

<b>Role:</b> Senior Conservator	<b>Department:</b> Conservation & Policy - Collections
<b>Reports to:</b> Head of Collections	<b>Pay Band:</b> Grade 8 - £49,798 per annum.
<b>Location:</b> Broadstone Building, 50 South Gyle Crescent, Edinburgh, EH12 9LD, with regular travel to the Highlands & Islands region.	<b>Type of Contract:</b> Permanent. Full-Time, 40 Hours Per Week.
<b>COST CENTRE (e.g.:3CUZ): 2001</b>  <i>Please note this is required so the People Team can correctly allocate this role to the relevant cost centre.</i>	<b>ACTIVITY CODE (e.g.: VSZ): CLZ</b>  <i>Please note this is required to allow the system (PeopleXD) to allocate the salary to the correct centre.</i>

### **JOB PURPOSE**

The Senior Conservator leads the planning and delivery of collections conservation at the National Trust for Scotland, managing the Conservators within the Collections team. Collections and interiors are central to the Trust's heritage, offering a tangible link to the people who lived and worked in the buildings we protect.

The role also supports operational teams across the Highlands & Islands region to ensure consistent care and management of collections and interiors. The region includes nine diverse heritage sites - castles, a battlefield visitor centre, a birthplace property, gardens with significant outdoor collections, and two island properties - several of which are among the Trust's most visited locations.

### **KEY RESPONSIBILITIES AND ACCOUNTABILITIES**

- Provide professional leadership for collections conservation across the Trust and provide authoritative conservation and collections care advice to regional operational teams.
- Line-manage the Regional Conservators, setting clear objectives aligned with the Collections Strategy and Operational Plan.
- Lead on Health & Safety and hazards management for the Conservation team and promote a strong culture of compliance and safe working.
- Lead the development and implementation of Trust-wide collections conservation standards, procedures, processes, guidance and training in conservation and collections care and manage the development and delivery of the Icon Internship programme.
- Champion the integration of heritage science, data and analysis within conservation practice and support associated research activity.
- Oversee delivery of preventive conservation programmes, ensuring consistent practice across the Trust supporting departmental and organisational strategies and sustainability objectives.
- Lead a prioritised, strategic approach to remedial conservation, commissioning external experts where required.
- Ensure all conservation information and documentation is accurately structured and maintained in Axiell.

- With Collections colleagues, support the planning and delivery of capital projects and plan and lead centrally managed conservation projects, including procurement, temporary staffing, and delegated budgets to minimise risks to collections.
- Lead conservation and collections care input into the development and operational efficiency of the Central Collections Store.
- Monitor risks to collections, including loss, damage, environmental threats and security vulnerabilities, and work with Collections and Operations colleagues to implement appropriate mitigation measures.
- Contribute collections related content to NTS digital channels to support audience engagement activities that promote the value and impact of best practice in conservation and collections care.

## **REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE**

### **Qualifications**

#### Essential

- Recognised qualification in remedial or preventive conservation, or equivalent experience.
- Full driving licence and willingness to travel regularly across Scotland and beyond.

#### Desirable

- ICON accreditation (highly desirable).

### **Experience**

#### Essential

- Proven experience leading a team of conservation professionals.
- Strong track record in project management and people management.
- Up-to-date deep knowledge of best practice in collections conservation.
- Strong IT skills, including experience with collections management systems.
- Knowledge of ethical, professional, and legal considerations in collections conservation.
- Ability to manage multiple priorities with exceptional attention to detail.
- Excellent communication, negotiation, and liaison skills.
- Experience coaching or training others and developing training programmes
- Demonstrable expertise in preventive and/or remedial conservation of collections and interiors.
- Ability to communicate complex scientific information clearly and accessibly.

#### Desirable

- Experience of commissioning conservation

- Experience of working across multiple sites
- Experience of contributing to publications, delivering lectures, or developing audience outreach activities

## **DIMENSIONS AND SCOPE OF JOB**

### Scale

- Lead the Conservation team – (c.70% of the role, with flexibility based on regional priorities)
- Provide preventive and remedial conservation support for collections and interiors across the Highlands & Islands providing specialist advice, prioritisation and intervention where required, developing strong relationships with operational and departmental teams – (c.30%, aligned with team demands)
- Travel may involve ferry and air travel due to the geographic nature of the region.

### People Management

- Direct line management of Regional Conservators.
- Line management of temporary project staff as required.
- Possible supervision of interns.

### Finance Management

- Not a budget holder but will assist with delegated budget management for remedial conservation and materials and equipment

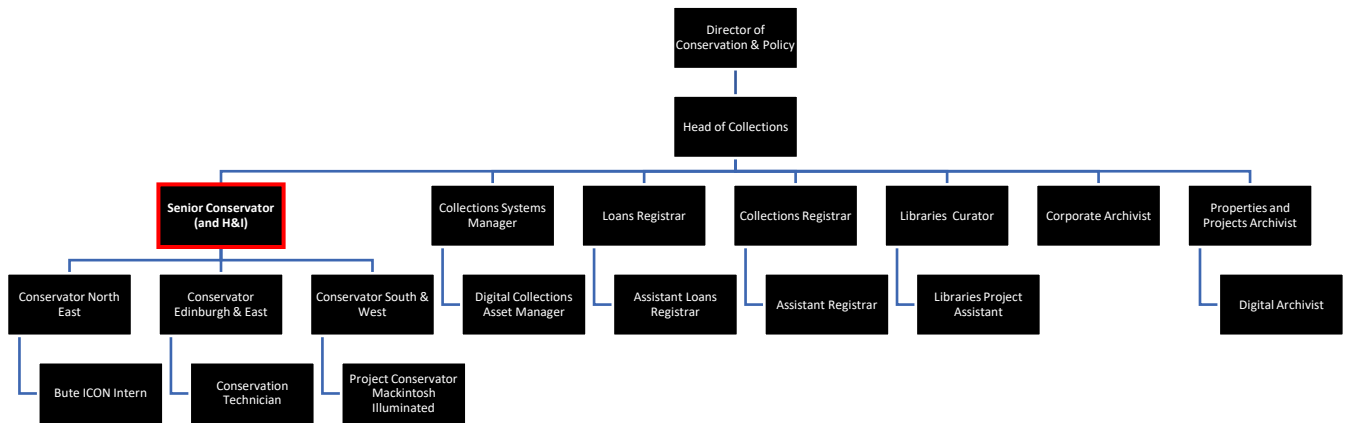
### Tools / equipment / systems

- Knowledge of preventive conservation equipment and chemicals (COSHH).
- Familiarity with working-at-height equipment (PASMA).
- Proficiency with Axiell Collections Management System.

### Example key performance indicators and targets

- Performance will be measured by efficient management of the conservation team and progress against strategic objectives.

### **Place in organisational structure (extract of org chart showing role):**



***The Purpose, Context, Key Responsibilities, and Person Specification reflect the requirements of the job at the time of issue. The Trust reserves the right to amend these with appropriate consultation and/or request the post-holder to undertake any activities that it believes to be reasonable within the broad scope of the job or his/her general abilities.***

### **HOW TO APPLY**

Interested applicants should forward their Curriculum Vitae (CV) or an Application Form with a covering letter to the People Department, The National Trust for Scotland, by email via [workforus@nts.org.uk](mailto:workforus@nts.org.uk), by **Tuesday 30<sup>th</sup> June 2026**.

- Please ensure your CV includes your full name and contact details
- The CV file sent to us should be titled with your first initial and surname
- When submitting your CV please state the position and job location of the vacancy you are applying for in the subject title or body of your email: For example "Senior Conservator - NTS"