



Stonemason - Blackness Castle

Closing Date: Wednesday 11th March 2026, at midday

Expected Interview Date: Week commencing 23rd March 2026

Recruitment Reference:
317

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:
Blackness Castle Depot,
Blackness, Linlithgow,
West Lothian, EH49 7NH

Line Manager:
Terry Ross, Lead Mason

Contract Type:
Permanent

Working Hours:
Full Time – 1820 hrs
(annualised hours)

Thank you for your interest in the post of Stonemason with Historic Environment Scotland at Blackness Castle. This is a permanent and pensionable appointment.

You will be involved in planning, organising and conducting masonry repairs within Blackness Castle and the wider remit of HES sites. This could range from pointing and conservation works to dressing stone in the workshops ready for upcoming projects.

Overview of the post and information about the team

The Blackness Conservation Unit, (MCU), consists of an 8-person team all of whom carry out conservation and maintenance work at a variety of locations. The team is headed by a Lead Mason. As part of the Monument Conservation Unit, you will have responsibility for the on-going conservation, maintenance, and presentation of other Historic Environment Scotland monuments within the Blackness Castle remit. You will 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 Stonemasonry skills to the public at open days.

You will be expected to work at any location as directed by the Lead Mason. Although the depot is situated at Blackness Castle, some of your work will be at other sites local to the depot. Official transport is provided to and from the various sites within the district. You may be asked drive using HES vehicles to other sites outside of the Blackness district which may include overnight stays, however individuals are expected to make their own way to the MCU Depot.



Key responsibilities, duties and objectives

- To carry out conservation and routine maintenance works to HES monuments in the Blackness area. This involves all forms of traditional building maintenance for the sites local to Blackness as well as monuments in other areas as and when required.
- Stone cutting and hewing of various architectural mouldings / stones for Blackness Castle and monuments in other areas as required.
- Traditional building / repairs / indenting of stonework
- Raking out and pointing defective joints and beds.
- Promote traditional methods of conservation techniques to carry out challenging and diverse conservation projects / works.
- Operation of electrical and petrol-powered hand tools and machinery to facilitate work including disc saws, mortar mixers, compressors, hoists etc. The winter season may consist of work outwith the normal duties associated with stonemasonry such as fence repairs, grounds works and painting.
- Provide training and mentoring for apprentice stonemasons in traditional conservation skills, which you are trained in.
- Comply with and promote HS 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, Including First Aid (training as required, this may require overnight stays away from home).

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.

The normal working week for the long season will cover a 5-day working week, Monday to Friday inclusive. The normal working week in the short season will also be agreed between MCU and local management and will normally include a 4-day week (within Monday to Thursday).

The summer working hours are:

Monday –Thursday	07:30 -16:15
Friday	07:30 -14:20

The winter working hours are:

Monday – Wednesday	07:30 -16:00
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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:

- You must be a time served stonemason with relevant building trade qualified to Advanced Craft Level SVQ level 4 or SCQF level 6.
- You should have a proven knowledge of 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.
- Good knowledge of Health & Safety at Work (Responsibilities & Practise).

Desirable requirements:

- Full current Driving Licence
- CSCS skills card
- Competent in both building and stone dressing including complex mouldings.
- Experience with using both hand tools and power tools.
- Completion of the National Progression Award (NPA) for Conservation of Masonry or willingness to carry out the training.

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 in-person. 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 get 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.
- **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 Terry Ross, Lead Mason via email on terry.ross@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.