Stonemason

Closing Date: Wednesday 18th November 2026 at midday

Expected Interview Date: w/c 30th November 2026

Recruitment Reference: 474

Starting Salary:
£29,622 pro rata, per year

Salary Range:
£29,622 - £32,831 pro rata, per year

Pay Band:
Grade 2

Directorate:
Operations

Location:
Stirling

Line Manager:
Dugald Clerk, Lead Mason

Contract Type:
Permanent

Working Hours:
Full time

Summer (Apr to Sept)
Monday to Thursday 7.30 am to 4.15 pm, Friday 7.30am 2-00 pm
Winter (Oct to Mar)
Monday to Thursday 8 am to 4.15 pm, Friday off

Thank you for your interest in the post of Stonemason with Historic Environment Scotland that will be based at our Stirling Depot. This is a permanent, full-time position.

The Monument Conservation Unit (MCU) based in Stirling is tasked with the responsibility for conservation, maintenance and presentation works within the Stirling depots remit. You will assist with conservation, and routine maintenance works to HES monuments in the Stirling Depot area including one of our flagship sites, Stirling Castle.

Overview of the post and information about the team

The Monument Conservation Units (MCU) are based throughout Central Scotland and consist of stonemasons, joiners, painters, gardeners, labourers and apprentices of varying trades. The teams are headed by Lead Masons who have direct line management responsibilities for this team. As a Stonemason in our Stirling Depot, you will have responsibility for the on-going conservation and maintenance and preservation of masonry at Historic Environment Scotland monuments within your area which include Stirling Castle, Mars Wark, Stirling Old Bridge and Argyll's Lodging. You will help train and instruct apprentices in all aspects of the trade and provide information and instruction to support staff as required. You may also be asked to be involved in showing masonry skills at open days.

You will be expected to work at any location as directed by the Lead Mason within the depot area. Official transport is provided to and from the various sites within the Depot areas. Individuals are however expected to make their own way to the MCU Depot.

You will also be asked to travel using HES transport to other remote sites out with your depot area which may include overnight stays.

Key responsibilities, duties and objectives

You will carry out conservation and routine maintenance works to HES monuments in the various depot areas. This involves all forms of traditional masonry including:

- Stone cutting/hewing of various architectural mouldings/stones for the Depot sites and monuments in other depot areas as required.
- Traditional building/repairs/indenting of stonework.
- Raking out and pointing defective joints and beds.
- Promote traditional methods of conservation and masonry techniques to carry out challenging and diverse conservation projects/works.
- Operate hand tools in addition to powered machinery such as disc saws, mortar mixers, compressors hoists etc. to facilitate the work when trained to do so.
- The winter season may consist of work outwith the normal duties associated with stonemasonry consisting of lime washing, ground works and cobbles/slabs repair as well as general presentation works.
- Provide training and mentoring for apprentice stonemasons in traditional conservation skills when required.
- Comply with and promote HES Health and Safety Policy
- Willingness or ability to work outside in sometimes difficult weather conditions
- Ability to work safely around fluctuating visitor numbers and event activities

From time to time you will be required to attend training courses identified to assist the work, or to comply with health and safety legislation (this may require overnight stays away from home).

Knowledge, skills and experience

You will be required to demonstrate that you meet the requirements and qualifications below as part of the selection process.

Essential requirements:

- Be a time served tradesperson
- Proven knowledge of the stonemasonry trade and other traditional building crafts. In particular an understanding and knowledge of current conservation practises and techniques relating to historic buildings and monuments.
- Good understanding and practical experience of the conservation, presentation and repair of Historic Monuments and/or listed buildings.
- Good all-round understanding and practical experience of using lime mortars.
- SVQ level 4 or SVQF level 6 (advanced craft) in Stonemasonry.
- Competent in all aspects of stone cutting, hewing practices and techniques.
- Competent in stone repair, indenting and the various practices and techniques used.
- Competent in building of stonework of both random rubble and ashlar work.

Desirable requirements:

- Qualified to Advanced Craft Level
- IOSH working safely (or working towards)
- Full UK Driving License or if non-UK driving license holder: willingness to convert within first 12 months of employment

Health Screening:

Given the nature and working environment of this role; a pre-employment health screening will be undertaken for the successful post holder – Any offer of employment will be subject to satisfactory checks.

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
- **Teamwork** - Contributing to and supporting working together
- **Knowledge & Expertise** - Applying and developing knowledge and expertise to achieve results - (See Knowledge, Skills and Experience above for specific criteria)

Key Behaviours:

- **Focusing on our impact** – Focusing our activities, actions, and performance to deliver a wider shared impact and that work undertaken always positively impacts the wellbeing of others.
- **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.
- **Working together at the right pace -** Challenging the barriers that slow things down and asking: "is there a better way?". Setting realistic deadlines, balance workloads and stretch ourselves to grow.

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 centralrecruitment@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 David Millar, District Works Manager via email on david.millar@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.