

Painter

Closing Date: Wednesday 11th March 2026 at Midday

Expected Interview Date: w/c 23rd March 2026

Recruitment Reference:

304

Starting Salary:

£28,620 pro rata, per year
(pay award pending)

Salary Range:

£28,620 - £31,720 pro
rata, per year

Pay Band:

Grade 2

Directorate:

Operations

Location:

Arbroath, Arbroath Abbey
MCU, 20 Abbey Street,
Arbroath, DD11 1EG

Line Manager:

Jason Jones, Lead
Craftsperson

Contract Type:

Permanent

Working Hours:

Summer (Apr to Sept)
Monday to Thursday 7 am
to 4 pm, Friday 3.30 pm
Winter (Oct to Mar)
Monday to Thursday 8 am
to 3.30 pm, Friday off

Thank you for your interest in the post of Painter with Historic Environment Scotland that will be based in Arbroath Abbey. This is a permanent position.

The Monument Conservation Unit (MCU) based in Arbroath is tasked with the responsibility for conservation, maintenance and presentation works at Arbroath Abbey, one of Historic Environment Scotland's flagship monuments. You will assist with conservation and routine maintenance works to HES monuments in the Arbroath Depot area including Edzell Castle, Claypotts Castle and Meigle Museum.

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 a Lead Craftsperson who have direct line management responsibilities for this team. As a Painter in our Arbroath Depot, you will have responsibility for the day to day painting and decoration works at Historic Environment Scotland monuments within your area which include Arbroath Abbey, Edzell Castle, Broughty Castle and Claypotts Castle.

You will be expected to work at any location as directed by the Lead Craftsperson 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

To carry out conservation and routine maintenance painting works to HES monuments in the Arbroath

District area. This will involve a variety of different forms of traditional and non-traditional painting including:

- To perform conservation and regular maintenance on HES monuments in the Arbroath area. This includes traditional painting upkeep at historic sites across the Central East District.
- To work within the painting team to fulfil the painting work program within the East District and Central Region.
- Provide training and mentorship for apprentices in traditional painting skills.
- Comply with and promote HES Health and Safety Policy.
- Throughout your employment with HES 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 which will be expensed by HES).
- Ensure an excellent customer experience by maintaining HES properties to a high standard.
- Work as required with community stakeholders as part of HES outreach programmes, providing insight on your role and expertise
- Experienced in all aspects of painting and surface preparations. The job holder will be required to prepare and apply surface finishes to wood, metal, internal/external surfaces to a high level of finish and to work to agreed specifications.
- Work collaboratively alongside other members of the MCU and Visitor & Community teams.
- Provide training and mentoring for apprentice painters where applicable.

Commented [CM1]: I'd suggest moving this to 'Key Objectives' as it is more relevant there as it is. Or change wording to 'experience of providing excellent customer service whilst working on site'

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:

- City & Guilds or [SCQF Level 6](#) or equivalent relevant work experience
- Significant working experience as a Painter, including painting practices, techniques and traditional paint systems.
- Health & Safety awareness relating to construction works
- Full driving licence
- Ability to work safely around fluctuating visitor numbers and event activities
- Knowledge & experience of current conservation practices and techniques relating to historic buildings and monuments (limewashing)
- Experience of having contributed to or supported working together as part of a group of people or a team.

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 -

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

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.
- **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 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.

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