



Labourer – St Andrews

Closing Date: Wednesday 4th March 2026 at Midday

Expected Interview Date: w/c 16th March 2026

Recruitment Reference:
315

Starting Salary:
£26,801 pro rata, per year

Salary Range:
£26,801 - £27,258 pro rata, per year

Pay Grade:
Grade 1

Directorate:
Operations

Location:
St Andrews Cathedral
Depot, St Andrews, KY16
9QL

Line Manager:
Ricky Murrie, Property
Maintenance &
Compliance Manager

Contract Type:
Permanent

Working Hours:

Summer – Monday to
Thursday 7 am to 4 pm,
Friday 7 am to 3.30 pm.
Winter – Monday to
Thursday 8 am to 3.30
pm, Friday off.

Thank you for your interest in the post of Labourer with Historic Environment Scotland that will be based in St Andrews. This is a permanent position.

The successful applicant will, as part of the Monument Conservation Unit (MCU), have responsibility for the on-going implementation of conservation, routine maintenance and presentation tasks of Historic Environment Scotland monuments within the St Andrews Depot area including St Andrews Castle and St Andrews Cathedral.

Overview of the post and information about the team

The St Andrews Monument Conservation Unit consist of a 7 person team all of which carry out conservation and maintenance work on sites in a variety of locations. The team is headed by a Property Maintenance & Compliance Manager who has direct line management responsibilities for the whole team. The Labourer as part of the MCU will have responsibility for the on-going implementation of conservation, routine maintenance and presentation tasks of Historic Environment Scotland monuments within the St Andrews area.

The successful candidate will be expected to work at any location as directed by the Works Manager. Although the depot is situated in St Andrews official transport is provided to and from the various sites within the district, and beyond. Individuals are however expected to make their own way to the MCU Depot.

The post holder will also be asked to travel using HES transport to other remote sites sometimes outwith Depot Areas which may include overnight stays.



Key responsibilities, duties and objectives

The post involves general maintenance and gardening duties within the monuments including -

- Grass cutting, garden and hedge maintenance and strimming at various sites, mainly St Andrews Cathedral during summer hours
- Fencing repairs
- Minor drainage works
- Tree works
- Dry stone wall repairs
- Operation of plant equipment, including its upkeep
- Providing semi-skilled assistance to enable the stonemasons to carry out their duties, including mixing lime and cement mortars
- Maintain individual responsibilities for Health & Safety awareness and the health and safety of members of the public and fellow employees
- Keeping the working site clean and tidy
- Transporting MCU staff, plant, equipment and materials from depot to various sites within Depot areas.

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:

- Good understanding of Health & Safety
- Proficient at using tools and equipment accurately
- Full Driving Licence

Desirable requirements:

- CSCS accreditation
- Relevant on site experience
- Good all round understanding and practical use of lime mortars
- Operation of small plant and equipment such as cement mixers etc

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
- **Communication** - Communicating appropriately and clearly
- **Knowledge & Expertise** - Applying and developing knowledge and expertise to achieve results

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.
- **Sharing success at the right moments** – Focusing on our own positives and learnings and taking in pride in highlighting the successes of others.
- **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 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 Ricky Murrie, Property Maintenance & Compliance Manager via email on ricky.murrie@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.