

## Why should I encourage my staff to volunteer with CIfA?

Volunteering with CIfA has many significant benefits to individuals. You will benefit from your staff's increased networking and boosted skills portfolio too. These skills include

- increased self confidence
- demonstrable commitment to developing and improving the sector
- increased awareness of strategic level work in archaeology
- developing wider networks of heritage professionals from across specialisms
- visibility in the sector
- experience of leadership
- skills development, including communication, delegation, constructive challenge in discussion, and stakeholder engagement
- developing awareness of wider sector issues

## What is needed to support my staff to volunteer with CIfA?

Employees will need some support in terms of time dedicated to their volunteering role and flexible working patterns

In encouraging your employees to take on CIfA positions, volunteering experience can fit well into continuous professional development (CPD) and yearly appraisal goals. Consider how you might be able to utilise CIfA's volunteering offer to meet these aims.

## What are the benefits for us if our employees are volunteering for other organisations?

As well as benefits for the individual employee, there are many organisation-wide benefits to supporting staff to be CIfA volunteers

- sharing examples of good practice from across the sector that can be applied in your organisation
- increased employee confidence and wellbeing
- networking across the heritage sector, opening up possibilities for collaborative working
- employee skills and experience development that is difficult to replicate through traditional training routes, as it is hands-on and lasts for the length of time in the role, giving a depth and breadth of learning opportunity
- opportunities for advocacy across the sector
- potential for reaching new and emerging audiences if opportunities for collaboration arise
- on public sector and some third sector boards, increased experience in engaging with governmental sponsors such as the Department for Culture, Media and Sport (DCMS)