



NoWrongPath

# DISCOVER!

#DiscoverCreativeCareers

UNIQUE ROLES, MYTHS & SKILLS



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Developing the  
Young Workforce

creative  
& cultural  
skills



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# DISCOVER!

## #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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ANDY MENZIES



DRIVER/GUIDE, TRAVELLING GALLERY

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

I was lucky because I knew what I wanted to do and worked towards it, liked English, Art and Drama, but could not study Drama as it was not an O' Level, at that time, and ended up studying Economics instead and getting an A!

Despite this, **I was always involved in school drama productions** and debating competitions and went on to study Drama at college.

FAVOURITE SUBJECTS AT SCHOOL?

English, Art, Drama

WHAT DID YOUR CAREER PATH LOOK LIKE?

I do not have a career *path*, I have *crazy paving*. I did not always get to study what I wanted at school but took what I got and made it work for me. I studied a degree in Theatre Arts in London, and **no matter what job I have had, it has been my acting training that has helped me** as all my jobs involved working with communities and within teams where communication and empathy are very important and valuable skills (more so now than ever before as society strives to be more inclusive by addressing issues of well-being and inequality for the benefit of the many and not the few).

From making pizzas to working on building sites, in shops or in security, I have learned as I worked and when events happen, which at the time appear catastrophic, I have learned that six months or six years down the line I can look back and see that 'catastrophe' is another word for opportunity. By **staying open to possibilities and taking opportunities**, even if they are not exactly what I would want to do but may be in the same general direction, I have managed to find interesting and fulfilling employment and a degree of satisfaction and happiness that, at one time, I could not imagine.

● **travellinggallery** ●

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

There is a myth that the arts are elitist and full of boring snobs and whilst we may not live in a society that is truly meritocratic, **the cultural sector tends to attract those folk who are seeking answers to questions** and as such are open to new ideas and are perhaps more inclusive and supportive of all sectors of society than you might think.

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

**Communication, inclusiveness and logistics** are the key skills I have developed in my current role. The first two are similar but the third is key because if I don't get the Travelling Gallery to a venue on time and set up properly, then no one gets to enjoy what we have to offer.

Sometimes it's the seemingly 'small' jobs that make the big jobs happen.

## WHAT ARE THE BEST PARTS OF YOUR ROLE?

**Working within a creative environment with such a brilliant team.** I also value meeting folks from all over Scotland and beyond if they are visiting or have come here to stay.



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

Art is not a luxury but the very essence of what it is to be human and without it we would not be here. In a time when the world is crying out for creative solutions to its numerous problems the quickest way to stimulate that creativity is the Arts: Music, Visual, physical, whatever!

So, **get working and save the planet and yourselves.**

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COLIN GRAY



PODCASTER & PODCASTING SUCCESS

WHAT QUALIFICATIONS & EXPERIENCE ARE NECESSARY FOR YOUR ROLE?

**No qualifications – experience counts. Create things!**

I employ anyone who can show that they've **DONE stuff on their own initiative**. You need to have created a blog, a podcast or videos, and have shown you've done work to build an audience around it.

WHAT ARE THE BEST PARTS OF YOUR ROLE?

I love **making new things**, and seeing them help people in the wider world. So, getting to write blog posts which are seen by hundreds of thousands of people is amazing. And having people write in to thank us for podcast episodes, or videos we've posted is so satisfying.

**Watching people use our web app, Alitu, is amazing too.** I can see users on there, creating podcasts, and doing it in a more easy and fun way. It's so gratifying to know that people love the tool that we created and that it helps them get their own voice out into the world.

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

I went to uni to study science, because I was decent at it at school, but I just got so bored with the lack of creativity and control. I got really into **games coding** at that point though, and ended up doing a lot of animation for games. The combination of coding and art really appealed to me and draw me into that world.

WHAT DID YOUR CAREER PATH LOOK LIKE?

I worked in a bar full time for about 3 years after uni, and then ended up doing all sorts of part time jobs through my 20s, from call centres to event companies. I hated it all, but couldn't find the right job path through that time.

**I worked to build my own business** instead, taking on web design jobs and any drawing / animation work. I ended up taking a teaching job on a web design course at a local college and really enjoyed that.

From there, I progressed through the academic world, ending up as a learning technology lecturer at a university. That's when I discovered **podcasting**, having used it as a teaching tool.



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

I'll often start the day by **writing** – that's quiet time, good for thinking and creating. So, write a blog post, or a script for a podcast I'm working on.

Then, I'll **meet with some of the team** to talk about our ongoing projects – perhaps a big campaign we're running to promote one of our shows, or a new podcast we're planning out, or a new course we want to create for our Academy.

I might then do some recording – either video or podcasting. I'll script it up, get the gear set up and start recording. Normally I'll send it to my team for editing, but sometimes I'll do a bit of editing myself.

Then, I'll often get into product development work for our **podcast maker app, Alitu**. Either designing new features for it, or helping to create improvements to the interface or the workflow.

I usually end the day with admin – recruitment for our team, emails, partnership meetings, and many other things that just have to be done!



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

Good surprises include **the amount of help there is out there in the world to succeed**. From funding to local support, there's help for the taking.

Challenging surprises – no-one has a right to be seen. **You can create things, but you need to learn to promote them, too**. Show people why they should care.

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

Start yesterday! **Get into it, and start shaping things, right away**. Too many people procrastinate and never get anything out into the world. Instead, just do it, create that messy first draft, and put it out. Seek feedback, no matter how bad it is, and use that to improve and iterate. Doing that 50 or 100 times is how you get better, and end up with the skills to create something amazing.

## FAVOURITE SUBJECTS AT SCHOOL?

Physics, Geography, Art, Computing

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DR DANIEL RHODES



ARCHAEOLOGIST,  
NATIONAL TRUST FOR SCOTLAND

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

As an inner-city kid in Leeds, the nearest open green space was the ruins of Kirkstall Abbey. They had been preserved by a very progressive city council and provided an amazing place for locals to spend time outdoors in the city. It fascinated me from a young age...**plus I loved Indian Jones!**

WHAT QUALIFICATIONS & EXPERIENCE ARE NECESSARY FOR YOUR ROLE?

I have a degree, masters and Phd. But at least a degree in archaeology is essential at the moment, and **wide experience of working across archaeological and historical periods.**

WHAT DID YOUR CAREER PATH LOOK LIKE?

I was lucky enough to receive a grant from Leeds Education Authority to attend university in Wales. Going from the big city to a small rural university was a massive culture shock, but the challenge was the very reason I wanted to go far from home. After graduating I gathered as much experience as possible, **volunteering anywhere I could** (this even involved living in a tent for a month and eating only the carrots and potatoes I 'liberated' from nearby fields!).

After that **I never stopped travelling to find work** (I got my first permanent contract when I was 35). I moved from Wales to Ireland and have worked in Iceland, Tanzania, Kenya and Sudan. The main challenge is always feeling rootless and the issue of not being indigenous to the place you work and all the associated xenophobia that this can occasionally bring with it.

WHAT IS SOMETHING THAT HAS SURPRISED YOU ABOUT YOUR JOB?

I'm always surprised how most people I meet want the cultural industries to be free to access. People love the places I care for but don't always understand that **conserving them for today and future generations costs money and takes effort.**

FAVOURITE SUBJECTS AT SCHOOL?

History, English Literature

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

A 'typical' day can be: slogging through **email** in the office, offering **conservation advice** to National Trust for Scotland staff all over the country; writing up **research** for publication; preparing a talk for a **conference** or local society; carrying out archaeological fieldwork with local volunteers; managing professional archaeological contract work; surveying and recording archaeological features on uninhabited islands and remote landscapes; supporting colleagues within our professional union branch; organising grant and fundraising applications; managing research partnerships with universities and other researchers; developing management plans and financial estimates; cleaning and cataloguing artefacts.



### WHAT ARE THE BEST PARTS OF YOUR ROLE?

Having access to some of the most outstanding cultural landscapes in Scotland and the privilege to call them my workplace.

Feeling like **I'm contributing something to the future**, be it conserving a place or adding to our understanding of Scottish culture.

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

**Pack a bag and embrace travel** as it's very unlikely you'll find a job / career in your place of birth (this isn't a bad thing...).

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DR DANIEL RHODES, ARCHAEOLOGIST, NATIONAL TRUST FOR SCOTLAND

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DIANA MORTON



OUTREACH & ACCESS MANAGER,  
MUSEUMS & GALLERIES EDINBURGH

FAVOURITE SUBJECTS AT SCHOOL?

**Religious Studies, English, History, Art**

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

I liked visiting museums as a child but thought I wouldn't be able to work in one as I didn't have a history or an art degree, but I got a job working as a **Tour Guide at Glasgow School of Art** while I was at university and I loved it. **You don't need to have a history or art degree to work in museums!**

WHAT QUALIFICATIONS & EXPERIENCE ARE NECESSARY FOR YOUR ROLE?

**Some museum education roles ask for a degree.** A post-graduate in Museums Studies/ Museum Education is helpful but not essential.

WHAT DID YOUR CAREER PATH LOOK LIKE?

I worked as a **Tour Guide at Glasgow School of Art** (as well as waitressing) while I studied for my undergraduate degree in English Literature.

When I finished at university I worked as **Assistant Manager** in a charity shop for a year. I then applied for a post-graduate degree in Museum Studies and volunteered in museums.

After my postgraduate I got a temporary sessional job working with the arts, museums and libraries in Renfrewshire. This led to a role as a **Learning Assistant at Glasgow Museums**. I then was seconded as a temporary **Learning and Access Curator** before moving onto my role in **Museums & Galleries Edinburgh**.

I later went part-time to work for **Glasgow Museums** and the **University of Glasgow**. Recently I took another secondment as **Curatorial and Engagement Manager** with **Museums & Galleries Edinburgh** and I have taken on board and trustee roles to develop experience.

UNIQUE ROLES, MYTHS & SKILLS

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

The role is very **varied** and **no two days are the same**. You could be meeting partners or colleagues, working with community groups, planning and developing projects, developing resources, working on policies and strategies, evaluating projects, developing social media content, researching and developing exhibitions, applying for funding, managing staff and volunteers, working with museum collections **and much more!**



## WHAT ARE THE BEST PARTS OF YOUR ROLE?

**Working with communities** and feeling that I do something worthwhile. Also getting to see behind the scenes at the museums and working with amazing collections.



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

Professional development doesn't stop when you get your first job, **you will grow and develop as you work**. Even years later, I'm still learning new things and developing my skills and experience.

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

Try **volunteering in museums** to get experience and see what sorts of roles you enjoy doing.

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EMMA SMITH



PROJECT DEVELOPMENT OFFICER  
DANCE BASE SCOTLAND

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

**I always wanted to work in the dance sector**, and I spent most of my evenings as a teenager doing dance classes. There wasn't a lot of information about working in the creative and cultural industries when I was at school, but I had a very supportive family and dance teacher who helped me find my way.

WHAT QUALIFICATIONS & EXPERIENCE ARE NECESSARY FOR YOUR ROLE?

I have a BA degree in Dance, and a Masters of Education in learning and teaching in the performing arts. It is important to build up **relevant experience** and to **keep learning** as you progress through your career, no matter what your background is.

WHAT DID YOUR CAREER PATH LOOK LIKE?

**Careers in the arts can be wonderfully varied and exciting.** I gained an undergraduate degree in dance, which led me to touring and performing all over the world (so far, work has taken me all over Europe, South America, South East Asia, Japan, and Australia). I was always interested in community and participatory dance (where the focus is on making dance accessible to people who might not have experienced it before) and this has become my main specialism. I work part-time in my role at Dance Base, and freelance on different projects the rest of the time. My role at Dance Base is varied and is focussed on helping exciting work to happen across different departments, as well as making sure that we learn from and improve everything that we do.

WHAT IS SOMETHING THAT HAS SURPRISED YOU ABOUT YOUR JOB?

I'm constantly surprised and inspired by **the creativity and tenacity that people bring to the arts** - we want to make exciting things happen, no matter what! Career progression can be challenging, and it is a competitive sector, so you have to keep working hard and keep yourself motivated.

FAVOURITE SUBJECTS AT SCHOOL?

Art & Design, French, Biology

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

- Coordinating projects that are ongoing (e.g. emailing participants, organising workshops, rehearsals, performances)
- Researching new ideas and opportunities
- **Building relationships with people in different organisations and community groups**
- Planning and designing projects with colleagues
- Writing funding applications
- Designing evaluations for our projects (this makes sure we are constantly improving and learning from everything that we do)

I'm learning more about fundraising through this role, which is such a crucial part of working in the arts and cultural sector.

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

**There isn't one 'right' path to follow.** Make sure that whatever you're doing, you love it and find it interesting.

**Explore everything that excites and inspires you,** and don't worry if that takes you in a direction you didn't expect for yourself.



## WHAT ARE THE BEST PARTS OF YOUR ROLE?

I really like **how varied my job is**; there are opportunities to be involved with lots of exciting work happening across the organisation, and I love collaborating with people, sharing ideas, and working creatively to solve problems.

I like being able to use my past experience and my passion for the arts to help shape opportunities for others. The best thing about my job is **when you finally see the end point of a project** (maybe a big festival or performance) which shows that all your hard work was worth it.

Working part-time and freelance gives me **flexibility** with my working hours and the autonomy over the work that I choose to do.

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EMMA SMITH, PROJECT DEVELOPMENT OFFICER, DANCE BASE SCOTLAND

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FI MILLIGAN  
RENNIE

CURRICULUM MANAGER, CREATIVE  
INDUSTRIES (MEDIA), FORTH VALLEY COLLEGE

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

An appropriate qualification, **an interest and some experience within the industry**. A love of people. An understanding of education and the joy of FE!

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

That the best thing for a crew on a night shoot is to make sure you have sweets in your pocket!

That **change is fast paced and inevitable**. You have to be able to roll with the punches.

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

I don't remember a time when I wasn't interested in the arts. My Dad was a photographer and so I was never aware of the creative and cultural industries not being a 'proper job'. A champion of radio too (as a single parent I think he liked using the afternoon drama on R4 as a 'babysitter' of sorts). **Storytelling was always important in everything**. My Dad wrote us bedtime stories too.

## FAVOURITE SUBJECTS AT SCHOOL?

Art, Languages

## WHAT DID YOUR CAREER PATH LOOK LIKE?

**Twisty!** I was a civil servant. Went to college to study Art at 24. Did a degree in Theatre. Started dabbling in live work and film (the media department was upstairs from the theatre department). Worked through uni in a theatre in a variety of departments. Left uni, panicked and trained as a teacher. Taught for a bit. Moved back to Scotland, **worked for a theatre company**, then **a children's arts charity**, then **a children's film company**. Went freelance and worked across arts education and Film/TV for a number of years.

Then 'settled down' and got a job with FVC as media lecturer. Promoted to Curriculum Manager for Creative Industries after a few years. 50 this year. Keen to see what next adventure will be!

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Valley  
College  
Making Learning Work

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

I manage the media teaching provision so **there's no such thing as a 'normal' day**. I might be designing the curriculum (what will be taught when and by whom), working with staff on delivery models, dealing with staff and student communication and with those from the wider college community (on a wide and varied range of topics!) talking to stakeholders about partnerships. I'm also always in touch with my industry network about **what's new, what's happening, what's out there for my students**. I am usually at a desk for a big chunk of the day. I am constantly learning about new developments in both media and education (and media education).

Quality assurance is a significant part of my job, making sure that we as a department are doing the very best for our students and making sure their qualifications have integrity. It sounds quite dull but it's one of my favourite things. To help with this I work with SQA as an External Verifier. That means I work with other colleges too to support their qualification delivery.

My training focus at the moment is on **leadership**. I do a bit of training each week through LinkedIn learning and I've just finished a longer term programme of training on strategic leadership.

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

I'd tell myself to **grab the early opportunities**. I got offered some really brilliant opportunities very early on (aged 16/17/18), but I was very shy and anxious and let most of them pass me by. Who knows where I'd be if I'd had the courage to take them.

## WHAT ARE THE BEST PARTS OF YOUR ROLE?

The students! I love being **part of a process that is a pathway for opportunity and success**.

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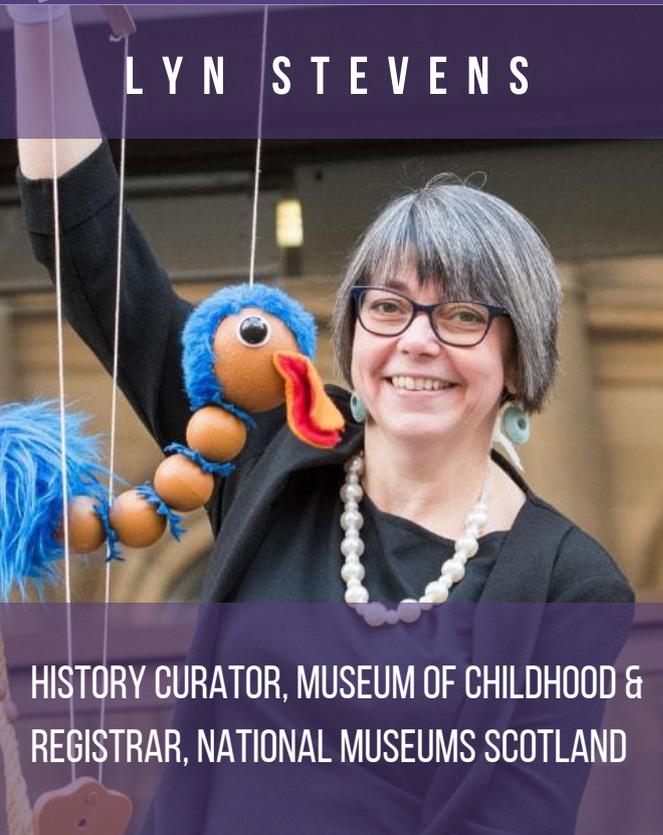
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LYN STEVENS



HISTORY CURATOR, MUSEUM OF CHILDHOOD &  
REGISTRAR, NATIONAL MUSEUMS SCOTLAND

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

Degree/postgraduate qualification – but the job descriptions do also say ‘or equivalent experience’. **Worth asking what kind of experience and what transferable skills could be used.**

It is unlikely that either of my roles would be first jobs, routes to either would be collections roles and then assistant registrar or curator.

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

Good surprise is the **variety of activities that can be based around collections**. Bad surprise is how few resources there are (money and staff).

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

I took a history/archaeology degree and then didn't know what I wanted to do next! As I had always enjoyed visiting museums and galleries, I decided to take a post-graduate museums course. **I realised museums can have a positive impact on lives** and tell stories that aren't always heard. I loved the idea of sharing history with people and making them as interested in it as I was.

## WHAT DID YOUR CAREER PATH LOOK LIKE?

Whilst studying I **volunteered for a large museum**, then that led to some temporary contracts as an assistant curator, which led to a permanent contract.

After 6 years I moved across the organisation to become a **Loans Officer**, then **Loans Manager** and finally **Registrar** all at same organisation.

In 2002 as the Loans Officer I went part-time when I became a parent, and in 2013 I started another part time job as **Curator** at **Museum of Childhood** – so now work full time hours.

## FAVOURITE SUBJECTS AT SCHOOL?

History, Art

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

- Curator - Most days involve **emails** – these are a mix of public enquiries and work colleagues/projects. The public email to offer donations or to ask for information about things they own.
- Work projects usually involve temporary exhibitions or stored collections improvements, so work on these can include **planning, research, brainstorming, writing text, finding images, cleaning objects or stores.**
- Working in the stores with the collections will take up some of the day. This can be looking at objects to see if they are suitable for display, or **answering research enquiries.**
- Store work can also involve cleaning, moving objects or cataloguing. Some days I may be **preparing talks, blogs or social media posts.** I may also spend time supervising research visitors.

## WHAT ARE THE BEST PARTS OF YOUR ROLE?

**Learning new information**, connecting together pieces of information to create a clearer story about the collections and people, and getting to work directly with collections. Seeing visitors excited about the collections or being able to pass on skills.

There is quite a **lot of creative freedom in developing ideas.** I have excellent colleagues and the working arrangements are flexible.



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

Further education, **volunteer**, internships are vital for building skills. **Do community projects**, get involved in anything you have the resources to be able to. There are different kinds of jobs in museums, **find out what they are and see what would suit you best.** Contact museums to ask how you can get involved.

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RACHAEL DORMAN



PROGRAMME COORDINATOR,  
DEVELOPING THE YOUNG WORKFORCE  
FORTH VALLEY

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

There is no official qualification for what I do but a lot of the skill and expertise comes from the experiences I have had so far. The skills I use on a daily basis are **communication skills, active listening, open questioning techniques, problem solving and negotiation** and I am always learning about the labour market and industry needs.

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

Technically, I am surprised that I still have a place within the creative and cultural industries, regardless of the fact that my career path has led me away from it but this job means **I get to work closely with this sector through the projects I work on.**

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

I always felt I was a creative and sociable person at school. **I loved Drama, took part in school shows, liked art and music** but felt a bit average at everything, I could never quite pinpoint a talent or calling. I just knew I wanted to be in amongst the arts... I actually always thought teaching would be somewhere in my future.

## WHAT DID YOUR CAREER PATH LOOK LIKE?

As first in my family to go to uni, I knew I wanted to go away and applied to study Drama. I didn't get all the grades I needed and remember sitting on the stairs with my letter wondering what to do next. Through clearing I was offered a place studying Drama in Wales but at the last moment I panicked and decided to take a year out, work and reapply for something more broadly arts based.

The year after, I headed to Newcastle to study **History of Modern Art, Design and Film**. After graduating I worked for a fine art publishing company, although I was liaising with artists and learning all about commercial art and events this role taught me all about sales and customer service and **really advanced my people skills.**

From there I stepped into recruitment for education and further developed my sales and business development skills. There has been a lot of **personal development** along the way and now I put that to use **collaborating with businesses from every sector to raise awareness of opportunities for young people.**

## FAVOURITE SUBJECTS AT SCHOOL?

Drama, English, Art, Modern Studies

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

My job is very **collaborative** and we're still mostly working virtually so this means that a good proportion of my day can be spent in and out of virtual meeting rooms with a variety of partners. This is usually to explore how industry and education can work together to raise awareness of pathways and opportunities for young people. It's very much my job to **make things meet in the middle** so my time can be spent understanding the needs of a school or helping industry to develop activities or virtual resources. For this reason the skills that I am constantly working with are **adaptability, organisation skills, communication and problem solving**.

My job is all about business development, a lot of what I do is also centred around messaging and activity to engage employers and education in. This can include a lot of 'content management' from website layout, filming and editing, blog and case study writing, and designing and creating graphics for social media.

Occasionally I am orchestrating a big project with multiple partners and tight deadlines so again, the ability to lead, organise and work methodically is vital.

And somewhere in amongst that, there is usually tea and dog walks.



## WHAT ARE THE BEST PARTS OF YOUR ROLE?

Absolutely **every day is different** and I can be working with a multitude of different partners. For me the best part is **the diversity of the people I collaborate with to achieve a goal**.

It was a revelation to discover how invested in young people's development absolutely every industry is. The individuals I work with are driven to support young people in their understanding of what they can do when they leave school because they all want them to enter their industries.

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

**Take the steps that make you feel a little uncomfortable**, having to problem solve and look for solutions builds your expertise, your character and your resilience.

**DYW**

Developing the  
Young Workforce



HISTORIC  
ENVIRONMENT  
SCOTLAND

ÀRAINNEACHD  
EACHDRAIDHEIL  
ALBA

creative  
& cultural  
skills

RACHAEL DORMAN, DYW PROGRAMME COORDINATOR, DYW FORTH VALLEY

# DISCOVER!

#DISCOVERCREATIVECAREERS

SAMANTHA WALKER



MUSEUM MANAGER/CURATOR,  
ST ANDREWS HERITAGE MUSEUM &  
GARDEN

## FAVOURITE SUBJECTS AT SCHOOL?

**Modern Studies, P.E**

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

Organisations will often ask for an **undergraduate or post-graduate degree (or equivalent experience)** and minimum 2-3 years experience working with collections for a curatorial post.

I don't have a post-grad but my internship certainly counts as equivalent experience.

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

I think around the age of 21 when I went to college to study for an HNC in Social Sciences. I felt the subjects studied as part of the HNC would **open many different doors for me.**

## WHAT DID YOUR CAREER PATH LOOK LIKE?

I went to university straight from school but I really struggled with the transition at just 17. I left uni after a few months and **worked for 3 years in various jobs** including a **fast-food restaurant, a pub and a call centre.** I then enrolled at college, completing an HNC in Social Sciences before heading back to uni to study History and English.

It was early on at uni I realised I wanted to work with **archives or museum collections**, and after graduating I managed to get a paid internship at the **Black Watch Museum** as a **Collections Assistant** in 2011 - I've worked in museums ever since!

## WHAT ARE THE BEST PARTS OF YOUR ROLE?

In my current role **I really enjoy working with others and sharing skills and knowledge** – it feels like you are learning every-day.

I am fortunate as my current employer are very flexible with working hours, and very supportive of any **skills development opportunities** that I wish to take on.



ST ANDREWS  
HERITAGE MUSEUM  
and GARDEN

the people | the town | the stories

creative  
& cultural  
skills

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

My job involves a lot of **planning for the future**. This means ensuring all policies and procedures are up-to-date, but also that I am listening to those around me to develop a long-term vision for what we want to achieve as a team.

I bring different ideas together to build a coherent strategy and develop projects, and from there I can see what resources are going to be required in the short and long term.

Working in an independent museum with few paid staff, **I provide guidance to many volunteers who are working on different projects**, from cataloguing collections, research and guiding, and I particularly enjoy working with volunteers to care for museum collections.

It provides a nice balance to be able to step away from the screen and do some practical tasks such as photographing and cataloguing museum objects.

I also oversee all the museum's **digital activities, including its website and social media**, and this is an area where I am always learning and often learning from those around me!

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

I'm constantly surprised at **the amount of goodwill that people have** – from colleagues wanting to help you out when you're struggling to meet a deadline, to volunteers willing to give so much of their time and expertise.

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

**There is not one pathway and there are so many diverse roles within the sector** so don't feel you have to decide on an exact role at such a young age.



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# DISCOVER!

#DISCOVERCREATIVECAREERS

SEAN MCNAMARA



HEAD OF THE CHARTERED INSTITUTE OF  
LIBRARY AND INFORMATION  
PROFESSIONALS IN SCOTLAND

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

**You need to be a qualified librarian, which many people don't know is a qualification!** This can be done either on-the-job (chartership) or via a post graduate degree.

I also had 5 years working as a junior member of staff for CILIPS and 5 years as a librarian in Greenock and that experience all helped me.

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

Growing up, I loved listening to the radio and still do. **I loved the creativity and use of words, and the humour.** Although I ended up in a different area eventually, this is where it began.

## WHAT DID YOUR CAREER PATH LOOK LIKE?

As I always wanted to work in radio, I did a media degree, this led to some small **jobs in radio** and then this led to **journalism** and **writing** for some magazines. However, this was always part time as well as **working in office jobs** at the same time.

My enjoyment of writing and reading led me to undertake a **post grad in library and information** and this led to where I am now, after working in public libraries for a number of years.

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

Probably the fact that **it can be very busy and challenging and you need good diplomacy skills to work with so many people.** Plus, librarians definitely don't get time to read books all day sadly, but we do love them the rest of the time!

## FAVOURITE SUBJECTS AT SCHOOL?

English, Drama

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

As we are a very small charity in Scotland (with 2 staff) **you end up doing a bit of everything** to keep the charity running.

We have 1,200 members who work in libraries in Scotland, so the main tasks usually involving developing or delivering training, providing support, holding meetings, or answering questions or running campaigns that support libraries and librarians. But as a small team, I also do invoicing, accounts and governance stuff to support the Board who govern our charity. **Plus, we also do a lot of social media and website updates.**

The time definitely disappears and things can crop up in the middle of the day!

## WHAT ARE THE BEST PARTS OF YOUR ROLE?

**The variety is good** and although we have a small team, we work with librarians all across Scotland so **meet lots of people who do amazing things and help people in their lives.** Plus working for a small team means we can set a flexible working pattern and working with one excellent colleague makes things very enjoyable!

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

To **get involved as early as possible** and don't be intimidated by people – **there are loads of opportunities in surprising places.**



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# DISCOVER!

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SUSIE IRONSIDE



VISITOR STUDIES CURATOR,  
GLASGOW LIFE, GLASGOW MUSEUMS

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

**An interest in people** and the confidence to engage with people you don't necessarily know.

Confidence in presenting information both verbally and in written form.  
Practical knowledge of research methods.

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

**That it exists in the first place!** There are lots of museum jobs that exist that I had no idea about until I worked there.

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

When I was still at school, I wanted to be a music journalist so I could go to gigs for free! But I was always keen to work in a sector that I was interested in on a personal level. I think having that **passion really makes for an enjoyable working experience**, and so that was really what was in my mind when pursuing a career in the creative and cultural industries.

## WHAT DID YOUR CAREER PATH LOOK LIKE?

I graduated then went straight into teacher training, and then **taught English for two years** in a high school. I was too young and too inexperienced, and in my heart knew it wasn't where I wanted to be.

I was lucky that I applied for - and was successful - in getting an internship funded by what was then the Scottish Arts Council. I worked with the **RSNO** and the **Citizens' Theatre** in their audience development and marketing teams, and then applied for a post on the **Riverside Museum Project**. I didn't have the museum experience - or any idea that a job like mine existed in a museum - **but I had the transferable skills, which is why I got the job!**

## FAVOURITE SUBJECTS AT SCHOOL?

French, Modern Studies, English

UNIQUE ROLES, MYTHS & SKILLS

GLASGOW LIFE  
MUSEUMS

Glasgowlife  
Museums

creative  
& cultural  
skills

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

Well, like most jobs there are **a lot of meetings**. It's an important part of making sure that as many voices as possible are represented, so that we can then make the best decisions for the audiences we are trying to bring into the museum. A typical day might be attending a project meeting, where I report in on the progress of the audience research and engagement we are currently working on, discussing it with colleagues and then working out how we can apply the findings from said research.

**I work as part of a small team**, so I would then maybe meet with my colleague to discuss what steps we are going to take to either carry out further research or how we are going to share findings from what we have been working on with people in other teams.



## WHAT ARE THE BEST PARTS OF YOUR ROLE?

I love **meeting lots of different audiences** and sharing their ideas and enthusiasm - it really energises me as I feel passionately that museums should be for the many, not the few. **I get to work on lots of different projects** and I work across all teams within the museum, so you always feel like you are getting different perspectives and ideas from colleagues.

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

**Focus on transferable skills** - they go a long way. Be open to trying things and learning from people where you can - try not to be too specific about where you want to end up.



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