

## 1. Methodology

### 1.1 Archaeology job roles

The benchmarking was carried out using data from job adverts in JIST and on BAJR from 1 April 2023 to 31 March 2024.

The project advisory group agreed a sample list of job titles for this report which was selected to include a range of

- areas of practice
- levels of seniority
- types of employer

These were mapped to ClfA membership grades based on the advisory group's understanding of generic competence levels required for these roles and the competence requirements for ClfA accreditation. The variation in job titles and levels of competence/accountability across archaeological organisations is well known and this is reflected in the table where job roles are mapped across two ClfA membership grades.

It was beyond the scope of this initial project to investigate individual adverts for their specific competence requirements.

Job role	ClfA grade
Graduate trainee (fieldwork)	Student or Affiliate
Archaeological technician	Practitioner
Supervisor	Associate
Project officer	Associate or Member
Finds/environmental processor	Practitioner
Finds officer	Associate or Member
Artefact specialist	Member
Senior geoarchaeologist	Associate or Member
Geomatics officer	Associate or Member
Project manager	Member
Assistant historic environment officer	Practitioner or Associate
Planning archaeologist	Member
Community archaeology manager	Member
Consultant	Associate or Member
Post-doctoral researcher	Member
Lecturer	Member
Professor	Member
Chief executive officer	Member

Figure 1 – sample archaeological job roles

Advert data was anonymised and combined with each unique advert being treated as a single data point and duplicates removed. Adverts with multiple job roles were separated out where possible and discounted only where it was not possible to identify distinct salary values for each role. Salary ranges were expressed as minimum and maximum values, roles

advertised with a single salary were treated as a minimum value. The project advisory group agreed that average (mean) salaries should be calculated from the minimum values on the basis that, in its experience, most posts are appointed at bottom of scale where a range exists. These values are clearly expressed in the results tables as average advertised *starting* salaries not average salaries for the role.

The results also indicate the number of adverts in each job role and note the range of job titles considered. For some roles, only a small number of posts were advertised in 2023-4 and so the average values should be viewed with caution. It should also be noted that London weighting may apply in some cases, and this may be reflected in the higher values.

## 1.2 Comparators

The comparator professions include sectors which work alongside archaeologists, eg in construction, consultancy/advice and the museums sector. They also represent a range of public, private and third sector employers. Availability of salary data was another factor although the level of detail and the way it is reported varies considerably across the comparators. Equivalence to CfA accreditation grades was based on competence comparisons using comparator accreditation grades, the regulated qualifications framework levels<sup>1</sup> and, in some cases, high level role descriptions. The professional comparators were

- Chartered Institute of Ecologists and Environmental Managers (CIEEM)
- Chartered Institute of Building (CIOB)
- Institute of Environmental Managers and Assessors (IEMA)
- Museums Association (MA)
- Royal Institution of Chartered Surveyors (RICS)

Because of the close association between archaeologists and construction, we have also included construction trade pay agreements for Advanced Craft and Supervisory roles (Level 3 NVQ/apprenticeship qualifications). The National Agreement for the Engineering Construction Industry (NAECI)

- The Construction Industry Joint Council (CIJC) Working Rule Agreement
- The Building and Allied Trades Joint Industrial Council (BATJIC)

## 1.3 Caveats and limitations

There are several important points to note about the data used in this report.

- i. Data relates to the financial year 2023-24
- ii. Data for archaeology is drawn from job adverts and is based on average advertised starting salaries
- iii. Average salaries against CfA grades in figure 4 are the average advertised starting salaries for roles assessed as requiring competence at Practitioner, Associate or Member level and do not refer to historic CfA recommendations

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<sup>1</sup> [Document in Trailblazer guidance combined text - FINAL DRAFT VERSION \(instituteforapprenticeships.org\)](#)

- iv. The majority of comparator data is collected from published salary surveys and is based on mean or median earnings. We do not have detailed information on the methodologies used and they will vary from one survey to another
- v. Archaeological data was collected for the financial year 2023-24, some of the comparator data was collected in 2022. For the combined table in Appendix 1, 2022 data has been uplifted by 7% to reflect average wage inflation in 2023.
- vi. The validity and reliability of data collected from salary surveys is dependent on the response rate and the demographic of survey respondents. Availability of that detail in the survey report is variable across the comparators
- vii. Depending on data collection dates and methods, advertised salaries or reported earnings may or may not include annual pay awards, London (or other) weighting or allowances/bonuses
- viii. Data on standard or average hours worked is not available in most cases and there may be variation in the number of contracted hours across the comparators. Where pay was expressed as an hourly rate, we have based the annual equivalent on a 37 hour week.