



HISTORIC
ENVIRONMENT
SCOTLAND

ÀRAINNEACHD
EACHDRAIDHEIL
ALBA

Steward – Threave Castle

Closing date: 12 January 2026, at midday

Expected Interview Date: Week commencing 26 January 2026

Recruitment Reference:
233

Salary:

£25,770 per year, pro rata
(proportionate to hours
worked and length of
contract)

Pay Grade:

1

Location:

Threave Castle
Castle Douglas
Dumfries and Galloway
DG7 1TJ

Line Manager:

Malcolm Price, Monument
Manager

Contract Type:

Part year Permanent

Working Hours:

22.5 hours per week March
16th to October 31st, hours
worked over 3 days per
week. Weekend working is
likely.

Your role of Steward at Historic Environment Scotland will be a part year permanent position up until end of Oct 2026. The start date for this role is March 2026.

Are you looking for a flexible seasonal job that is both fun and unique? You'll get a unique view into Scotland's rich history and gain valuable experience in the tourism industry and help bring Scotland's dramatic history to life for our visitors from across the world. Explore the fascinating stories from Scotland's past and share your passion with international and local visitors who come to Threave Castle and its surrounding wetland nature reserve during the season.

Come and work at this island fastness in the middle of the River Dee, arriving at your work everyday by boat. Your role will include assisting with landing of passenger boats on the piers at Threave, working inside and out & maintaining the presentation of the Castle and Visitor Areas. You will be working within a growing team led by a Monument Manager. This site sits within the Dumfries and Galloway District and there may be opportunities to work at other sites within the area such as Dundrennan Abbey, Cardoness Castle and more.

An imposing stronghold built for the Earl's of Douglas circa 1369, the castle is surrounded on all sides by the river, boasts an early example of an artillery wall, is home to nesting peregrines, jackdaws and owls and sits amidst an expanding wetland nature reserve – home to ospreys, otters, kingfisher and wildfowl.

Benefits of working with HES

Generous Holiday Allowance: 25 days annual leave plus 11.5 public holidays (pro-rata based on hours and contract length)

Civil Service Pension: Employer contribution of 27% of your annual salary

Historic Environment Scotland – Longmore House, Salisbury Place, Edinburgh, EH9 1SH
Scottish Charity No. SC045925
VAT No. GB 221 8680 15



HISTORIC
ENVIRONMENT
SCOTLAND

ÀRAINNEACHD
EACHDRAIDHEIL
ALBA

Free Site Entry: Complimentary access to Historic Environment Scotland sites (with up to three guests), and all English Heritage, Manx, and Cadw properties

Retail Discounts: Savings at hundreds of online retailers

Travel & Cycle Support: Interest-free loans available for bicycles and annual travel passes

Overview of the role and more about my team

This is an exciting opportunity to work for the lead body responsible for the historic environment in Scotland. Your role of Steward sits within the South Region in the Dumfries and Galloway District, where you will be actively involved in work which supports providing the best experience for our visitors. These range from greeting our visitors in the landward ticket office, carrying out cleaning and grounds maintenance duties, selling admission tickets or processing online bookings, to outlining the history of the site to our diverse visitor base and transporting visitors to the island via a boat. You will be part of a team of stewards working in a monument, led by a Monument Manager.

We are looking for someone who enjoys interacting with diverse groups of people, who has a passion for customer service and who would thrive in a fast paced and constantly changing workplace.

The island is 'remote' and without modern facilities. You will need to be comfortable working in a beautiful, endlessly interesting, island environment, but one which presents its own unique challenges.

We have two positions available (see 'working hours' on page 1). Both posts are part year permanent, which means returning to the post each March. You will have a zero-hour contract over the winter period, though there may be a possibility of shifts during this time. Weekend working is likely. The working pattern usually involves the same set days each week, though some flexibility may be desired.

What will my role involve and what will be my responsibilities?

- Provide the warmest welcome to our visitors and engage proactively with customer service.
- Process and promote retail and admissions transactions through the till system.
- Ensure a high standard of presentation throughout the site, following appropriate cleaning processes in both public and staff areas. This will include grounds maintenance and grass cutting.
- Work as a team to achieve quality assurance Key Performance Indicators (KPIs).
- Actively support in HES seminars, events, functions and promotions.
- Deliver guided tours/talks as part of the core visitor experience.
- Proactively communicate with colleagues across the site to ensure high performance, standards and consistency.
- Support the Monument Manager on partnership and community engagement initiatives and projects, including volunteering, weddings and other events.
- Working together with your monument team to achieve overall commercial performance targets.



- Promote commercial opportunities within the monument, such as upcoming events and retail products where appropriate.
- Assist Monument Manager to ensure accurate stock management and assist with stock ordering and deliveries as required.
- Ensure the security of the site, buildings and contents, including acting as key holder (where required).
- Ensure that the health and safety of staff, visitors and contractors is paramount at all times and follow correct procedures to ensure safe operation of any equipment
- The safe transportation of passengers to the island via boat.

Knowledge, skills and experience

Essential requirements:

- Experience delivering high standards of customer service in a fast paced environment.
- A genuine interest for working in the heritage tourism industry.
- Ability to work independently at times.
- Excellent team working skills.
- An existing first aid qualification, or willingness to be trained in first aid skills
- IT skills and ability to use basic online functions.

Desirable requirements:

- Previous experience working a PC based till.
- Knowledge of the monument(s) and surrounding area.
- Previous experience communicating to large groups of people (Guided Tours).
- Cash handling experience.
- Experience of working in a marine environment

Our Interview Process

If you have been shortlisted for this role, we will send you an email to invite you to meet with us for an interview. This will take place either in-person or by video call (we will let you know which one in advance). Our panel will ask you some questions to get to know you and better understand how you meet the key competencies and behaviours of the role that you are applying for. This is also an opportunity for you to know the team better and make sure that we are the right choice for you

There may be a task included in the interview, which is relevant to the role you are applying for. If this is the case, we will let you know what to expect beforehand. Should you be shortlisted for interview, we will send you out the key questions in advance to help you prepare. Your questions will be based on the following selected key requirements of the post:

Key Competencies:

- **Delivering excellent Service** – Demonstrating a commitment to quality services
- **Communication** - Communicating appropriately and clearly
- **Knowledge & Expertise** - Applying and developing knowledge and expertise to achieve results



HISTORIC
ENVIRONMENT
SCOTLAND

ÀRAINNEACHD
EACHDRAIDHEIL
ALBA

Key Behaviours:

- **Taking personal ownership** – We are the ‘local experts’ in our area. Recognising this expertise and feeling empowered to make decisions and owning the issues to deliver the bigger picture.
- **Learning as we work** – Ensuring we are all accountable for our own personal growth and learning. Ensuring we reflect on these moments and are brave enough to seek them out and grow with our changing world.
- **Exploring challenges together** - Collaborating with others to solve problems to ensure the highest quality results. Owning our learnings and behaviours together rather than defending or attributing blame.

How to apply for this post

You can apply online by visiting our [vacancy page](#) on the Historic Environment Scotland website. If you are unable to complete an online application process, please email southrecruitment@HES.scot, quoting the job title and recruitment reference, and we will arrange for an application form to be sent to you. Alternatively, you can call 0131 668 8600 to request this.

Guidance on completing your application can be found in the ‘How to Apply’ section in the Job Summary, please ensure that you read this to understand what should be included in your cover letter. If you are applying internally, please read our CV and Cover Letter Guidance included in the advert under the section ‘Key requirements of the role’

Your application must arrive by the advertised closing date. Please note that when applying online, we will only be able to see your application once you fully submit it.

Please note that, as we operate an electronic recruitment system, we will contact you via the email address that you provide in your application to inform you of the outcome of your application.

For further information about the post, please contact **Malcolm Price**, Monument Manager, via email on malcolm.price@hes.scot

We are dedicated to building a workforce which is reflective of diversity within Scotland. We warmly welcome applications from candidates of all backgrounds, regardless of age, race, gender or gender identity, religious beliefs, marital status, sexual orientation, disability, or neurodiversity. In support of our Gaelic Language Plan, we welcome applications from Gaelic speakers.