



HISTORIC
ENVIRONMENT
SCOTLAND

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ALBA

Apprentice Stonemason

Closing Date: Wednesday 6th August 2025 at Midday

Expected Interview Date: w/c 18th August 2025

Recruitment Reference:
111

Starting Salary:
£25,770 pro rata, per year

Salary Range:
£25,770 - £26,209 pro
rata, per year

Pay Band:
Grade 1

Directorate:
Operations

Location:
St Andrews

Line Manager:
Ricky Murrie, Works
Manager

Contract Type:
4 years fixed term

Working Hours:
Full time, annualised. The
current working pattern is:
[Summer](#)
Monday to Thursday 7 am
to 4 pm, Friday 3.30 pm
[Winter](#)
Monday to Thursday 8 am
to 3.30 pm, Friday off

Hours will vary when
attending college.

Thank you for your interest in the post of Apprentice Stonemason with Historic Environment Scotland that will be based in St Andrews, Fife. This is a 4 year fixed term position. While open to all applicants, we would welcome applications from school leavers and young persons.

During your apprenticeship you will split your time between attending college and gaining hands-on experience at our sites. You will learn how to carve and shape stone, build stone and tamp and point masonry with mortar. This experience will set the foundation for a rewarding career in the trade.

Overview of the post and information about the team

The Monument Conservation Units (MCU) are based throughout Scotland and consist of stonemasons, joiners, painters, gardeners, labourers, and apprentices of varying trades. The teams are headed by Works Managers who have direct line management responsibilities for the whole team.

We have one post available at our depot in St Andrews. As part of the MCU, you will be part of the team with responsibility for the on-going conservation, maintenance and presentation of monuments within the St Andrews area including St Andrews Cathedral, St Andrews Castle and Balvaird Castle.

On a block release basis, you will attend either HES Skills Training Centre in Stirling or HES Skills Training Centre in Elgin (to be confirmed) to gain SVQ in Stonemasonry (Construction) at SCQF Level 6. As part of your apprenticeship, you will be expected to spend time away from your normal place of work or on college placements and through relevant work placements across Scotland – please note that work placements may mean overnight stays away from home.

Key responsibilities, duties and objectives



Learning the trade of stonemasonry will involve producing templates and moulds, dressing, and building stone, setting out stonemasonry structures, repairs to stonemasonry structures and general routine maintenance of Historic Environment Scotland properties in care.

You will learn about the trade of stonemasonry on projects at Historic Environment Scotland sites or on work placements with contractors undertaking stonemasonry/conservation projects. You will be required to obtain SVQ in Stonemasonry (Construction) at SCQF Level 6 via college studies and successfully complete the CITB stonemasonry skills test. You will be required to maintain a record of your studies and achievements throughout your apprenticeship.

You may also be required to successfully complete additional training on subjects such as erecting mobile scaffolding, care and maintenance of powered respirators and use of abrasive wheels etc.

You will be required to work to high standards in the work you produce and in a safe manner always ensuring your own safety and that of your colleagues.

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:

- A basic understanding of the meaning of conservation
- A basic understanding of what a stonemason's works activities are

Desirable requirements:

- Give an example of a situation which demonstrates that you can competently use hand tools.
- Give an example of any work experience you may have been involved in that can be applied to the post on offer.

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
- **Communication** - Communicating appropriately and clearly

Key Behaviours:

- **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.
- **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.

Due to funding eligibility requirements attached to Stonemason apprenticeship programme, we are unfortunately unable to consider applicants who are currently on a UK Visa.

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 Alan Clark, District Works Manager via email on alan.clark@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.