



BULLETIN

Cambridge Heritage Research Centre

19 May 2021

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NEWS

Congratulations to Dr Marcus Brittain!

The Cambridge Heritage Research Centre is delighted to share that Dr Marcus Brittain, Senior Project Officer at the Cambridge Archaeological Unit, has been selected as this year's Field Archaeologist in Residence at the McDonald Institute for Archaeological Research, University of Cambridge. Starting on 10 May, Marcus will take up this position for 10 weeks.

Marcus' project is concerned with the character of sub-Antarctic archaeology and the changing pressures that leave its long-term survival in a particularly vulnerable state. His research will focus on fieldwork conducted on the islands of South Georgia and the Falklands where, respectively, warming climate and ecological conservation, sometimes with modernising development, are conditions that have required rapid fieldwork on sites of historical human activity that speak of a broader global narrative.

COVER STORY

CHRC Produces Interpretation Board for Historic England

Earlier this year the CHRC was approached by Historic England with a request to produce an interpretation board for a listed monument [<https://historicengland.org.uk/listing/the-list/list-entry/1020909>]. The monument was a medieval moated settlement which lay just off a public footpath to the west of the Huntingdonshire village of Grafham. The landowner had cleared the site of trees and was in the process of turning it into grazing. A condition of this change of land use was that the landowner fund the creation of an interpretation board which users of the footpath might use to learn about the site. CHRC PhD member, Tom Crowley, took on this project. Please go to **page 2** to read how he carried out this work.

Image: Grafham Landscape | © Tom Crowley

COVER STORY

Continued from the front page

The site had never been excavated and had only briefly been surveyed in the 1970s as part of a larger Cambridgeshire earthworks documentation project (Brown and Taylor 1977). We did not have much to go on, therefore, and researching the board necessitated a fair amount of consultation with archaeologists who had investigated similar sites.

Following consultation, it seemed reasonable to make a few assumptions: that the site had been occupied by a manor house which was built no later than the fourteenth century, and that surrounding the manor house there would have been assorted outbuildings and barns, and beyond these stockyards, vegetable gardens and perhaps orchards.

Community engagement formed an important component of the brief. COVID-19 regulations and a tight timescale made face to face interaction difficult, however Grafham has a very active Facebook page, and this proved to be a useful forum on which to share updates and gather feedback. The village also has a monthly digital newsletter, the excellently named *Grafham Gossip*, and here we published a summary of the entire project which included links to relevant and freely accessible resources.

When it came to the reconstruction drawing, I chose the view from the interpretation board and adapted a panorama photo I took at the site, so that the visitor would get a sense of being in the same place, albeit centuries ago. I set the drawing in the fourteenth century, as this was the time when most moated compounds were created. The contents of the drawing were, of course, speculative, but I

ensured that everything shown was at least *likely* to have been there. The timber framing, thatching and tiled rooves all follow the local fourteenth century vernacular. The buildings are clustered in the southeast corner of the site, where the 1970s survey suggest the original house platform stood. There is a cart which is taken from a contemporary English illustration, preserved in the beautiful Lutterell Psalter. By the cart is a medieval wattle chicken coop and at the far right of the scene is a pig sty, both adapted from medieval manuscripts. Medieval aristocrats were averse to their greens, so only a modest area of the site is shown given over to vegetable gardens. There is however an orchard in bloom with sheep and their lambs grazing below to keep the spring grass down. Finally, there are plenty of pigs (of the medieval Tamworth-like breed), as we know that pork featured prominently in the diet.

The board is currently being printed and soon it will be installed. Creating it was a pleasure and we hope that the residents of Grafham and walkers on the footpath enjoy what we have produced.

References

A.E. Brown and C.C. Taylor. 1977. 'Cambridgeshire Earthwork Surveys, II'. *Proceeding of the Cambridge Antiquarian Society* LX VII: 85-101.

https://archaeologydataservice.ac.uk/archives/view/cambridge_antiq/contents.cfm?vol_id=940

Written by Tom Crowley

EVENTS



Cambridge Heritage Research Centre

Easter 2021 Term Card

Thursdays 1-2pm

Seminars will be hosted on Zoom. Use the link below to visit the CHRC events page and register for a seminar:

<https://www.heritage.arch.cam.ac.uk/events/hrg-seminars>

◆◆◆ Revised ◆◆◆

- 29 April: **Shihan de Silva Jayasuriya** (*School of Advanced Study, University of London*)
Linguistic and Musical Heritage of Afrodescendants in South Asia
- 27 May: **Robert Williams** (*US Holocaust Memorial Museum*)
Invented heritage, conspiracies and martyrology: understanding some of the extremisms of the moment



EVENTS



Cambridge Heritage Research Centre

Invented heritage, conspiracies and martyrology: understanding some of the extremisms of the moment

This discussion of ongoing research will provide an overview of some of the contemporary and historical dynamics that influenced recent attempts by otherwise unrelated groups to storm the German Reichstag building in 2020 and the US Capitol in early 2021. It will consider the roles played by conspiracy theories, invented legacies of the past, denialism, and present-day dynamics that have encouraged the development of extremisms that seemingly pose an ever greater threat to civil peace in Western democracies. The speaker will argue that these recent events, as well as additional related phenomena, are not reducible to a singular ideology or bias, but rather a more general sense of malaise that parallel, at least in part, those found in other historical periods of the recent past.

Image Credit: "[Charlottesville 'Unite the Right' Rally](#)" by [Anthony Crider](#) is licensed under [CC BY](#)

Dr Robert Williams

Deputy Director, US Holocaust Memorial Museum

Thursday 27 May 2021, 1pm

To receive a link to this event please register at: <https://tinyurl.com/2tkxm2av>



EVENTS

A Taste for the Past

20 - 21 May 2021

*a symposium celebrating the
career and achievements of*

- Marie Louise Stig Sørensen -

Day 1
Recasting the
Bronze Age
Thursday 20 May 2021



Day 2
Heritage in
the Making
Friday 21 May 2021

Please register in advance at:

<https://cam-ac-uk.zoom.us/meeting/register/tJclf-yuqT4pH9CoGOK39fZRsBqzUjG1G0KS>



Poster design: Oliver Antczak

EVENTS



A Taste for the Past

Thursday 20 May 2021

Day 1 – Recasting the Bronze Age

Session A

- 09:50 Welcome – Liliana Janik
10:00 Introduction - Cyprian Broodbank
10:10 *'Some Bronze Age Travellers'* – Kristian Kristiansen
10:40 *'Gender and Age Ideologies on the Periphery of the European Bronze Age'* – Mark Haughton
11:10 **Coffee break**
11:20 *'Multi layered identity of female warrior and feminine body'* - Kim Jongil
11:50 *'Gender in Maltese prehistory'* - Simon Stoddart and Caroline Malone
12:20 Discussion – Margarita Díaz-Andreu
12:40 Q&A chaired by Lila Janik

Session B

- 14:00 Welcome – Jo Sofaer
14:10 *'Role of the archaeologists in archaeological heritage management'* - Yumiko Nakanishi
14:40 *'Beyond the excavation pit of archaeology: African archaeological heritage and sustainable development'* - Susan O. Keitumetse
15:10 **Coffee Break**
15:20 *'Unlocking the secrets of cremated human remains'* - Katherina Rebay-Salisbury
15:50 *'Small things do matter! Heavy fractions in context from Százhalombatta-Földvár'* – Magdolna Vicze
16:20 Discussion – Kristian Kristiansen
16:40 Q&A chaired by Jo Sofaer
17:00 Closing comments – Christopher Evans

Friday 21 May 2021

Day 2 – Heritage in the Making

Session C

- 09:30 Welcome – Carsten Paludan Muller
09:40 *'The Orphaning of Millets: an investigation into the political economy of food and heritage'* – Shailaja Fennell
10:10 *'British military heritage in contemporary Scotland: military museums, political change, and the battle for identities'* - Calum Robertson
10:40 *'Researching Children in Heritage Studies'* – Shadia Taha
11:10 **Coffee Break**
11:20 *'Bermuda World Heritage: World Heritage management from the local experience'* – Charlotte Andrews
11:50 *'Questing for Industrial Heritage; from Limestone Quarries to Drinking Fountains'* – Masaaki Okada
12:20 Discussion – David Uzzell
12:40 Q&A chaired by Dacia Viejo Rose

Session D

- 14:00 Introduction – Andreas Pantazatos
14:10 *'Landscapes of the war-torn body'* – Paola Filippucci
14:40 *'Memorialisation of Women's Stories in South Korea: Comparative Analysis on 'Comfort Women' and Female Independence Activists'* – Hyun Kyung Lee
15:10 **Coffee Break**
15:20 *'The Ruins are in Ruins: The Constant Destruction of Heritage and Its Implications on Society'* – Lina Tahan
15:50 *'The Fearful Object'* – Elizabeth Crooke
16:20 Discussion - Carsten Paludan Muller
16:40 Q&A chaired by Andreas Pantazatos
17:00 Closing comments – Dacia Viejo Rose

EVENTS

CONSTRUCTING HERITAGE IN CANADA'S SOUTH ASIAN DIASPORAS

A Symposium presented by

The Association of Critical Heritage Studies-Canada (ACHS-Can)
In partnership with the University of the Fraser Valley South Asian Studies Institute,
University of Alberta Kule Institute for Advanced Study, and Northumbria University.

This symposium examines the construction and performance of cultural heritage in South Asian diaspora communities in Canada. Panelists bring critical perspectives on how and why 'heritage' is important in grassroots settings, and whose heritage is omitted from the Canadian historical record.

How does diasporic heritage challenge issues – such as the term South Asian, or the term Canadian?

We invite a broad range of scholars and practitioners working in areas that touch on the South Asian experience in Canada, to consider how diasporic meaning-making might contribute to official and unofficial expressions of heritage.

**16th June 2021,
At 10 am (PST)
via Zoom**

Moderators: Dr. Shabnam Inanloo Dailoo & Dr. Susan Ashley
(Co-Chairs ACHS-Can)

Speakers



Dr. Satwinder Kaur Bains, University of the Fraser Valley
'Heritagization from below' – who is listening?



Dr. Srilata Ravi, University of Alberta
Constructing Heritage: Tamil Hindu Temples in Alberta



Itrath Sayed, Simon Fraser University
Who Elects the Record Keepers? – Collating Muslim
Community History and Heritage in British Columbia



Kathleen Boodhai, Northumbria University
Hybrid Hindu identities: Transplanted heritage and
meaning-making practices amongst twice-removed
Indo-Trinidadians in Toronto.

For more information

susan.ashley@northumbria.ac.uk

To Register use this Eventbrite link:

https://www.eventbrite.ca/e/constructing-heritage-in-canadas-south-asian-diasporas-tickets-148810900409?keep_tld=1



EVENTS

Third SIAH webinar: Equality, Diversity and Inclusion in the Creative, Cultural and Heritage Sectors

Join us on **Tuesday 1 June at 2:00 PM** for the third webinar in the series *Reset 2021: Policy, Practice and the Arts* hosted by SIAH (Southampton Institute for Arts and Humanities). This series examines key policy challenges of the post-2020 world, exploring the role of arts and humanities in contributing evidence to assist in making complex policy decisions.

Our third webinar, *Equality, Diversity and Inclusion in the Creative, Cultural and Heritage Sectors*, brings policymakers and academics together to ask:

- How do reflections on equality, diversity and inclusion (EDI) in the creative, cultural and heritage sectors contribute to telling us about wider societal phenomena and what questions do we still need to ask?
- How, through different media, can we use evidence and data in new ways to encourage informed public debate?

Panellists will consider how far we've come, where we're at and what we might possibly do next in the pursuit of equality, diversity and inclusion (EDI) in

the creative, cultural and heritage sectors.

We are honoured to welcome Melanie Hoyes (Industry Inclusion Executive, British Film Institute) and Tiger de Souza MBE (People Engagement Director at the National Trust) to our panel.

Academic panellists include Dr Anamik Saha (Goldsmiths, University of London) and Pascal Matthias (Winchester School of Art, University of Southampton).

The webinar will be chaired by Dr Shelley Cobb, University of Southampton.

The webinar will be held on zoom and you will get the link two days before the event.

Register here:

<https://www.eventbrite.co.uk/e/equality-diversity-inclusion-in-creative-cultural-and-heritage-sectors-tickets-154687866573>

VOICES FROM THE FIELD



Voices from the Field: Pierre Lee

In March/April the Voices of the Field team was pleased to speak with Pierre Lee. After graduating from his MPhil in Archaeology (Heritage) at Cambridge in 2018, Pierre interned at GEMIC, a strategy consultancy company which helps companies build growth strategies that are valuable to people, society, and shareholders. Pierre continues to work at GEMIC as a full time consultant. We asked Pierre about life after the MPhil, particularly a transition into the private sector, and how the MPhil and his experiences continue to be useful for him there. Currently, his projects include work for a large technology company (the name is confidential) investigating the relationship that creators and the process of creating - how they create/ideate and the materials, devices or software that help them do so. Pierre's interests in heritage can be summarized with the following key-words: material culture, nostalgia and remembrance, value, entanglement.

“The biggest transition from the academic world to the private sector is the idea of time.”

What have you been involved with since you've graduated and how has the transition

from academia to the kind of private sector been for you?

I graduated from the MPhil in Heritage in October 2018 and since then, I started an internship in a company called Gemic in Helsinki in January 2019. Gemic is a strategy consultancy. We are really focused on informing how large companies can better anticipate future change by thinking of the largest changes of technology in culture. It is a very qualitative-heavy approach. We do semiotics, ethnographies... we do what we call 'future casting', which is sort of making predictions and insights and scanning into the future, using cultural methods, and a bit of quantitative methodology as well. What makes Gemic really awesome is that most of us have a social science background. So, have either been involved in academia before PhD/Professor level, or have just taken a very, very large interest in academia by researching more of the social sciences fields - sociology, anthropology, heritage, archaeology geography, and economics as a few examples. So I joined that in 2019 and the biggest transition from the academic world to the private sector I feel is the idea of time. So, in academia, technically, you have a bit more time to ponder really large questions and go through multiple rounds of research... go through

VOICES FROM THE FIELD

multiple resources, academic resources.. etc. In the private sector, everything is much quicker. Gemic does take traditionally longer than others to do projects just because we are very much interested in this very deep investigation of culture and technology and people - but there is still this idea of you having to be much sharper and quicker in terms of synthesizing your thoughts, so the transition between research and getting a recommendation out or a strategy out tends to be very quick and that is part of the thrill actually. I don't think you're sacrificing quality for that speed, I think it's being able to synthesize a very large amount of data and coming up with clear concise and impactful recommendations. There are lots of similarities between academia and the private sector because Gemic is very much at the right balance between academia and sort of the business world, the only difference is we are applying it to business settings, and businesses appreciate us because - I think one client said - they appreciate the cultural richness we bring, where others might only bring numbers.

What have been the research methods most sought in the projects you're involved in and how has your background in heritage contributed to your consultancy work?

So, Gemic is a strategy consultancy, and it's really made up of a mixture of people with social science backgrounds, and people with more traditional consulting business backgrounds. And the methods that we use involves a lot of ethnography - both digital and onsite - obviously at a shorter rate than what traditional academic ethnography is so I would say applied ethnography. Orvar Löfgren who is an academic I really love did a bit of applied ethnography. We do methods like foresight, like I said, which involves cultural scanning of resources and one of the methods we use is what we call 'weak signal theory', pioneered by Igor Ansoff and it's basically digging into what is happening in the world to find out the things that may appear weak at the moment, but actually are a signal to much larger narratives of change. Semiotics as well, so this idea of the signs and symbols of what images mean - we use that a lot for emergent aesthetics, for example, and

we do sizing as well. We've been trying to do a mix of sort of quant and qual sizing I'm not as involved with that. but I know it's all part of that balance between quantitative and qualitative and coming up with future strategy. Yeah, so that was some of the methods that we've used - of course now we are also using a lot of digital methods due to the pandemic.

And your second question - I think because heritage, for better or for worse, isn't really a subject *per se* - like we've all experienced the beauty and the peril of not being called a real subject - being at the intersection of, history, archaeology, literature, law and geography as well. So, that I feel has actually been a great advantage because at Gemic we are expected as consultants to be experts in multiple different fields. And I feel that the best way to being a consultant or writing a strategy - not just in a place like Gemic but in the private sector as a whole - is to be able to take a change that is happening in one field say mobility, and then anticipate what that would mean in another field that may be completely unrelated or seemingly unrelated, but still have quite a lot of impact for example - food. Like the changes happening in the mobility world, having an impact on the world of food, whether it be because of delivery or the way we experience food differently - on the go versus in the restaurant. My background in Heritage has helped because it allows you to approach things from a very interdisciplinary way.

“Some of the most interesting things have ended up on the cutting room floor. So it's trying to pick those up from the cutting room floor.”

How is it to engage in an office that has such an interdisciplinary environment with people from different backgrounds. Do you see clashes and/or harmonies in how you approach community involvement, for example or different interpretations and interactions with the past?

I think the biggest thing that is on the minds of consulting it's whether is quantitative or qualitative. I think that is true across every field. I don't think it's necessarily a clash in the office because it is much more interdisciplinary, so we like to think *through*

VOICES FROM THE FIELD

data rather than thinking *about* data - it's much more intermeshed. I think the difficulty with me personally, coming into a field - and I think that's true of a lot of people transitioning just out of school to a more business environment - is that the things that you find interesting and love to talk about for hours may be quite inconsequential to strategy or to the client's needs. I think that is one lesson that I've had to personally learn. It's one thing to formulate an interesting idea that perhaps the client hasn't thought about or that you have a different perspective on, but it's another one to be able to let go of your ego and say '-yeah this is very interesting but it's not going to be impactful.' Another part of Gemic is what we call like business development or perspective building. As part of proposals to potential clients or current clients, we like to build perspectives of the world that are being shaped around us, whether it be around food, whether it be about Consumer Packaged Goods (CPG), whether it be about technology and culture. And often these perspectives are built on the kernels of ideas that may end up to one side for a project, but actually get built up along with all the other musings that other people in the office chatter about and that builds up to something super interesting. To use an analogy from film, some of the most interesting things have ended up on the cutting room floor. So, it's trying to pick those up from the cutting room floor. The other clash has been because of remote working. As all of you would probably know, a lot of our best ideas are based off real time interactions, collaborative moments in the same room, it's not a clash, rather I just say it's just the unfortunate impact that COVID has had on remote working.

You have worked in various parts of the world with many languages, what are some challenges you have faced and what words of advice do you have for researchers working on heritage topics in languages other than their own?

The more obvious one is going to another country... So, I was in China for a project, and I had not been in China in a while, and China has just changed completely. I feel like the ability to be in an actual

place interviewing people really helps... We are working right now with a colleague on a little thought piece on the importance of the senses in both traditional and non-traditional ways, so thinking more about perception and cognition. When you lose the ability or one sense, in this case the oral because it's communication- you have to start relying more on your other senses, things like simple as smell. (I'm in love with Victoria Henshaw's books on urban smellscape, which is not necessarily heritage, but it's human geography and her topic is applied to when a smell changes over time). When you must linger with a person for an extended amount of time, and you also rely on your different senses to try and pick up things. That is a very important skill, not just the five senses, because you can't be bound by them but also thinking more about things like perception. How you feel, a sense of comfort or sense of belonging, these are all very academic questions, but they are also questions that are very much a part of your lived experience, of what you have to go through every day... Especially in an unfamiliar country or unfamiliar cultural setting - so you navigate through that, thinking beyond language. Sometimes if you are in a dicey situation, you can try and navigate yourself out of that thanks to this contextual awareness, spatial, and cultural awareness.

Secondly, what's under-appreciated by a lot of people, is going to a place where, even though you speak the same language, the cultural context for that language can be very different. For example, I was in New York for a few months, as part of a Gemic project, so the language is English. Yet, the sort of attitude and the way that New Yorkers approach language can be quite different from the way it is done in Cambridge, Manchester or Singapore. Being able to pick up the nuances of a word, of a language that you've had pretty much used your entire life, is almost as difficult as - if not more difficult than - trying to pick up the nuances of your second language. So, I'd say it is super important to rely on more than just language. I guess it's also paradoxical right? Both relying on your past experiences, but not being completely bound by them in a somewhat unfamiliar place or context.

OPINION ARTICLE

How are ethical considerations tackled in the private sector, especially considering how methods such as ethnography yield sensitive data which can be misused in the business sector?

Definitely an important question. In our Europe office, there have been structures put in like GDPR which force you to have certain silos of data to make sure it's inaccessible to others. I think the ethics of data is something that's underused by a lot of people who interview. The ethics of collecting that data as well is super important. A whole thought process needs to go into that before the interview and before you even start transcribing. Getting to know the respondent, and just letting them really know outright that if they are uncomfortable at any point that they can leave. You need to let them know that this is a space where they can feel free to divulge, because the richest data is from people who tell a really harsh story or where they rant - so they should be able to freely go on and know that these stories will be handled sensitively, so that they don't feel uncomfortable.

For the use of that data, we have very strict protocols about what can be shared. Most of the data - if not all - can only be shared internally within the team from that project, nothing can be used outside for marketing purposes (i.e. showing people's faces on someone's billboard). We are very strict about that. If we do want to end up using it in a public academic setting, such as Epic for example (which is a big conference where companies like Gemic and people in industry go to) we do get very strict expressed permissions for that. Ethical considerations are very much on the forefront. Even before an interview starts.

Ultimately, the bigger question is that the respondents obviously can't know which companies we are interviewing them about. So, we can say a large technology company or a CPG company. If we make the research aims clear to them, that is all right. Maybe an even larger question is: Do you work with certain companies that you share values and ethical

mottos with? This might be a contradiction we often discuss among the colleagues too. We have a lot of groups within the company that try, especially with things like the racial reckoning. We have tried to make companies more aware of that, but more expressively include this idea of more diverse voices and responses that might be slightly tangential. I think part of the ethics is not just the use of that data but the respondents that form part of the very data that you're going to use to make strategic recommendations for. If that data is not diverse, then you can't say that you are representing, and showcasing the biggest views of change in that world and that is this problem of diversity. Not just whether it be in terms of skin color or ethnicity, but also in terms of socio-economic background. Being cognizant of that, is something that is very much underappreciated in all industries. We're definitely trying to change that, as well. I think the first step is just making it very clear at the start what your goals and objectives are. Because usually that's not actually put across very clearly, like even in our context sometimes projects will change and products, clients will change. Either because if we did not communicate the goals and objectives enough, or they or their goals and objectives have shifted across the course of time. The simple step is having like a monthly check in or a bimonthly check in on what your goals and objectives are. That already helps and being prepared for letting go of the interesting things you cherish. I think that has to happen both ways right? It is not wise when we get too insistent on our ways. But also we're not a good consultant if we just follow the client's whims and wishes. We should be able to push back and say, I get what you're trying to do but that's not the way. If you really want your company to change or if you want the structure to work, I don't think you should do this. You need to have this back and forth.

“Not enough heritage researchers get a taste of the private sector, and not enough of the private sector gets a taste of academia, so there's a lot of misunderstandings based on that.”

Heritage researchers can often struggle with engaging with the commercial sectors, most

OPINION ARTICLE

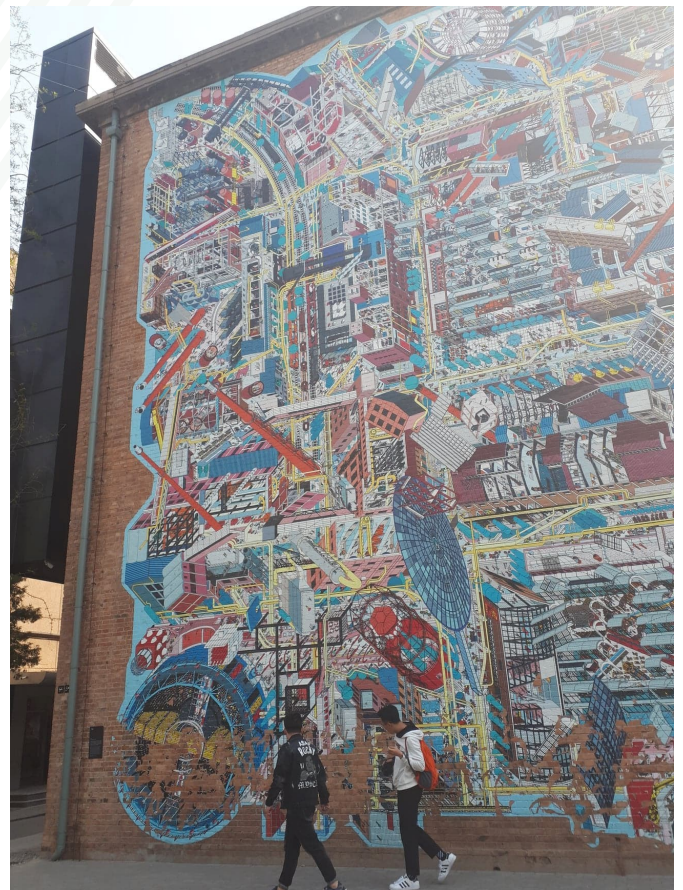
notably tourism. One of those challenges that stands out is making sure ventures are financially sustainable and can continue living past the involvement of the researcher. Working in the private sector, do you have any advice for heritage researchers on how they can engage with the commercial/private sector more effectively?

I feel, honestly, not enough heritage researchers, get a taste of the private sector, and not enough of the private sector gets a taste of academia, so there's a lot of misunderstandings based on that. Fortunately, or unfortunately, I use the analogy of, the ivory tower in academia, to explain this dynamic. And the concrete and steel towers of business. These two metaphors unfortunately are still quite relevant in some contexts. This is why companies like Gemic are getting more and more into that. On the other side, making that transition from academia, into sort of

business - if not for a career-require at least trying to understand their methods. Another thing that needs to happen is that sort of exchange. We need to think of the world outside. Otherwise, I don't think anything's going to get much done because the world is not operating in silos, like for a project in tourism. You must understand the goal of your research. It's not just to publish but also to understand how deeply contextual that research has been. We need to ask how that structured research translates into the world of business. The world of tourism is not an academic theory or an academic field, but lived experience, and also a business. Unfortunately, if some places don't make a certain amount, they're not going to be viable. We can talk about the perils of this within the capitalistic system. I think that that's part of it. But having that mutual understanding of understanding each other, letting go of pride, and making steps outside of silos in a more systemic and symbiotic way is the first step. It also starts from going to different



GEMIC Office in New York



Street mural, taken while on fieldwork in China

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tourist places around the world, even though you might not like what has been done to them. It is very easy to critique and it's another step to try and take those critiques and build them into a different perspective.

So what would be your word of advice be for soon-to-be or recent graduates who find themselves at the crossroads between academia, NGOs and the private sector?

Firstly, I can only imagine how tough it is in a world of COVID, in a world where everything that's happening around -- like racial ignorance, the hate crimes -- I can only imagine how difficult that is. I think in that context, I would say more than ever, if you don't know what to do and if you're lost in this world that doesn't appreciate you, regardless of whether it's your academic or ethnic background -- It's okay to know that you don't know what to do. Obviously with the caveat that certain people are more able to have that privilege of just sitting around for a bit, and some people must automatically go to pay off loans and I think that's something to be extremely aware of as well. For people who are at that crossroads I would say - just go out and reach out to businesses. Companies like Gemic, who work in that sort of intersection; there are other companies, like ReD (<https://www.redassociates.com/>), and Stripe Partners (<https://www.stripepartners.com/who-we-are/>) in the UK. If you're interested in that, there are companies out there, and it's really starting to emerge.

And secondly, sometimes there's like an imposter syndrome or a bit of an inferiority complex about researchers who want to get into the field of business because they don't have MBAs or they don't have that background. The skills that we you have inculcated as social science researchers, as heritage professionals allow us to think not just of the past as linear, but the past as complex. I know it's very difficult -- especially coming out as PhDs I would say -- but finding some time to do internships in those areas is important. As difficult as it might be it's good to just make that leap, as well. Firstly, being aware that in this time it's okay to not know what you want to do and just taking time

to reflect and reconnect as much as your situation can afford. Secondly, reaching out to people in places who work at those cross-over industries, because they are much more prominent and available than you think. And thirdly, going out and either doing an internship. There are also so many free and available resources on right now, whether it be in terms of lectures, whether it be in terms of conferences like the EPIC conference (<https://www.epicpeople.org/>), for example. These are also very tangible way of transitioning between the academic and business worlds.

“I think there needs to be a much more complex and nuanced interrogation of who gets access to those sites, who gets the right to study those sites in partnership with people, with local indigenous communities, who have the right knowledge”

What do you think would be the greatest challenges that heritage professionals will face in the coming decades?

I think everything around Black Lives Matter, what nations are, what borders are, that is going to be extremely challenging for people working both on site, but also for people like researchers who want to work on a site or a context that is not necessarily, very broadly ethnically related to them or culturally related to them. I think that is going to be more difficult, because you're going to have to prove more, that you are willing, capable and relevant researcher for certain sites in that field. Whether the answer is completely removing people who are of a white background or a white ethnicity to deal with sites that are not part of their quote on quote "heritage", I don't think that's the answer. I think there needs to be a much more complex and nuanced interrogation of who gets access to those sites, who gets the right to study those sites in partnership with people, with local indigenous communities, who have the right the knowledge. That is going to be a very big issue facing heritage professionals. It's a conversation we need to have, that needs to be much more nuanced, I feel then what is going on right now. We need to have a much more systemic understanding of what makes up culture, what makes up ethnicity, what makes up

VOICES FROM THE FIELD

access, I think the second issue that is going to come out of it is that, as we've heard countless times during heritage lectures, the past as a social construct, right, and very much so this is going to be like linked to this first. The importance of heritage professionals and having a more balanced point of view and investigating that past, both in academic and also private settings, is going to be huge. We see right now, the re-emergence of nostalgia and re-emergence of past traditional and indigenous practices that have either been overtaken by progress after this point, or just covered by more western-based narratives of medicine, as a key example. And that's changing right now, so more and more and more than ever, people who have a background in heritage, who have a background interrogating the past, are going to become increasingly key in shaping not just the academic fields, but I think the greater world of business around us. And, you know, as heritage people who study heritage, it is going to be super important, both in the academic world and in the professional world. I can't stress that enough. I'll give you an example of material culture and this idea of cars, and the idea of electric vehicles. It's super funny that a lot of the electric vehicles that are coming out are based on older designs, like the Mustang, Legend of Ford, that's been released as an electric vehicle. The Volkswagen, like the 60s hippie campervan, that has been released as an electric vehicle. ... So, this idea of the new intersections of past, present and future across different industries is very much like the bread and butter for heritage professionals. I feel that we, if I can use the collective we, have a very good understanding of the interplays of that, that's going to be big issue as well.

I also want to add - climate change will be a massive issue in terms of accessibility to sites and also current sites that are being degraded. Additionally, we need to think about the balance of digital and 'physical' sites and the way we interact and study sites that way. And also, on that note, heritage artefacts that are digital (like blog posts, websites etc.) rather than physical - that's going to have a super important impact as well!

Would you like to share or advertise anything with us?

I feel like I've done it so much already but I want to advertise GEMIC, the company I am in. I think for people who are thinking about crossing over an academic to a more business-oriented carrier it's the perfect landing spot, it's a beautiful mix of intellectualism, but also impacts in thinking through things much more systemically, thinking about this idea of ethnicity, culture, technology in a much more nuanced way than I've seen even academic settings approach them - is awesome. I know we're also hiring very much people with PhD experience and compliment them with people with more business experience, so we've hired a few amazing PhDs recently, couple of anthropologists. It's a wonderful place to work in and is going to represent one of the fulcrums of interrogating change in powerful ways. And if anyone needs to chat. If they're at the crossroads of the career, like not wondering, not knowing what they want to do, feel free to reach out to me. We have someone else who used to be at Cambridge, as well, recently joined as an intern and then recently was hired as a full time.

In our final question we are going to challenge you a bit. Would you be able to define heritage in one sentence?

Oh no. For me heritage involves the way that people think of, and practice, the past across different places, contexts, or settings, not just for a better understanding of the past itself, but how the past can impact, or shape both the present world they live in, and the future world they'd want to see.

The Voices from the Field team would like to thank Pierre for taking the time to share his experiences and reflections on the business-academia dynamic. We hope Pierre's unique perspectives and experiences can help early career researchers think about the options ahead of us. Please look forward to our next interview for more cross-disciplinary and diverse voices from the field to our readers after Easter!

Oliver Antczak, Elifgül Dogan and Mariana Pinto Leitão Pereira

CALL FOR PAPERS

The Association of Pacific Rims Universities (APRU)

CALL FOR SUBMISSIONS

**APRU University Museums Research
Symposium 2021
13 – 15 November 2021
Universities and Architectural Heritage**

Deadline: 20 June 2021

The Association of Pacific Rim Universities (APRU) is a network of universities from Asia, Australasia and the Americas. The association established the APRU University Museums Research Symposium in 2012 to bring participants together for the sharing of research and education initiatives concerning their universities' cultural and scientific collections.

This year, we will reflect on the research and preservation of architectural heritage and its place in the urban landscape. Architectural heritage involves multidisciplinary perspectives and collaborations which demonstrate expertise in science, culture, and the environment. Continuity and change have become crucial considerations when looking at our built environment and heritage buildings, as evident in recent examples of public health and climate concerns. The Asia-Pacific landscape especially provides a cross-cultural platform on which developments in architectural heritage research, education and practice can flourish, allowing ideas exchanged during the Symposium among universities, museums, and its collaborators to form a foundation upon which future research can be based on. The sub-themes of the symposium are developed to encourage participants from various related fields to discuss, debate and reflect on:

- Architectural heritage as a pedagogical resource
- Architectural preservation and documentation on university campuses
- Reflections on the changes in approach of the evolving nature of architectural heritage
- University archives as research resources
- Bequest of estates to universities, donations, and good stewardships
- Capacity building in strengthening the social ecosystem in architectural heritage
- People-centred approach to conservation

- University partnerships with industries in preserving or maintaining heritage sites
- New conservation standards, available scientific investigations and technologies
- Moral and ethical issues and practices of built heritage
- Advocacy and continuity of architectural heritage for future generations
- Sustainability and heritage development in a world of change (climate change, natural disasters, and COVID-19)

Submission Details

There will be two accepted categories for symposium submissions:

- Oral presentations
- Videos

Oral presentation duration – 15 mins per presenter.

Video submissions should feature architectural heritage at universities and/or its research. They will be displayed on the symposium microsite during the symposium. Existing videos may be submitted.

For both categories, abstracts in English of not more than 300 words must be submitted to apru2021@nus.edu.sg by **20 June 2021**. Please include a biography of not more than 150 words.

Selected presenters and videos will be notified by 7 August 2021.

Registration

Registration opens at the start of August 2021. Attendance to the symposium is free. Further details will be available when registration opens.

Enquiries
Please email apru2021@nus.edu.sg

To find the submission templates and more information, please visit:

<https://blog.nus.edu.sg/aprusymposium/>

OPPORTUNITIES

Oral History Coordinator

Institute for Ismaili Studies, London

Hours: Full time, fixed term

Salary: £35,000

Deadline: 11 June 2021

The Ismaili Special Collections Unit (ISCU) at the Institute of Ismaili Studies has an exciting opportunity for an Oral History Coordinator role. The position entails coordinating the Oral History Project by developing a long-term project strategy as well as conducting interviews of members of the Ismaili community in different parts of the world with a view to capturing their memories and experiences. The position holder will also manage volunteers and possibly consultants for this project. This role will require travel (travel rules permitting) and adapting to different ways of conducting interviews using appropriate communications technologies.

About Us: The Institute of Ismaili Studies (IIS) was established in 1977 to promote scholarship and learning about Muslim societies and to encourage a better understanding of their relationships with other cultures and faiths. Its research, publications and educational programmes promote scholarship in previously marginalised areas of the study of Islam. These include the intellectual and literary heritages of Shia Islam, with an emphasis on Ismaili traditions. The IIS's programmes focus on multiple approaches, expressions and interpretations, giving it a reputation for openness and tolerance. The Ismaili Special Collections Unit focuses on preserving the heritage of the Ismaili communities in various forms such as manuscripts, artefacts, archival materials, rare printed materials, photographic collection and audio-visual materials through various initiatives.

About You: The ideal candidate will have a Master's degree or a higher degree in a relevant field eg History, Anthropology, Ismaili Studies. Applicants will have a background in conducting and transcribing interviews as well as the ability to accommodate time-differences given the international nature of the project. The ideal candidate will be conversant in at least two languages spoken by Ismaili communities (i.e., Persian, Arabic, Urdu/Hindi, Gujarati etc.), and also have an understanding of the relevant regulations regarding data protection and the ability to manage tasks efficiently in a timely manner. Excellent written English and interpersonal skills are essential. This post is for a fixed term of three years.

We offer a friendly working environment with a benefits package that includes a non-contributory pension scheme, season ticket loan and discounted gym membership.

If you are excited by this unique opportunity, please apply by sending us a CV and covering letter outlining your suitability for the role which is offered initially as a three year fixed-term contract.

Next Step: Please apply online below with CV and covering letter, where you can also download the job description and person specification.

If you have any queries, please email Caroline Gomez in Human Resources: cgomez@iis.ac.uk.

The closing date for applications is Friday 11 June. Interviews will be held week commencing 21 June 2021.

To apply, please visit the Institute for Ismaili Studies [website](#).

OPPORTUNITIES

2 Postdoctoral Positions in the areas of uses of history and memory studies in East Europe

Department of History, Lund University, Sweden

Hours: Part time, fixed term

Application Deadline: 1 June 2021, 23:59 CET

We are pleased to invite applications for two researchers in the areas of memory, the instrumental use of history, and migration at the Division of history. The position would be at 75 per cent up to a period of maximum eighteen months. Some teaching may be part of the position.

The Research Positions

The employment is linked to the research project "Ukrainian Long-Distance Nationalism in the Cold War," which is led by Associate Professor Per Anders Rudling (Wallenberg Academy Fellow) and funded by the Knut and Alice Wallenberg Foundation. The project aims to improve the general understanding of history, memory and politics in Eastern and Central Europe after 1989, to explore the role of spatial identification as part of the evolving construction of nationhood in this region, and to analyze the interplay between the use of history in post-socialist Europe and its diasporas.

Two post-doctoral positions are anticipated.

One will deal directly with the themes of transnationalism and the Ukrainian diaspora that are at the center of Professor Rudling's project; the other will consider questions of space, memory and identity across Eastern and Central Europe more generally. Key concepts for the project are nationalism, transnational memory, geographies of identity, and the instrumental use of history. The opening of a third position may be considered. The goal is to strengthen the research environment focused on Eastern and Central Europe at Lund University.

Successful candidates will be expected to meet the following criteria:

- develop and carry out an independent research project of high international quality
- collaborate with the project leaders in organizing activities such as seminars and workshops
- produce publications of a high international standard
- contribute actively to the research environment on Eastern and Central Europe in Lund

Because the researcher will work closely with the director of the research team and others in the research environment, these positions are in-residence only. Physical presence at the Department of History is required.

Candidate Qualifications

To qualify for the research position, the candidate will have obtained her or his PhD no more than five years prior to the deadline for the application. If there are extenuating circumstances, such as parental leave, illness or other reasons, applications from candidates with earlier completion dates will also be considered. In these cases, full documentation of any circumstances should be submitted along with the application.

The candidate is expected to have excellent skills in written and spoken English and in all other East European languages relevant to their project.

Competence in all non-native languages must be documented.

Knowledge of Scandinavian languages is not a requirement for these positions but will be viewed as an advantage.

These research positions are intended in the first instance for candidates with doctoral degrees in history. Other disciplines are also eligible to apply.

The candidates will be evaluated on the basis of their academic and scholarly merits and their ability to develop and conduct research of a high international quality within the fields of history, memory, and its instrumentalization, as an individual researcher but also as member of the research team and as part of the larger environment of East and Central European Studies in Lund. The assessment will be made on the basis of the application materials submitted and through an interview with select candidates.

Lund University welcomes applicants with diverse backgrounds and experiences. We regard gender equality and diversity as a strength and an asset. We kindly decline all sales and marketing contacts.

For further job details and to apply, please visit the [job posting](#).

OPPORTUNITIES

Head of Equality, Diversity and Inclusion

English Heritage

Hours: Full time, permanent

Salary: From £67,297 if based in inner London, 5-10% less in other locations

Deadline: 24 May 2021, 23:59 BST

English Heritage cares for over 400 historic monuments, buildings and places such as Stonehenge, Tintagel Castle, Dover Castle, Hadrian's Wall, Kenwood House, Marble Hill, Battle Abbey and Clifford's Tower. Through these, and through our amazing collection of historic artefacts, we bring the story of England to life for over 10 million visitors each year.

As Head of Equality, Diversity and Inclusion (EDI), you will lead the transformation in culture required to make English Heritage a more relevant and welcoming brand to all.

Reporting to the Chief Executive, you will be a visible leader across the organisation, setting direction and creating opportunities, focusing on business planning, programming, advice, performance and communication. You will develop close relationships with key stakeholders to make the change to becoming a more diverse and inclusive organisation. You will also build and manage relationships with external partners, working with and learning lessons from others whilst building our reputation as a committed and concerned conservation charity.

We need someone who has experience of successful leadership of change to improve equality, diversity and inclusion in a large organisation. This person, a strong influencer and leader, must also have a track record of developing and implementing a strategy

with demonstrable results, working with others to achieve objectives through their teams.

This is a great opportunity for a passionate and credible champion of equality, diversity and inclusion to play a key leadership role in a well-loved national charity.

If you would welcome an informal conversation about the role, please contact our Head of HR and Volunteering, Andrew Kennedy, on Andrew.Kennedy@english-heritage.org.uk

To apply, please submit your CV and covering letter (no more than two sides of A4 please) addressing the job description, explaining why you feel your skills and experience make this the role for you.

You'll find it's a workplace like no other - taking you behind the scenes of these extraordinary sites and supporting you to share your ideas, inspire others and make a difference.

By joining us, you'll enjoy the rewards of a great team environment in inspiring locations, helping to make our site a wonderful place to visit. You'll also be joining our charity, which through our 400+ historic monuments, buildings and sites, brings the story of England to life for over 10 million visitors each year. We offer a competitive benefits package including a generous pension, 25 days leave a year and free entry to all English Heritage properties for you, another adult and up to 6 children (under the age of 19).

For the full job description and to apply, please visit the English Heritage [website](#).

OPPORTUNITIES

Curator

Charles Dickens Museum

Hours: One year, fixed term, permanent
Salary: £32,500 per annum

Deadline: 4 June 2021, Noon BST

The Charles Dickens Museum is seeking a versatile and experienced Curator to work within a small dynamic team at a high profile heritage site. The post works alongside the Curator-Special Projects, supports the Director, and is a part of the Senior Management Team.

The Charles Dickens Museum is a fully accredited independent museum dedicated to promoting the life and work of Charles Dickens, writer, journalist and social reformer. Our mission is to be the world's leading centre for the study, appreciation and enjoyment of Charles Dickens's life and works, and to achieve this we have three aims:

- to care for, develop and provide access to our outstanding buildings, collections and knowledge;
- to provide a high-quality and inspiring experience to a wide range of audiences; and
- to operate with the highest levels of organisational and financial efficiency.

Main purpose of job:

The Curator works alongside the Curator-Special Projects, supports the Director, and works as part of the Senior Management Team in maintaining the Museum as a high-profile heritage site and developing visitor-facing programmes.

You are not expected to possess in-depth knowledge of Dickens but a key objective is to liaise with academics and experts in Dickens's life, works and social circle, the early Victorian period, and the critical reception of Dickens. You will be required to stay abreast of developments in Dickens studies and Dickens-related heritage.

Key responsibilities:

The following is not an exhaustive list of tasks but is indicative of the main responsibilities.

- All aspects of collections' management and documentation, in line with agreed policies and procedures, including: acquisition, registration, cataloguing, deaccessioning, digitisation, environmental control, loan processing, insurance, records computerisation, storage maintenance (on and off site), and information retrieval in response to research requests.
- All aspects of collections' care, in line with agreed policies and procedures, including emergency preparedness strategy, security, pest control, environmental monitoring and control, housekeeping procedures, building management systems, and routine checks of properties.
- Manage agreed curatorial budget, including grants and other funding.
- Answer curatorial enquiries and manage access for researchers to the collection (by appointment).
- Manage reprographics, image library requests, licensing and orders.
- Curate exhibitions, undertake associated research, speak and publish on the permanent collection and exhibitions.

To apply for this position, please complete the application form and send, together with your full CV, by email to: penelope.prince@dickensmuseum.com

For the full job description, please visit the museum's [website](#).

CONTACT US



CONTRIBUTE

We would be especially interested in hearing from you about events and opportunities. Contributions in the form of short reviews of conferences, exhibitions, publications or other events/material that you have attended/read are also welcome. Please note that advertisements for any non-HRG events, jobs, or programs do not imply endorsement of them.

SUBSCRIBE

If you would like to be added to our mailing list to receive our bulletin, or if you have a notice to post, please contact the editors (heritage-bulletin@arch.cam.ac.uk). For more information about the Heritage Research Group, visit the CHRC website: www.heritage.arch.cam.ac.uk

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