



Project brief for:
Careers in Heritage Science - opportunities and constraints

Date of Issue: 3 November 2017

Timetable	
Invitation to tender advertised	3 November 2017
Final date for submission of questions about the tender	12.00 (noon) 20 November 2017
Circulation of answers to questions	22 November 2017
Deadline for submission of tenders	4 December 2017
Tender board meets	Week of 18 December 2017
Inform applicants of outcome	By 10 January 2018

1. Project Summary

This project aims to answer questions about why students choose or choose not to pursue post-graduate training and careers in heritage science and what happens to young researchers following the completion of their studies. We want to understand how heritage science is perceived both by training providers, employers and those starting out in their careers. The project will gather labour market intelligence by conducting surveys and interviews aimed at both trainees (students/early career researchers) training providers (higher education institutions and their partners) and employers about their experiences. We will use this information to inform actions or strategies that NHSF and others could employ to help grow and sustain the heritage science workforce to meet the future needs of our cultural heritage, particularly with regard to major national infrastructure projects and in the light of BREXIT.

2. Background

The National Heritage Science Forum's vision is that the understanding and preservation of the UK's extraordinarily rich and varied material cultural heritage will be enhanced by better use of science and technology, and that the humanities and the sciences will be developed and enhanced by this collaboration. Heritage science will be a robust, internationally recognised, well-coordinated, vibrant and sustainable community that contributes to the big questions confronting humanity by understanding and addressing the present needs and future requirements of our cultural heritage.

In order to achieve this vision, the National Heritage Science Strategy (NHSS) has two strategic aims:

1. Demonstrate the public benefit of heritage science and increase public engagement and support for it;
2. Improve partnership within the sector and with others by increasing collaboration to help practice make better use of research, knowledge and innovation and to enhance resources, funding and skills

In order to ensure that the future requirements for the understanding and preservation of our material cultural heritage are met we need to ensure that the right skills and expertise are in place both now and in the future (see NHSS report 3, <http://www.heritagescienceforum.org.uk/what-we-do/national-heritage-science-strategy>). In order to achieve this and grow the sector we need to gather labour market intelligence on early career researchers and future practitioners in this field in order to gain a better understanding of the issues involved.

3. Project Aims

The aim of this project is to gain a better understanding of why students choose, or choose not to, pursue a career in heritage science by taking up post-graduate

training and research opportunities in the UK (Masters degrees, PhDs and post-doctoral research). We also want to understand the career paths of those who have completed higher degrees in heritage science.

By undertaking this research the NHSF hopes to better understand the opportunities, barriers and constraints that currently affect those interested in pursuing a career in heritage science in order to identify actions that the NHSF and the heritage science sector as a whole could take to attract people into the field and retain and build on current expertise.

The project has the following objectives that focus on A.) Trainees and B.) Training providers and employers:

A - Trainees:

1. Understand who applies for post-graduate opportunities in UK (England, Wales, Northern Ireland and Scotland) in heritage science;
2. Understand the motivations and aspirations of those who take up post-graduate opportunities in the UK;
3. Establish whether applicants recognise themselves as embarking on a career in heritage science or define themselves differently;
4. Gather information on applicants both successful and unsuccessful as well as those who registered an interest in posts but did not apply. This to include:
 - a. age
 - b. gender
 - c. ethnicity
 - d. disability
 - e. nationality
 - f. location
 - g. educational background
 - h. social background;
5. Understand the career paths of those who gained a post-graduate qualification since 2011.

B - Training Providers and Employers:

1. Find out whether those advertising post-graduate opportunities and jobs in heritage science recognise them as such and if not how do they perceive them;
2. Establish whether providers of post-graduate training opportunities and employers experience difficulties in attracting people with the right skills and experience;
3. Collate lessons learnt about recruitment and retention from training providers and employers.

4. Business Case

Capacity within the sector is key to growing and developing heritage science as a discipline. With the completion of the AHRC/EPSRC funded Heritage and Science programme and with current programmes such as EPSRC Centre for Doctoral Training in Science and Engineering in Arts, Heritage and Archaeology (SEAHA) and the AHRC South, West and Wales Doctoral Training Partnership now well established, there is a need to understand how this funding is helping to build capacity in the sector and better understand the factors that influence the recruitment and retention of early career researchers.

There is some anecdotal evidence that universities and their industrial partners are experiencing difficulties in attracting excellent candidates with the right skills to PhD positions advertised and that heritage science may not be seen as a viable career path. The NHSF wants to gather evidence to establish the extent to which this is true and use the labour market intelligence to inform future actions that the Forum and others might take to improve prospects, break down any barriers that exist and build capacity within the discipline.

5. Stakeholders and interfaces

5.1 Stakeholders

The principal stakeholders are the members of the NHSF, the universities who undertake post-graduate training in heritage science, employers and early career researchers. The results of the project will also be of interest to the research councils and other funders of post-graduate training, the Chartered Institute for Archaeologists (CIfA), the House of Lords Select Committee for Science and Technology, the Department for Business, Energy and Industrial Strategy (BEIS) and the Department for Digital, Culture, Media and Sport (DCMS).

5.2 Interfaces

This project interfaces with recent labour market intelligence research covering specialists in archaeology (Aitchison 2017) and the conservation sector (Aitchison 2013). It also relates to the recent review of Evaluation of the Specialist workplace learning programme (including the EPPIC and HEP schemes) 2002-2017 for Historic England (currently in draft) and the Culture White paper (DCMS2016) and to the teaching of STEM subjects in general.

The project will also feed into the refreshing of the National Heritage Science Strategy which is currently in progress.

6. Methods and Scope

The project will only cover those providing and undertaking training in the UK, and employers based in the UK. It will only consider the career paths of those who obtained their post-graduate qualifications after 2011.

It is proposed that the work will involve a survey of graduates engaged or interested in heritage science research coupled with a survey and/or interviews with a minimum of a.) 10 universities who provide postgraduate training in heritage science, b.) 5 non-university NHSF member organisations who are employers of heritage scientists. The list of organisations to be consulted should be drawn from current NHSF membership and other organisations engaged in heritage science. This consultation list and the survey design will be commented on and agreed by the NHSF Resource Working Group as part of project the first project review point.

The research should result in a report that can be published on the NHSF website. Information should be presented clearly and in a manner that means it can be easily extracted. In addition to presenting the results of the research we would like the report to include example profiles of successful applicants that have continued working in heritage science.

In addition to producing the report the contractor will be expected to present the results of the project to a meeting of the NHSF trustees and invited attendees. This presentation should take place prior to the finalising the report in order that comments resulting from the presentation can be incorporated in the final report.

The Commissioned Organisation/ sole trader will be expected to demonstrate a clear methodology that will meet the project's aims and objectives, as set out above. Where alternative methods are proposed, these will be considered on their merits.

7. Products, dissemination and archiving

The products of the project will include the survey(s) design, contacts, results, and transcripts of interviews and the presentation of the results of the project to the NHSF trustees. The NHSF may wish to re-run the survey at a future date so will require the contractor provide a copy of the data and the survey design in format that allows re-use.

The final report presenting the results of the research should be in the form of a fully -accessible PDF. This will be published on the NHSF website subject to the sign-off by the NHSF board of Trustees. The presentation should also be provided to Trustees though this will not be published on the website.

7.1 Archiving

The project archive will be held by the National Heritage Science Forum following its normal archiving procedures.

8. Budget

The National Heritage Science Forum has a budget of circa £7k excluding VAT for this project.

9. Timetable

The project is likely to take of the order of six months, including 2 months for consultation on the draft report and revision in the light of comments received.

10. Form of tender submissions – Project Designs

The Project Design should include:

- a document-control grid with contact details
- a task list which includes days per person, per task
- a risk log
- a Gantt chart and/or timetable

Useful guidance on writing project designs is provided in the Management of Research Projects in the Historic Environment project managers' guide which can be downloaded at: <https://content.historicengland.org.uk/images-books/publications/morphe-project-managers-guide/HEAG024-MoRPHE-Managers-Guide.pdf/>

11. Copyright

The hard copy and digital documentation produced under this project will be the copyright of the National Heritage Science Forum. Copyright on all reports submitted will reside with the National Heritage Science Forum, although a third-party in-perpetuity licence will automatically be given for reproduction of the works by the originator, subject to agreement in writing from the National Heritage Science Forum.

The author(s) should ensure that copyright permission is obtained for any images used in the report, and be aware that the National Heritage Science Forum will wish to make the report available on its website.

The author(s) should also make certain that all material copied from other sources is fully acknowledged and the relevant copyright conditions pertaining to that data will be observed

12. Selection process

Tenders will be appraised at a formal tender board comprised of three or more members of the NHSF Resources Working Group or other trustees. Successful and unsuccessful tenders will be notified of the results of the tender board in writing by the date set out in the tender timetable.

Tenders will be judged against the following criteria:

Appreciation of Brief/NHSF's requirements
Methodology
Relevant experience of project team
Organisational capability/quality assurance

13. Administration of contract

The contract will be administered by Caroline Peach on behalf of the NHSF.

14. References

Aitchison, K, 2013 *Conservation Labour Market Intelligence 2012-13*
<https://www.historicengland.org.uk/images-books/publications/conservation-labour-market-intelligence-2012-13/>

Aitchison, K, 2017 *Survey of Archaeological Specialists 2016-17*, unpublished report for Historic England, CADW, Historic Environment Scotland

DMCS 2016 *The Culture White Paper*.
<https://www.gov.uk/government/publications/culture-white-paper>

NHSS report 3: Williams, J 2009 *Understanding capacity in the heritage science sector*,
http://www.heritagescienceforum.org.uk/documents/nhss_report_3_web.pdf

15. Further information

For questions about the project please contact Caroline Peach
Email: administrator@heritagescienceforum.org.uk