



NoWrongPath

# DISCOVER!

#DiscoverCreativeCareers

APPRENTICES, TRAINEES & OTHER ENTRY ROUTES



**DYW**

Developing the  
Young Workforce

creative  
& cultural  
skills



HISTORIC  
ENVIRONMENT  
SCOTLAND

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ALBA

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## #DiscoverCreativeCareers



## CAREER PROFILES: ACTIVITIES

Here are some activities to use the Discover! Creative Careers Profiles pack in the classroom.

# 1

Task students to select a profile that they are interested in and identify the skills that the individual uses within their role.

# 2

Encourage students to choose a profile that they have not considered as a career path, ask them to identify something that surprises them about the information and feedback to the class.

# 3

Thinking about some of the advice these individuals share within their profiles, encourage young people to consider how they would use the advice to develop themselves in future.

# 4

Ask students to imagine that they have already begun to advance in their career and they have been asked to complete the profile. Encourage them to think creatively about what they would like to have achieved, the skills they wish to develop, and to write their own personal profile.

# 5

Ask students to select the individual they identify with most from their profile. Ask them to feedback why they feel drawn to this individual's profile. Is it because they are interested in similar subjects and pathways or is it something to do with the personality and characteristics portrayed through their profile?

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FRANCESCA MORRI



GRADUATE TRAINEE HERITAGE OFFICER,  
HISTORIC ENVIRONMENT SCOTLAND

WHEN DID YOU DECIDE THAT YOU WANTED TO WORK WITHIN THE CREATIVE AND CULTURAL INDUSTRIES AND WHAT INFLUENCED THAT DECISION?

Since I was a child, **I loved reading books** about art and history and visiting museums, galleries and historic places with my family. I also loved drawing and painting, it was very satisfying and relaxing. I soon started to follow my uncle, who is an architect, during site visits to historic buildings and antique markets, and I started to help him with objects research and simple conservation tasks.

WHAT DID YOUR CAREER PATH LOOK LIKE?

**My career path is diverse**, exciting but challenging. I completed my Conservation BA and Master's degrees in Italy, then followed many trainings and volunteered for various companies and organisations in Italy and Malta.

I often found myself having to deal with multiple part-time and fixed-term jobs, so **flexibility and time management** were essential for me. I had different jobs, from conservation assistant, museum guide, workshop organiser, educator.

I recently moved to Scotland, where I completed the Architectural Conservation Master at the University of Edinburgh. While looking for a job, I started volunteering for various organisations including National Museums Scotland and the National Library of Scotland. There are so many opportunities! Just before the pandemic started, I found this job at HES.

FAVOURITE SUBJECTS AT SCHOOL?

**Art, Art History, History, Philosophy; Biology and Earth Science**

WHAT QUALIFICATIONS & EXPERIENCE ARE NECESSARY FOR YOUR ROLE?

You never have enough qualifications and experience! A BA is useful to find a job in the Cultural Heritage sector but **practical experience** is also essential. Volunteering can be beneficial. It is best to have as many qualifications as possible if your resources allow you to.

WHAT IS SOMETHING THAT HAS SURPRISED YOU ABOUT YOUR JOB?

The enormous variety of historic places and sites that I still have to visit is something that amazes me every day. The **kindness and generosity** of my colleagues, who are always willing to share with me their knowledge and skills also surprises me.



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& cultural  
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## DESCRIBE A TYPICAL DAY IN YOUR WORKING LIFE...

I collaborate with various Heritage teams having the chance to learn about their specific roles and responsibilities. I am involved in various statutory processes and **every day I improve my research skills, expand my knowledge of the historic environment**, discover amazing places and also learn more about the legislative background.

I deal with public enquiries and provide advice and guidance on works, in order to preserve the character of designated sites and their settings.

I am able to refine my written communication skills learning to use a proper and clear language when dealing with members of the public, stakeholders and authorities. I also learn how to work under pressure and plan my workload in order to deliver my tasks within tight deadlines.

I also support the delivery of strategies, promote best practice in conservation, archaeology and planning and contribute to the management of historic sites and assets. I enhance everyday my ability to recognise the significance of historic places and assets while also learning how to assess possible detrimental impacts of developments.

Due to remote working I improved my communication and presentation skills learning to use a number of video conferencing platforms (Skype, MS Teams, Zoom).



## WHAT ARE THE BEST PARTS OF YOUR ROLE?

I enjoy **participating in site visits**, accompanying colleagues during surveys, discovering wonderful sites.

I loved working on an archaeology and climate change project, since I could use my knowledge of climate change and my cataloguing skills to help my team. I participated in the Climate Vulnerability Index workshop for Edinburgh World Heritage Site, an intense but rewarding experience.

I enjoy attending community group discussions, working with locals and finding new ways to engage with them. As a different way of involving the wider public, **I prepared the contents for HES-Instagram account** for the event World-Heritage-Day-Snaps.

## WHAT ADVICE WOULD YOU GIVE TO YOUR 15-YEAR-OLD SELF ABOUT HOW TO GET STARTED AND PROGRESS?

**Believe in yourself and in your dreams.** If you have a passion or a skill, make sure to find the time to develop it. It might be useful in the future and for your professional career. There are many learning opportunities for young people in museums or similar organisations.

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# DISCOVER!

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GLEN CRUIKSHANK



JUNIOR DIGITAL TECHNICIAN  
MODERN APPRENTICE,  
GLASGOW MUSEUMS

## WHAT QUALIFICATIONS & EXPERIENCE ARE NECESSARY FOR YOUR ROLE?

As my role is a **Modern Apprenticeship** I receive the necessary training and qualifications as I work. My interview for my role was more of a chance to gauge me as a person and my interest in working and learning with **Glasgow Museums**.

## WHAT IS SOMETHING THAT HAS SURPRISED YOU ABOUT YOUR JOB?

The most surprising thing to me is how many varied roles there are within museums. Before I started, I only really knew of curators and conservators, but there's hundreds of roles in multiple departments that all contribute towards all our venues.

## WHEN DID YOU DECIDE THAT YOU WANTED TO WORK WITHIN THE CREATIVE AND CULTURAL INDUSTRIES AND WHAT INFLUENCED THAT DECISION?

I mentioned to my college tutor that I had an interest in **working in museums** and she organised a tour of the Glasgow Museums Resource Centre as she knew someone who worked there.

While there, I learned the different roles and departments that make up Glasgow Museums and I made a plan to keep an eye out for future museum openings.

## WHAT DID YOUR CAREER PATH LOOK LIKE?

As I don't have many qualifications and pursuing a further education in college and/or university didn't interest me, an apprenticeship seemed like a good fit. I looked for apprenticeships that were admin or IT focused as I knew that's where my skills lay. The **Digital Technician** role seemed a good fit for me as it was working with IT within museums, which was the sector that interested me. For my apprenticeship, I received the necessary training through QA, which meant while learning on the job I also attended a handful of 1 to 2 week long courses in both year 1 and 2 of my apprenticeship. These courses taught me skills I could use in my current role and skills I can also transfer to future IT jobs.

## FAVOURITE SUBJECTS AT SCHOOL?

Maths

APPRENTICES, TRAINEES & OTHER ENTRY ROUTES

GLASGOW MUSEUMS

Glasgowlife  
Museums

creative  
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skills

## DESCRIBE A TYPICAL DAY IN YOUR WORKING LIFE...

A good thing about my role with the Burrell Project is that my tasks and responsibilities are constantly changing and I'm always given a chance to learn/do something new.

Currently my role is split into the physical install on hardware and film editing. We are currently getting hardware ready and organizing the install we will conduct in the Burrell. This includes configuring devices that will be used for the digital display points and organizing all screens and cables needed for each display.

I have also been given the opportunity to work on the films that will be shown in the Burrell. So far I have conducted final edits to many films and I am about to start the process of producing alternate language versions of all films for the 9 languages the Burrell will be providing for visitors.

I have also been given the chance to produce a new film entirely for the Burrell, which requires me to gather pre recorded footage or stock footage to edit a film that fits the gallery.



## WHAT ARE THE BEST PARTS OF YOUR ROLE?

There's many things I enjoy about my role. One is the variety of things I get a chance to work on, and my responsibilities are constantly changing which means **my job rarely gets boring.**

I also enjoy and appreciate the team I work with, I get on well with everyone in the digital team and really enjoy working with them all. They are the ones who have given me a chance to gain experience and work on things outside of my Digital Technician role.

## WHAT ADVICE WOULD YOU GIVE TO YOUR 15-YEAR-OLD SELF ABOUT HOW TO GET STARTED AND PROGRESS?

Look into the different roles that are available, not every role is about the objects on display, as I used to think. There's roles in IT and technology and ones where you work with visitors. **Find one that interests you or one that suits your skills.**

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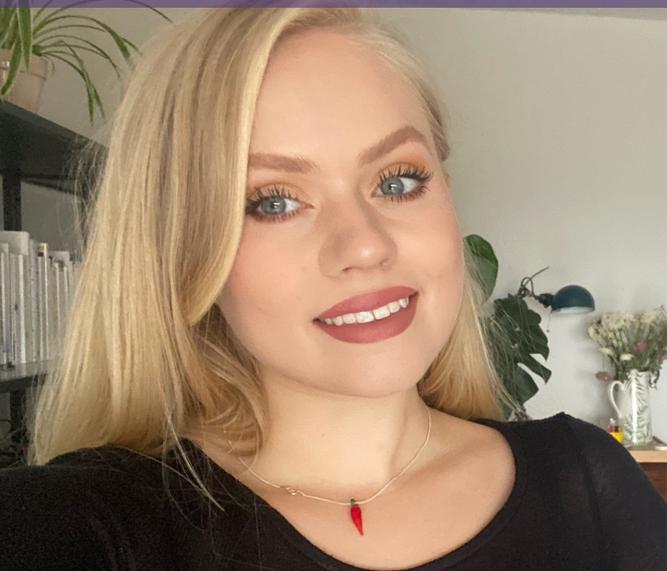
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POPPY JARRETT



HERITAGE & CULTURE PATHWAYS  
COORDINATOR, CULTURE PERTH & KINROSS

## FAVOURITE SUBJECTS AT SCHOOL?

**English and Biology**

## WHAT QUALIFICATIONS & EXPERIENCE ARE NECESSARY FOR YOUR ROLE?

People skills, good organisation, ability to prioritise, good communication, attention to detail and flexibility. My degrees helped me get onto a Graduate Traineeship, but they didn't provide me with all the skills I use on a daily basis, they come from **experience in lots of different jobs.**

## WHEN DID YOU DECIDE THAT YOU WANTED TO WORK WITHIN THE CREATIVE AND CULTURAL INDUSTRIES AND WHAT INFLUENCED THAT DECISION?

Both of my parents work in the creative and cultural industries in Newcastle upon Tyne, and I knew from a young age that their jobs were fun jobs that they cared about a lot. I find it hard to be motivated if I don't believe in what I'm doing so I looked to the Creative and Cultural Industries and **found so much to be motivated and excited by.**

## WHAT DID YOUR CAREER PATH LOOK LIKE?

Only twice in my life have I found myself working one full time job at a time: when I was a Finance Manager and for 6 months during my Graduate Trainee Producer role! So far, my path looks like this:

- Volunteering for literature events
- English and Creative Writing MA degree
- Writing Practice and Study MLitt
- Bartender
- Personal Archivist
- Research Assistant
- Receptionist
- Book Festival Volunteer
- Marketing Intern
- Finance Administrator
- Graduate Trainee Producer
- Desk Officer
- Freelance Creative Producer
- Heritage & Cultural Pathways Producer
- Freelance Editor and Proof-reader

Aside from these roles, I have **always worked numerous jobs at once**, some as an employee, some as freelance positions. Juggling jobs can be stressful, but wearing multiple hats a week, sometimes at the same time, is never boring!

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skills

**CULTURE**  
PERTH & KINROSS

## DESCRIBE A TYPICAL DAY IN YOUR WORKING LIFE...

Every morning I need to check my calendar and my diary, I can't keep everything in my head so I always make sure to write things down somewhere. No two days look the same, but I try to keep a list of all the projects or tasks I'm working on and have rough timelines for work that needs to be done and when to ensure that I'm on track and using my time efficiently.

I like to spend about 10-20 minutes a day doing what I call 'personal admin' which is when I ensure I'm up to date with my calendar, my projects are progressing and I haven't missed any emails I meant to reply to – 10-20 minutes a day of checking in with myself is how I have learnt to multitask most efficiently, I have found that taking this short amount of time saves me a lot of time in the long run, especially when I am busy delivering projects or running between meetings!

Once the personal admin is done, I usually jump in and get on with my day, having meetings, catching up on paperwork, delivering, planning, evaluating and reporting.

## WHAT ARE THE BEST PARTS OF YOUR ROLE?

I feel comfortable in current roles. I know that I am capable of doing the work I need to do, I am given the space to learn and develop my skills independently, but I also know that I have people I can openly speak to if I'm struggling with a project or I'm not sure of something. In all of the work that I do, I get opportunities to meet new people and learn about the work they're doing and **I go home at the end of the day feeling like the world is buzzing with people trying to do positive, creative things!**

## WHAT IS SOMETHING THAT HAS SURPRISED YOU ABOUT YOUR JOB?

Starting out in the creative industries, I had no idea how many different types of jobs there were; I didn't know either of my roles existed. I couldn't have guessed how handy a short stint as a finance assistant would be in all of the roles I would go on to have.

## WHAT ADVICE WOULD YOU GIVE TO YOUR 15-YEAR-OLD SELF ABOUT HOW TO GET STARTED AND PROGRESS?

**The more you do it, the less scary it'll be!** I was VERY shy at 15 so was very tentative about going for opportunities like volunteering or internships, but the more I did, the easier it got.

Nobody is 100% sure about what they're doing, some people are just better at pretending. Remember: you can always ask questions - people are usually very happy to help.

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ROWAN LAMONT  
CHALMERS

TECHNICIAN, GLASGOW MUSEUMS

WHAT QUALIFICATIONS & EXPERIENCE ARE NECESSARY FOR YOUR ROLE?

No qualifications are necessary, but you need experience in object handling and packing as well as collections care, knowledge about health and safety requirements and an understanding of collection databases.

WHAT IS SOMETHING THAT HAS SURPRISED YOU ABOUT YOUR JOB?

There are **so many different jobs and career paths** I would never have thought about within museums.

WHEN DID YOU DECIDE THAT YOU WANTED TO WORK WITHIN THE CREATIVE AND CULTURAL INDUSTRIES AND WHAT INFLUENCED THAT DECISION?

I've always enjoyed visiting museums and galleries but had never considered actually working in one until I saw the apprenticeship advert. Seeing the advert made me look into possible careers and opportunities within the industry and I knew I definitely wanted something to do with it.

WHAT DID YOUR CAREER PATH LOOK LIKE?

I started my **apprenticeship** with Glasgow Museums a few years after leaving school. Before this I studied journalism but left as I realised it wasn't what I wanted to do. I also worked different jobs in retail and visitor attractions as well as volunteer work which gave me experience I could take in to my apprenticeship.

FAVOURITE SUBJECTS AT SCHOOL?

Religious, Moral and Philosophical Studies, Geography, English



Glasgowlife  
Museums

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## DESCRIBE A TYPICAL DAY IN YOUR WORKING LIFE...

Each day is different, but a typical day begins with maintaining the galleries through cleaning cases and dusting objects on open display such as the taxidermy or sculptures.

There are often new displays happening or objects being swapped over which can involve hanging paintings, installing objects, packing ones to be moved.

It can also involve painting walls or making stands for cases.

My job also includes many random tasks such as **taking care of the museum's bees** or fixing things that break in the galleries. I've also been **learning to weld** and so have helped make up label and object stands.



## WHAT ARE THE BEST PARTS OF YOUR ROLE?

The best part of my job is that **every day is different** and that I am responsible for managing my own time and planning my weeks out. I also enjoy getting to work alongside different departments within Glasgow Museums such as conservation or design.

## WHAT ADVICE WOULD YOU GIVE TO YOUR 15-YEAR-OLD SELF ABOUT HOW TO GET STARTED AND PROGRESS?

Try to **gain as much experience as possible** through working and volunteering.

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SALLY CHALMERS



LEARNING OFFICER,  
HISTORIC ENVIRONMENT SCOTLAND

## WHAT QUALIFICATIONS & EXPERIENCE ARE NECESSARY FOR YOUR ROLE?

Most roles require a degree in a related subject like history or education, some require a master's degree in museum studies or similar, but this is hopefully changing. There are increasingly **alternative entry routes such as traineeships**.

It is valuable to have experience working with young people and the public.

## WHAT IS SOMETHING THAT HAS SURPRISED YOU ABOUT YOUR JOB?

It was a lovely surprise that **the industry is so friendly**. Other museum professionals are open to sharing and collaborating. Don't be afraid to reach out to ask advice.

A more challenging surprise is that **even creative jobs have boring parts!** There will always be paperwork, be prepared for that.

## WHEN DID YOU DECIDE THAT YOU WANTED TO WORK WITHIN THE CREATIVE AND CULTURAL INDUSTRIES AND WHAT INFLUENCED THAT DECISION?

At school history wasn't my best subject or the most interesting one but **I enjoyed visiting museums and art galleries**. I liked the beautiful spaces and looking at all the paintings and objects, wondering what their stories might be. I also found my imagination was sparked by films, tv shows and book set in the past. I decided to follow these interests and pursue a career in culture and heritage.

## WHAT DID YOUR CAREER PATH LOOK LIKE?

I went to study history at university with the aim of becoming a museum curator. While at university, I volunteered in museums but found I didn't enjoy curatorial work and instead began to consider teaching. After graduating I spent a year teaching English abroad.

When I got home, I was unsure whether to get a job or do a masters/teaching qualification until **I got an internship at a museum designing learning resources for schools**. I loved it and knew I wanted to keep working in heritage learning. After the internship, I got a traineeship at an archive, then a learning assistant position, then a maternity cover learning officer position before getting my current role. Most of these roles were just temporary contracts and it was stressful at times having to keep finding new jobs, but I am glad I kept going for it as I really enjoy my work.

## FAVOURITE SUBJECTS AT SCHOOL?

Biology, Geography, Art, Drama

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## DESCRIBE A TYPICAL DAY IN YOUR WORKING LIFE...

One of the things I love about my job is that my day-to-day tasks **vary so much**, here are some of the things I could be doing in a typical day:

- Planning and collaborating: I often have meetings with other members of my team to plan future work, share ideas and feedback.
- Managing projects: I am currently managing a big project, distributing play packs to families across Scotland to enjoy during the holidays. This means lots of logistics as well as practical work like physically packing the play packs.
- Creating and delivering workshops: I develop new ideas for workshops which will engage learners with castles. I also deliver these workshops, previously I would have done this onsite in the castles, but now I mostly deliver online from home.
- Creating resources: I also develop digital resources which teachers can use in school with their learners. I come up with ideas and create draft versions and finally work with a designer to make them look good.
- Administrative tasks: every job has paperwork, I send some days filling in risk assessments, doing expenses forms, responding to emails and filling out reports.



## WHAT ARE THE BEST PARTS OF YOUR ROLE?

Getting to **meet all the learners and talking to them about things I am interested in and passionate about**. I enjoy hearing their perspectives and their questions.

I also love how **varied** the work is. It's not just about the history of the castle I have also created learning content about maths, science and art.

**I love having an office in an actual castle.** Coming before opening and leaving after closing makes it feel like you have your own personal private castle, though it can also be a bit spooky in the dark. You also get to get into all the other castles we look after for free, which is a seriously good perk.

## WHAT ADVICE WOULD YOU GIVE TO YOUR 15-YEAR-OLD SELF ABOUT HOW TO GET STARTED AND PROGRESS?

Forget about what subjects you are good at and instead **focus on what skills you have and what you enjoy doing**.

**There are jobs you haven't heard of yet, there are jobs that don't exist yet**, it's OK if you don't know what job you want at 15, there is plenty of time.

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