</p> <p>Followed by long discussion over early careers definition. NB: early careers cannot exclude non-academic people, discussion of what IoE does.</p> 	<p>Agreed definition: 7 years from end of the completion of your first archaeological degree, apprenticeship, or start of a full-time job within archaeology.</p> <p>Definition to be worked by JE/SB (big thank you for all your work so far on this)</p> <p>Definition agreed by NB.</p>
6.	<p>Advisors</p> <p>Followed up outside of meeting due to time shortages</p>	
7.	<p>WhatsApp community</p> <p>Not discussed due to time shortages</p>	
8.	<p>Landscape SIG Post</p> <p>Not discussed due to time shortages</p>	
9.	<p>Finding a mentor register</p> <p>Discussion of mentor register and ideas of mentors at workplaces. Need to comply to GDPR raised.</p> <p>Conference session or networking event suggested by KS and JE - we facilitate it at the ClfA conference - one off event to start with?</p>	<p>Group to investigate</p>
10	<p>Employability event ideas - SB</p> <p>Not discussed due to time shortages</p>	
11.	<p>November meeting in person 23/11 @ 1pm</p> <p>Meetup of committee, place for meal and possible activities to be confirmed.</p>	<p>Expense claims into Jane (Tucker)</p>
12.	<p>AOB</p> <p>Not discussed due to time shortages</p>	
13.	<p>Date of next committee meeting and future events</p> <p>In-person event on 23/11.</p>	