



ENGLISH HERITAGE

## **Historic Environment Traineeship (HET) Scheme**

### **What is the Historic Environment Traineeship (HET) Scheme?**

The Historic Environment Traineeship (HET) Scheme is an exciting new English Heritage initiative being launched for historic environment practitioners. It will offer professional work placements to provide work-experience training in the application of professional conservation management skills in the planning and development context.

The programme will enable the "Trainee Historic Environment Managers" (THEMs) to enhance both the depth of their specialist knowledge and the breadth of their interdisciplinary awareness.

It is envisaged that having completed the two-year Traineeship, the new Historic Environment Managers will be equipped to undertake with confidence and credibility the interesting and varied historic environment management opportunities available in the sector. They will be prepared for the new ways of working that the forthcoming Heritage Protection Act is expected to introduce, and fully conversant with English Heritage's *Conservation Principles, Policies and Guidance*. They will be equipped to meet the challenges presented within a local authority or one of the many other agencies and organisations involved in managing and protecting the historic environment.

### **How long do the Traineeships last and how many places will be provided annually?**

Up to ten Traineeships will be available annually under the HET Scheme and each lasts for a fixed period of two years.

### **When do the first Trainees start work with English Heritage?**

The first Trainees will begin work on Monday 6 October 2008.

### **Who is running the HET Scheme and is it accredited?**

The HET Scheme is an English Heritage initiative; all Traineeships will be supervised, administered and validated by English Heritage.

## **Why has the HET Scheme been introduced?**

English Heritage is addressing wider sectoral capacity and capability through a variety of initiatives – HELM, EPPIC, HEEP, etc. The HET Scheme will supplement these in readiness for Heritage Protection Reform by providing work experience training in the application of professional conservation management skills in the planning and development context. Most Trainees are likely to further their careers outside English Heritage, adding momentum to wider sectoral capacity and capability. The HET Scheme offers a combination of developing expertise in specific aspects of historic environment conservation, and its application in the broad context of planning and development. This experience will be directly relevant to the future needs of local planning authorities.

## **What qualifications do you need to become a Trainee?**

The Traineeships are designed for individuals with the appropriate academic background who wish to pursue a career in historic environment management, but will also be open to those wishing to extend or change the direction of their career from a relevant field.

Ideally, candidates will have a first degree in a relevant subject such as archaeology, history, conservation, planning, urban design or environmental sciences, and/or substantial practical work experience in a heritage discipline (such as archaeology, specialist planning or buildings' history).

## **Will internal English Heritage applicants be accepted?**

The HET Scheme is open both to internal and external candidates.

## **What will Trainees study?**

Trainees will receive high quality training from experienced English Heritage staff in a range of historic environment management activities. Work units will either be core (C) or ancillary (A) and are likely to include the following:

Heritage Protection	C	
Statutory Process	C	
Policy & Communications	A	
Historic Buildings advice	A	
Archaeological advice		A
Planning advice	A	
Landscape advice	A	
Historic Areas advice		A

Maritime advice	A
Architectural advice	A
Properties presentation	A
Estate management	A
Property management/conservation	A

Work units may also include secondment or work-shadowing to another relevant organisation. In the second year, Trainees will undertake a project the content of which will be agreed by English Heritage.

### **Where will Trainees be based?**

English Heritage has offices in the following locations where Trainees may be able to work. While English Heritage will endeavour to meet Trainees' preferences, it cannot be guaranteed that places will be available at all locations:

Birmingham; Bristol; Cambridge; Guildford; London; Manchester; Newcastle; Northampton; York.

### **Who will manage the Trainees?**

Each Trainee will have an English Heritage *Mentor* and at least one English Heritage *Tutor* who will be based in various English Heritage locations. These staff will receive bespoke training in their new roles from the English Heritage Management Development Programme.

### **How much will Trainees be paid?**

Salaries will start from £18,500 per annum. An additional allowance of £2,316 per annum will also be paid to Trainees based in London.

### **How do I find out more information?**

Formal recruitment for the HET Scheme opens on Monday 30 June when you will be able to download a pack of information for applicants and apply for a Traineeship at [www.english-heritage.org.uk/jobs](http://www.english-heritage.org.uk/jobs)

The closing date for applications is Friday 18 July 2008.