



Plumber

Closing Date: Wednesday 22/05/24, Midday

Expected Interview Date: 05/06/24

Recruitment Reference:

HES/24/019a

Starting Salary:

£27,149 per annum

Salary Range:

£27,149 - £30,221
per annum

Pay Band:

B

Directorate:

Operations

Location:

Edinburgh Castle

Line Manager:

Peter Smyth, Works
Manager

Contract Type:

Permanent

Working Hours:

Full Time, Annualised hours

Thank you for your interest in the post of Plumber with Historic Environment Scotland, based at Edinburgh Castle within the Edinburgh Region. This is a permanent and pensionable appointment.

You will help ensure the day-to-day maintenance of hot and cold-water services within the Edinburgh Region, carry out maintenance on drainage, rhones and cast-iron systems and daily checks of public toilets prior to opening. The applicant will be an integral part of the Monument Conservation Unit (MCU) Team, who deliver the annual programme of works and provide support to the Visitor & Community Team ensuring that Edinburgh Regions buildings are maintained to a five-star level.

About us

We are the lead body for Scotland's historic environment; a charity dedicated to the advancement of heritage, culture, education and environmental protection. We're at the forefront of researching and understanding the historic environment, and addressing the impact of climate change on its future. We investigate and record architectural and archaeological sites and landscapes across Scotland and care for more than 300 properties of national importance. We have a People Strategy, which is an overarching strategy to ensure we support and develop staff within the organisation.

Our Vision

Our vision is that Scotland's historic environment is cherished, understood, shared and enjoyed with pride by everyone.



Our Priorities

- The historic environment makes a real difference to people's lives
- The historic environment is looked after, protected, and managed for the generations to come.
- The historic environment makes a broader contribution to the economy of Scotland and its people
- The historic environment inspires a creative and vibrant Scotland.
- The historic environment is cared for and championed by a high performing organisation.

Overview of the post and information about the team

Edinburgh Region MCU Team includes Edinburgh Castle, The Palace of Holyroodhouse, Holyrood Royal Park and Gardens, Bute House, Longmore House and Trinity House. The MCU squads are generally based at two main locations – Edinburgh Castle and St Ann's Maltings at Holyrood but remain fluid and merge when works demand and the post holder will be required to work at all sites.

The plumber will work as part of a team of two plumbers that cover all buildings.

You will work 35hrs per week, Monday – Thursday 07:30 – 15:30, Friday 07:30-12:30.

*Working Hours

The normal weekly hours of work will vary according to the working season in the working year. The working year will cover the calendar year 1 April to 31 March.

Currently the working year is divided into 2 working seasons – namely a longer working hours season (summer) and a shorter working hours season (winter). The length of each working season will be fixed by local management after discussion with the MCU and not later than 1 April of that working year.

Key responsibilities, duties, and objectives

- You will carry out conservation works to traditional plumbing systems dating back to the 1890's in The Palace of Holyroodhouse and Edinburgh Castle on cold and hot water services and drainage.
- You will also carry out plumber work on refurbishment/maintenance projects such as the toilets and mess areas as required in Edinburgh Region.
- To carry out plumbing maintenance works and to rectify any defects reported promptly.
- Ensuring all surface drains, gutters and rainwater pipes are checked and in good working order;



- Ensuring all toilet facilities are checked, maintained and in good working order;
- To carry out preparation works identified for events held within the Castle, e.g., Castle Concerts, Royal Edinburgh Military Tattoo, Castle of Light & Hogmanay Fireworks.
- To assist contractors in the cleaning and disinfection of cold-water storage tanks and down services and water sampling of water points to comply with current bacteria and legionella L8 regulations;
- To carry out works identified at Trinity House.
- To ensure a good housekeeping policy is always adhered to and materials and plant are stored correctly, and rubbish removed from site to prevent trips, slips and falls.
- Preparation of maintenance works and on call during Royal visits at The Palace of Holyroodhouse and other events.
- You will also be expected to work with other trades to support the Visitor & Community Team.

Post Competencies

You will be assessed against these competencies during our selection process.

Core Competencies:

- Delivering excellent Service – Demonstrating a commitment to quality services
- Teamwork - Contributing to and supporting working together
- Planning and Organising - Putting plans and resources in place to achieve results
- Communication - Communicating appropriately and clearly
- Knowledge & Expertise - Applying and developing knowledge and expertise to achieve results - (See below for specific criteria)

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:

- Health & Safety on construction sites; and
- Knowledge of traditional plumbing systems and materials including cast iron, lead and copper.

Desirable requirements:

- Full Driving Licence



HISTORIC
ENVIRONMENT
SCOTLAND

ÀRAINNEACHD
EACHDRAIDHEIL
ALBA

Qualifications & Professional Memberships:

- Plumbing craft apprenticeship with certification (SVQ or City & Guilds) **(Essential)**

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.



What we offer

We welcome applications from all nationalities, ensuring that they have the right to work in the UK and applying for a job with us could open the door to a unique work environment. It could also give you job satisfaction and excellent development opportunities, plus a competitive salary, equivalent of 25 days paid holidays (rising to 30 days after 3 years' service) and 11.5 public holidays a year – pro rata for part time staff.

In addition, we offer a great benefits package to our employees which includes:

- flexible working hours (where appropriate)
- special leave
- maternity/paternity leave
- adoption leave
- reimbursement for relevant professional subscriptions
- support for further education and personal development
- study leave for work related courses
- access to a learning resource centre

Health and welfare

We offer you access to:

- our Employee Assistance Programme – for confidential advice and counselling
- an occupational sick pay scheme
- discounts at some local authority leisure facilities
- access to a free Headspace membership
- interest free loans for bicycles and annual travel passes (see 'season ticket' below)
- reasonable adjustments when needed, as part of our Equalities policy

Staff discounts

You will receive:

- free entry to all of our properties (with up to three guests)
- free entry to English Heritage, Manx and Cadw properties
- 20% off purchases in our retail outlets

Season tickets

You can receive an advance to help with the cost of buying an annual season ticket for travel between home and work. The advance is then repaid from your salary over the life of the season ticket. Available to all permanent and fixed-term staff.



How to apply for this post

You can apply on-line by visiting our website at <https://applications.historicenvironment.scot/>.

Guidance on completing the application can be found in the 'Guidance notes for applicants' document, also available at the above website, which we recommend that you read, in conjunction with this Job Description.

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.

If you are unable to complete an online application form, please email edinburghrecruitment@hes.scot, quoting the job title and recruitment reference, and we will arrange for an application form to be sent to you.

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 Robert Duncan, District Works Manager by email at robert.duncan@hes.scot.

We welcome all applicants from under-represented groups within HES. We know from our [equality monitoring](#) that we need to increase our diversity in terms of ethnicity and disability. We also want to address occupational areas where the ratio is disproportionately in favour of women or men. We ask all applicants to complete the Equality Monitoring section of the recruitment paperwork to help us pursue a diverse and inclusive workforce. In support of our Gaelic language plan we welcome applications from Gaelic speakers.

Human Resources
Historic Environment Scotland