



**Chartered
Institute for
Archaeologists**

The road to Chartered Archaeologist: June 2018 newsletter

It's already been over a month since we returned from Conference in Brighton, having concluded another week of discussion about Chartered Archaeologist. This month we are reflecting of those discussions, and sharing new perspectives on the direction and plans for Individual Chartership.



There's still time to respond to the current consultation on the draft criteria for the assessment of professional competence for the new Chartered grade. In this newsletter Kate Geary shares a plea to resist consultation fatigue, and explains why we still need your views.

As usual, if you have any questions you can get in touch with us at chartered@archaeologists.net.

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Member viewpoint: Rob Smith (MCIfA 4536) - 'The man of many Charterships'

My name is Dr Rob Smith and I am a Company Director and co-founder of Orion Heritage Limited. Along with my other co-founder, Rob Bourn (Managing Director), we commenced trading in June 2015. Orion Heritage is an independent consultancy which provides advice to the private sector aimed at resolving the often conflicting demands of conservation while achieving profitable and sustainable developments.



As well as being a Member of ClfA for a number of years, I am also a Chartered Environmentalist (CEnv), Chartered Geographer (CGeog), Chartered Scientist (CSci), Chartered Water and Environmental Manager (CWEM), Member of the Chartered Institute of Water and Environmental Management (CIWEM) and a Fellow of the Royal Geographical Society (FRGS).

Over the last 20 years, I have held a variety of positions within both the public and private sectors, undertaking both academic and commercial activities. This slightly unusual background has enabled me over the years to become chartered in a number of different disciplines; all of which I am still actively engaged in.

Attaining chartered status as an archaeologist will give archaeologists within our industry a clearer identity. It will raise the profile of professional archaeology; which is essential. Archaeology also needs to be seen as a career equal to other professions. The ClfA is a big step towards that - the designation of Chartered Archaeologist takes this even further.

Becoming a Chartered Archaeologist would be the mark of professional

recognition and would give assurance of current competence to other industries which we engage with through mandatory revalidation. It also illustrates the importance that we place on continued professional development within the industry, along with our experience and professional standing.

In my role as an archaeological consultant, becoming a Chartered Archaeologist would not only provide additional assurance of competency within our industry, but it would also help promote a level of excellence across different sectors.

Consultation, consultation, consultation!

Consultations are coming thick and fast this year, but don't miss your opportunity to shape or critique what Chartered Archaeologist looks like!

At Conference we launched a consultation on assessment criteria for the Chartered Grade. This consultation is still open and [can be viewed here \(closes 24 June\)](#).

A link to submit responses is provided in the proposal document, or you can email us at chartered@archaeologists.net.

This consultation is a critical one for answering the questions; *what is a Chartered Archaeologist? What knowledge, skills and behaviours should they be required to demonstrate in order to be granted chartered status? And how can we ensure sector, client and public confidence in the grade?*

We know that Chartered Archaeologists, like MCIfAs, will need a high level of archaeological knowledge and skill but, like other chartered professionals, they will also need to demonstrate their understanding of professional ethics and how they apply the ClfA *Code of conduct* to the practice of archaeology. They will need to show that they understand the wider context and impact of their work, can maintain positive and constructive relationships with stakeholders, develop and maintain their own skills and knowledge and, above all, maximise opportunities for the public to benefit from their work.

We need your advice to ensure that the assessment criteria successfully cover these things for different types of archaeologist, or that they could be made to

within specialist matrices.

Although much of the above is implied in the current [ClfA competence matrix](#), testing of these wider elements of professional competence will require new approaches to be developed. This also links with the next stage of consultation which will ask members to reflect on proposed ideas to incorporate a 'professional review' interview into the validation process for Chartered Archaeologist applicants so that evidence supplied in a statement of competence and portfolio of work can be explored in more detail with the applicant.

As part of the development of assessment criteria and mechanisms, we also need to consider whether Chartered Archaeologists will need to demonstrate that they are keeping their knowledge and skills up to date and how this might be monitored. Chartered Archaeologists will need to demonstrate their commitment to ongoing learning and development and we need to consider whether an additional CPD monitoring mechanism is required.

Consultation timetable*:

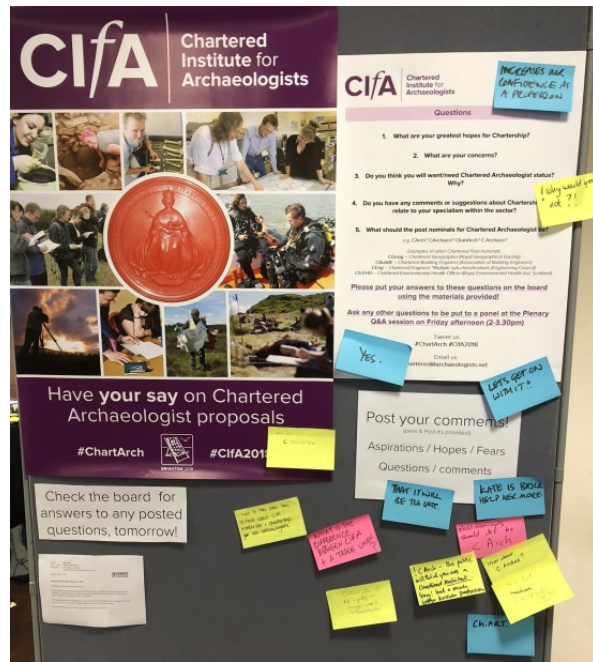
- **Now!** Consultation on draft assessment criteria (closes 24 June 2018)
- **Summer '18** - Consultation on draft assessment strategy (closes approx. 1 September 2018)
- **Autumn '18** - Consultation on outline guidance (closes approx. 1 November 2018)
- Second round consultation on the assessment of professional competence framework (closes approx. 1 January 2019)
- **Winter '18** - Formal consultation with members on amended by-law and regulations (closes approx. 1 March 2019)
- **March '19** - EGM papers to be circulated (min 21 days before EGM)

** = This timetable is indicative and can be pushed back as required to ensure each stage of the process can be effectively debated and re-designed as necessary.*

Comments on any aspect of the process are welcome at any time and we'd love to hear from you. You can contact us by email at chartered@archaeologists.net, tweet us using #ChartArch, talk to Advisory Council members or Special Interest or Area Group committees or write a letter to Chartered Archaeologist consultation, ClfA, Power Steele Building, Wessex Hall, Whiteknights Road, Earley, Reading RG6 6DE.

#CIfA2018 in the rear view: What did we learn about Chartership?

Chartered Archaeologist proposals were on display at the CIfA stand in Brighton, and we'd like to thank everyone who attended and chatted with us during the conference. We had some useful conversations and some illuminating ones.



At the Conference Plenary session on Friday we had a great debate on a range of issues, from how Chartered Archaeologist should be implemented, to the unintended consequences and impacts on existing MCIfAs.

Unfortunately there were problems with the live stream, but the full session was recorded and will be being uploaded to Youtube in due course. You will find this stream and many others at [Doug Rocks Macqueen's Youtube page](#).

So what did we learn? Here are a just a few of our takeaways:

1. Lots of people still haven't looked at the proposals

As Conference provides a good opportunity to meet with a different audience, it was clear that many people have not taken time to explore the Chartership proposals in detail. For many, this was a symptom of being relaxed with the principle of Chartership, for others it was just about being too busy. However, for many there appeared to be a judgement that 'it doesn't apply to me'.

We think it's important that everyone has a chance to see what Chartership means, if not for them personally, for the profession as a whole, and that people have an opportunity to shape the process now.

2. 'It doesn't affect me'

As stated above, this was a common reaction among people questioned. Exploring these perceptions was illuminating, and helped us to uncover some

really interesting areas for discussion that we'd like to explore in coming newsletters.

One such example was of public archaeologists, with one person stating 'it's fine for commercial archs, but it isn't for me'. Personally, I feel that as a public archaeologist, the badge of Chartership should be a really useful thing, as by it's nature Chartership indicates a profession with an ultimate service to the public interest. It's important, therefore, that public archaeologists get involved to shape Chartership!

3. 'It's great. Get on with it!'

In contrast to the silent audience who have so far not engaged in detail, it was also heartening to hear from a large number of people who were quietly excited about Chartership. Some of those were from larger firms who were excited about gaining parity with other chartered professionals in their same companies, others were sole trading contractors keen to demonstrate their professionalism and keen to seek the recognition that Chartership will bring in their own careers.

4. 'I feel like I'm been downgraded'

At the plenary, an accusation that bringing in Chartership may be seen as an insult to long-time MCIfAs was debated. It appeared there was no way to completely conciliate on this perception, but an over-riding sense that the benefits of progression for the sector will outweigh feelings of hurt. We hope that many MCIfAs will wish to seek Chartership both for benefits to them and to the wider profession, but also stress that those who wish to remain at MCIfA will still be operating at the same level of technical competence (i.e. based on the same criteria), only with a more rigorous assessment methodology and evidence requirement, which enable greater trust and recognition.

If you have any comments or responses, Please tweet us using the hashtag #ChartArch or email us at chartered@archaeologists.net.

Volunteer to be featured in next month's newsletter!

We would like to explore how members are feeling about Chartership - their

hopes and concerns. We are looking for all types of members in a variety of sector roles.

As a guide, we'd like you to consider the following questions:

- **What are your greatest hopes for Chartership?**
- **What are your concerns?**
- **Do you think you will want/need Chartered Archaeologist status? Why?**
- **How might Chartership affect your specialism?**

Submissions should be less than 500 words and should be sent to chartered@archaeologists.net role, and membership grade.



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