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Apprentice Stonemason – Dumfries Depot

Closing Date: Wednesday 8th April 2026 at Midday

Expected Interview Date: Week commencing 20th April 2026

Recruitment Reference:
336

Starting Salary:
£27,740 pro rata, per year

Salary Range:
£27,740 - £28,213 pro
rata, per year

Pay Grade:
Grade 1

Directorate:
Operations

Location:
Dumfries Depot, The Old
Engineer's Workshop,
The Crichton, Bankend
Road, Dumfries, DG1
4TA

Line Manager:
Johnnie Cunningham,
Lead Craftsperson

Contract Type:
Fixed term appointment
for 4 years

Working Hours:
Full time – annualised
(i.e. longer working hours in
summer and shorter working
hours in winter, though 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 at Dumfries Monument Conservation Unit depot. This is a 4 year fixed term appointment. While open to all applicants, we would welcome applications from school leavers and young persons.

We will be holding an Open Day at MacLellan's Castle on Tuesday 31st March where some of our stonemasons will be giving demonstrations and talking about their roles. Come along to learn more about being an apprentice stonemason at Historic Environment Scotland. For more information contact southrecruitment@HES.scot or call 01315567472.

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

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

As part of the Monument Conservation Unit, you will be a member of the team with responsibility for the ongoing conservation, maintenance and presentation of



Caerlaverock Castle and other Historic Environment Scotland monuments within the Dumfries District including Sweetheart Abbey, Morton Castle, Lincluden Collegiate Church and Orchardton Tower.

On a block release basis, you will attend HES's Training Conservation Centre in Stirling to gain Scottish Vocational Qualifications Levels 2 and 3 in Stonemasonry. 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 spending time 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 levels 2 and 3 in Stonemasonry 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, 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 what building conservation means.
- A basic understanding of what a stonemason's works activities are.

Desirable requirements:

- Give us 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.

Our Interview Process

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



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 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.

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 Johnnie Cunningham, Lead Craftsperson via email on Johnnie.Cunningham@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.