

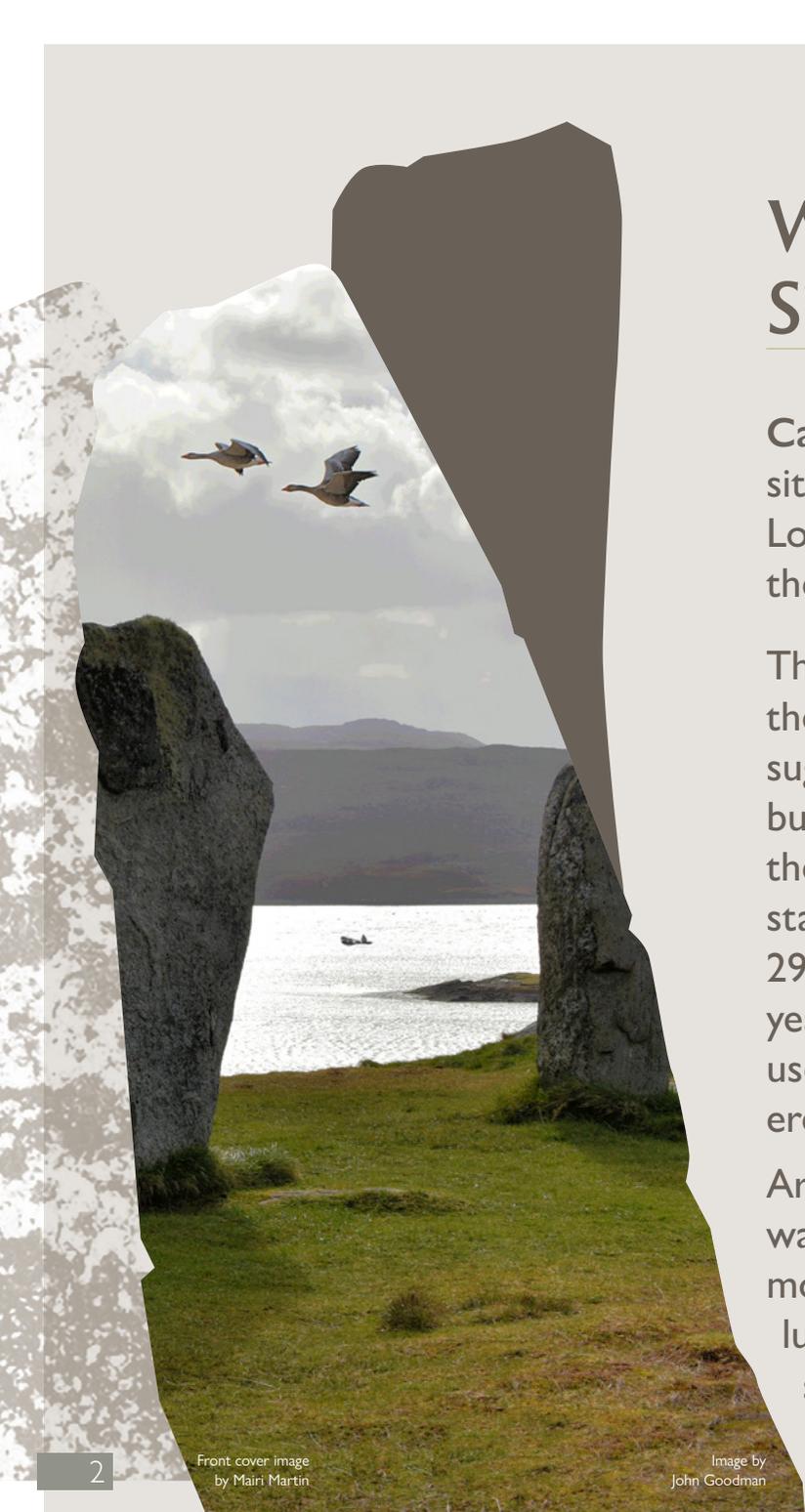


CALANAIS



CAREER PROSPECTUS

careers.calanais.org



WHAT ARE THE CALANAIS STANDING STONES?

Calanais Standing Stones have drawn visitors to this ancient and inspiring site in the Outer Hebrides for thousands of years. Overlooking the beautiful Loch Roag, above the village of Calanais on the Isle of Lewis, the wonder of the stones offers people a rare invitation to reach out and touch the past.

The story of the stones began during the Neolithic period. Archaeology suggests that the monument was built in stages with the first structure, the stone circle and its central tall standing stone, erected around 2900 BC. Between 400 and 500 years later a small chambered cairn, used to house the dead, was erected inside the circle.

Around this time the north avenue was added which reorientated the monument to focus on a special lunar phenomenon, the 'maximum standstill' every 18.6 years.

The avenue also channelled people towards the circle and the important person, or people, buried in the chambered cairn.

The Calanais Stones are made of Lewisian gneiss, the oldest rock in western Europe at three billion years old. This means that the Stones are in keeping with much of the geology of the Western Isles, whilst having striking presence amongst the landscape.

WHY JOIN CALANAIS NOW

This is the most exciting time to join the team at Calanais. It's our biggest investment in 5,000 years. A transformation is taking place, and this is your opportunity to play a pivotal role in this new chapter in the story of the Stones. With over 20 new roles being created over the next three years, find your career-defining opportunity by working at our world-famous attraction.

The Standing Stones at Calanais on the Isle of Lewis are of international significance and they have attracted antiquarian, archaeological and archaeo-astronomical research since the peat was stripped from the Stones in 1857.

Fascination with the Stones attracts visitors from across the globe, welcoming over 150,000 visitors annually, making them the most visited attraction in the Outer Hebrides. With the forecast growth in visitor volumes, along with the development of the Stornoway Deep Water Terminal now welcoming larger cruise ships, those numbers are predicted to rise to over 220,000 by 2035.

We are embracing this opportunity and have worked to secure a £10.1million investment to transform the Calanais Visitor Centre. This significant investment will support our mission to deliver a warm welcome to visitors while protecting the site and help us to celebrate our island heritage and support the local community.

We're seeking the right people to join our team to help us do just that. If this sounds like you, read on for more information on how to apply.



WHAT WE STAND FOR

It's not just our mesmerising Standing Stones that stand tall. Everyone that joins our team can stand tall by trusting in an organisation with unwavering belief in our vision.

We want to illuminate our past, our present, and our future, and by setting the Calanais Stones in their broader context, we will unlock the narrative of the site and reveal its compelling story to all. We will inspire our audiences to experience, understand, enjoy – and be transformed by this precious and compelling legacy.

What is critical to the delivery of this vision are our core values that we uphold as an organisation, and that we ask every member of our team to support in all aspects of their role.

The values we follow:

Excellence

We offer a warm Hebridean welcome and strive to deliver a first-class visitor experience.

Ethical

We conduct ourselves with integrity in our relationships with our customers, colleagues, and the environment.

Rooted in the Community

We take pride in being an active part of our local community.

Conservation

We promote and support conservation efforts while upholding our iconic heritage. We aim to encourage a sense of discovery through education and research in history and archaeology.



“Our vision and values will help drive the culture at Calanais and it’s important to us that all who come and join our team support and celebrate these with us.”

Guy Redwood, Vice Chair, Calanais Visitor Centre

ABOUT US

The Calanais Visitor Centre is run by an independent not for profit charitable trust based on the Isle of Lewis in the Outer Hebrides. Formed in 1994, this registered Scottish charity has operated the Calanais Visitor Centre for 30 years, bringing valuable tourism to the local community and delivering consistent growth in visitor numbers, turnover and profitability. Working in partnership with Historic Environment Scotland, who manage the Stones site, we have added over £2m to the North Lewis economy since opening.

Our key objectives for Calanais are:

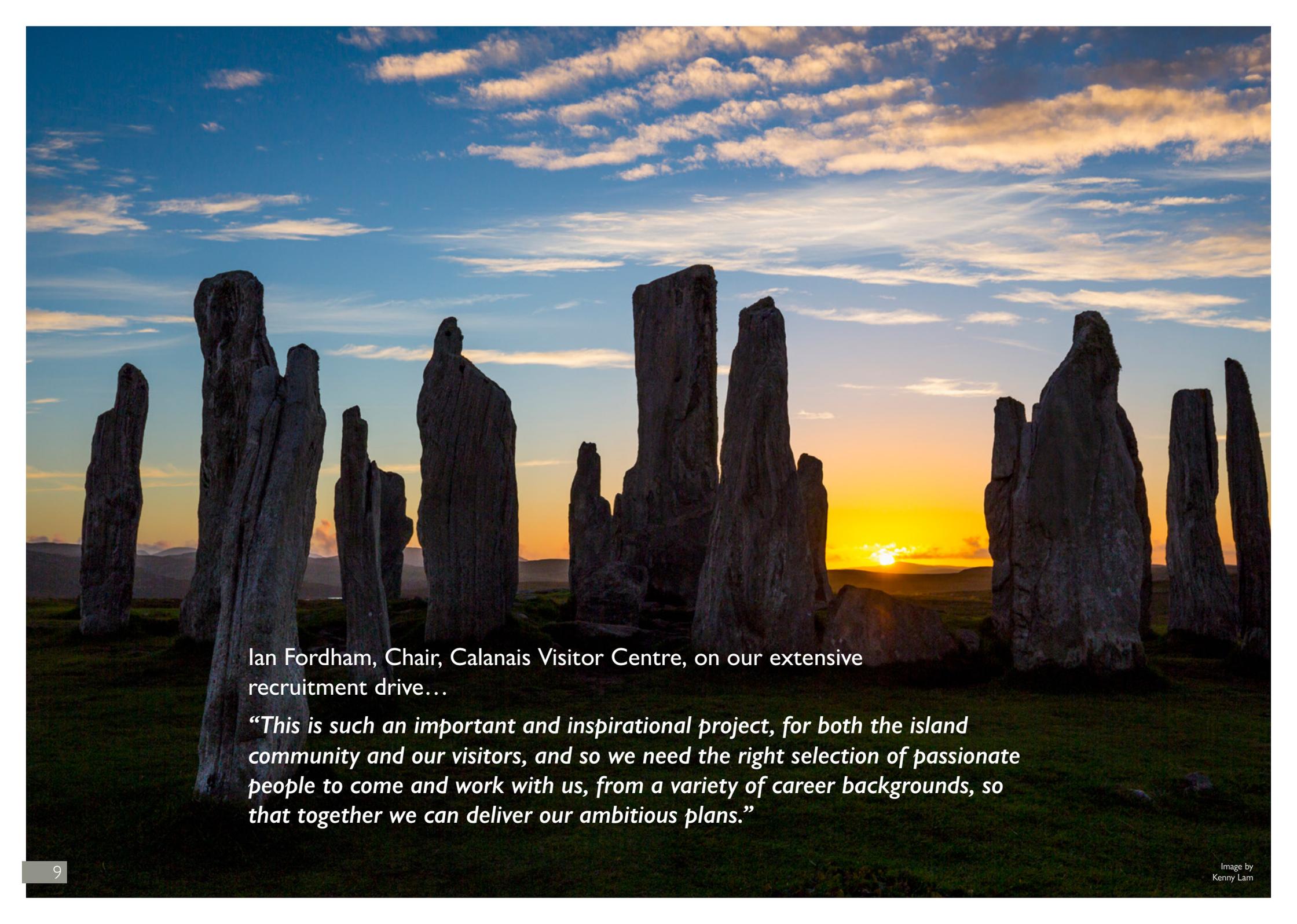
- Renovate and extend the existing facility to create a 5-star visitor attraction with capacity for increased visitor numbers, unifying the visitor centre and Calanais Standing Stones into one visitor attraction
- Greatly enhance the exhibition and interpretation placing the story of the Stones within its national and international context
- Substantially increase economic benefits for the area, including
 - Creating 23 FTE well paid jobs, providing long term career opportunities and helping to address de-population
 - Developing opportunities for local traders and businesses to benefit from the footfall at Calanais and the wider area
- In partnership with Historic Environment Scotland support the conservation of the Calanais Standing Stones by managing visitor numbers and flows, and create a Fund for Heritage that directs a share of admission revenues towards other heritage related projects in the Outer Hebrides

Whilst the Trust is central in helping Calanais play an even bigger part in the growth of tourism in the Outer Hebrides, we have always had a consistent focus on community engagement, and we believe our latest project is rooted in the needs of the local community and will allow us to:

- Support businesses throughout the Outer Hebrides by promoting a range of locally crafted merchandise in the Gift Shop and sourcing local produce for the Visitor Centre Café
- Support Outer Hebrides-based artists and performers

- Transform community awareness, understanding and appreciation of, and engagement with the prehistory of the Outer Hebrides
- Develop community engagement with the rich archaeological heritage of the area and the wider Outer Hebrides
- Transform the Gaelic language offer of the Visitor Centre, and promote Gaelic language and culture
- Transform the sustainability and performance of the Trust





Ian Fordham, Chair, Calanais Visitor Centre, on our extensive recruitment drive...

“This is such an important and inspirational project, for both the island community and our visitors, and so we need the right selection of passionate people to come and work with us, from a variety of career backgrounds, so that together we can deliver our ambitious plans.”

THE ROLES AND HOW TO APPLY

With over 20 new roles available we are seeking a team of people from a variety of career backgrounds and skillsets. This is our biggest and most exciting recruitment drive ever.

Roles we are seeking to fill throughout our three year recruiting process include:

- Heritage Manager
- Digital Engagement Officer
- General Manager
- Café Manager
- Retail Manager
- Admissions Manager
- Finance Manager
- Marketing Officer
- Head Chef
- Chefs
- Visitor Service Assistants
- Maintenance

We encourage you to look at our careers page careers.calanais.org to view a live list of available roles, to read the full job descriptions, watch our recruitment videos, and for information on how to apply for the next move in your career. Please remember to look at the page above regularly to see the latest jobs being advertised.

Thank you for considering a career with The Calanais Visitor Centre, we're very much looking forward to receiving your applications.



BEING PART OF AN ISLAND COMMUNITY

In our 30 year history, we've enjoyed employing those local to the island, as well as those returning to the island and people who have recently moved here, and we'd love that to continue. With this new investment in our future, we aim to be a key local employer for our community.

Life in the Outer Hebrides is set against a backdrop of breathtaking landscape, vibrant art and musical culture, and yes, sometimes “interesting” weather! On the Isle of Lewis, our community spirit is strong and supportive, and we invite anyone who joins our team at Calanais to become part of it. We are dedicated to the promotion of Gaelic language and culture, and as part of that we ask that anyone who joins us also commits to improving their Gaelic skill level. So, whether you're just learning to say

‘feasgair math’ (good afternoon) or you have been speaking it since you were born, you will be supported and given time to develop as part of your role.

The Calanais Standing Stones are just one of the incredible sites around our islands. The Isle of Lewis is the gateway to numerous scenic beaches, outdoor activities and beautiful hillwalks.



Image by
Kenny Lam



Nearby Stornoway is a vibrant port town with all of the stores needed for everyday essentials. If it's not available on-island, there is still 'Next Day Delivery'... but it might take a couple of extra days to reach you!

Every year, the Hebridean Celtic Festival takes place on the castle green in the heart of Stornoway, and the town comes alive with art, music, and song, attracting visitors from all over the world. It's the perfect opportunity for you to put your Gaelic skills into practice.

The island is a great place to raise a family, with multiple local education institutions. There is a strong sporting community, so if you like a spot of football, running,

rugby, or even some chilly open-water swimming, you're sure to find some like-minded folk.

Our island weekends feature a gentler pace than that of cities elsewhere in the UK, with many local people opting to maintain Sundays as a 'day of rest.' If you're tired of the rat-race and having no work-life balance, this lifestyle may well be a great fit.

Here, we are proud of the rich tapestry of our history, our culture, and our community. Working at Calanais is not just a job... it's an opportunity to be part of the greater fabric of life that makes this island so special.

HOW WE WILL DELIVER FOR THE OUTER HEBRIDES AND SCOTLAND

We're proud that the **Calanais Visitor Centre** project demonstrates a strong fit with, and contribution towards, relevant national, regional and local policy priorities showing our support and awareness for what we believe will make a positive impact to our economy and Scotland as a whole.

We calculate that the project will ultimately deliver £39million in Net Present Social Benefit to the Outer Hebrides. Those who come and join our team will play a vital role in bringing real and lasting value in helping us deliver on this.

National Policy Support

Support of national policies includes, but are not limited to, **Scotland's National Performance Framework** and the **National Strategy for Economic Transformation** showing our commitment to delivering for Scotland's wellbeing economy, whilst our alignment with all four pillars of **Scotland's National Tourism Strategy** demonstrates commitment to remain a key player in the tourism sector.

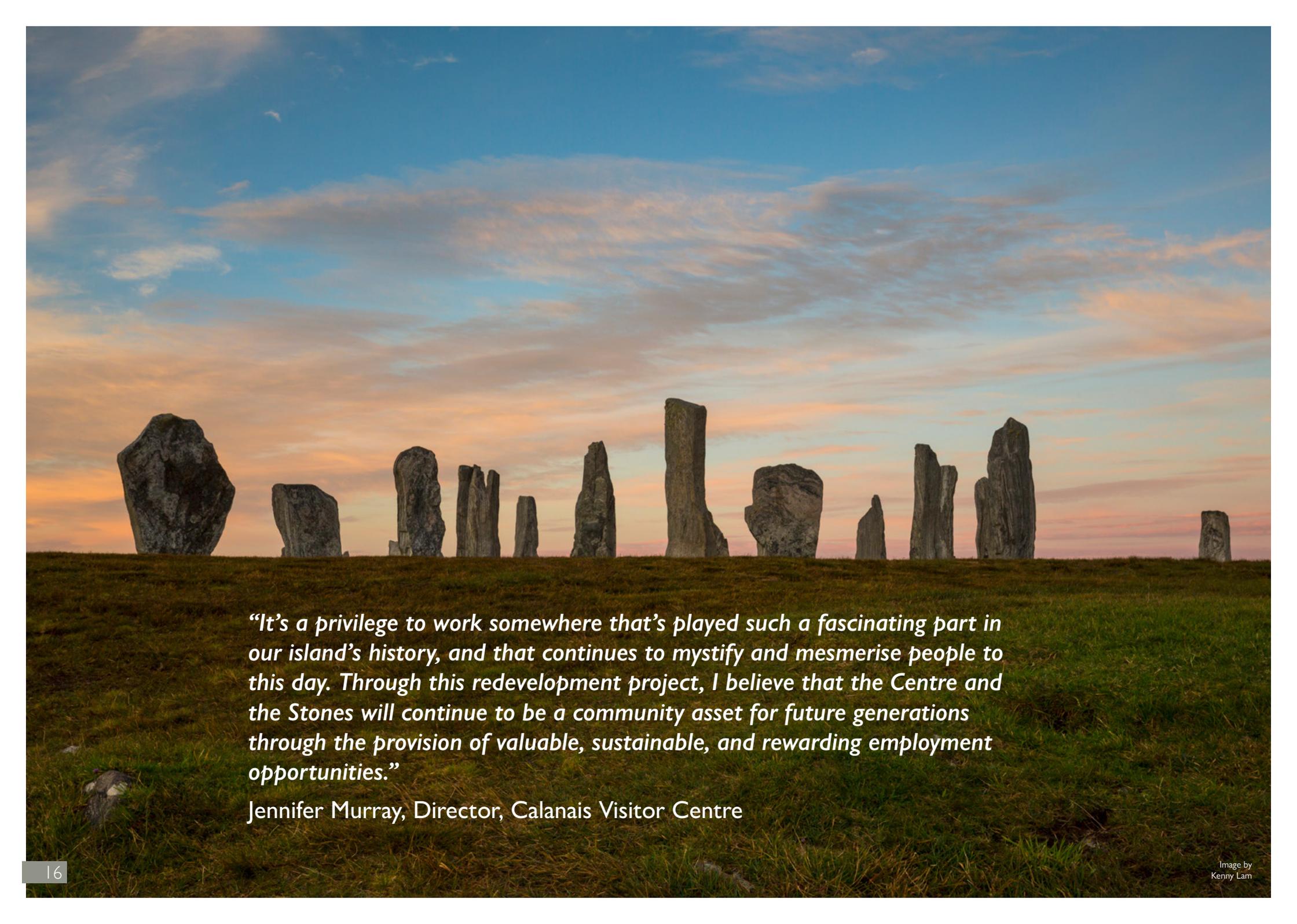
We fully support the first **National Islands Plan** which sets out a direction of travel for the Scottish Government and provides a framework for action to meaningfully improve outcomes for island communities which we are very passionate about, and we embrace the cultural importance of the **Gaelic Tourism Strategy**. Our values as an organisation support strategies including **Our Past, Our Future** which sets out Historic Environment Scotland's mission to sustain and enhance the benefits of Scotland's historic environment for people and communities, and the **National Lottery Heritage Fund's Heritage 2033 strategy** that ensures heritage is valued, cared for, and sustained for everyone, both now and in the future.

Local Policy Support

At a local level, our support of policies continues with the **Outer Hebrides Destination Development Strategy** that focuses on promoting and supporting the Outer Hebrides as being one of Scotland's must-visit destinations, giving visitors a taste of a different way of life. The **Highlands and Islands Enterprise Strategy** sets out the Highlands and Islands approach to becoming a leading net zero region with a dynamic wellbeing economy, which benefits its growing population and makes a valued contribution to Scotland, with tourism recognised as a key place-based opportunity to deliver regional transformation and the Calanais

redevelopment aims to contribute to this in a positive way. And we very much believe in the National Lottery Heritage Fund's **Great Place Strategy** which sets out a place-based heritage strategy and action plan. By creating linkages between projects, the heritage and visitor offering, the Outer Hebrides will become greater than the sum of its parts. Our backing for these and several other local policies continues to show our commitment to support our local island community.

We're focused on recruiting a strong new team that will support our strategic alignment with these policies to deliver for both the national and local economy.



“It’s a privilege to work somewhere that’s played such a fascinating part in our island’s history, and that continues to mystify and mesmerise people to this day. Through this redevelopment project, I believe that the Centre and the Stones will continue to be a community asset for future generations through the provision of valuable, sustainable, and rewarding employment opportunities.”

Jennifer Murray, Director, Calanais Visitor Centre

PROJECT FUNDED BY

