



## Senior Archaeologist, Full-Time Permanent

Antiquity is seeking a Senior Archaeologist to lead cultural resource management projects in western Washington, based in our Tumwater, WA office.

### About Antiquity Consulting

Established in 2018, Antiquity Consulting strives to set new standards in cultural resource management in the Pacific Northwest. Our mission is to assist our clients with the highest quality archaeological and historical services with integrity, efficiency, equity, and excellence. We recognize that excellent professional heritage management reduces risks to projects while honoring the Pacific Northwest's diverse heritage. Our work culture prioritizes pride in heritage preservation; professional development; personal growth; and appreciation for the cultures, resources, and landscapes of the Northwest.

### Senior Archaeologist Role

As a Senior Archaeologist at Antiquity, you will work with the Antiquity team to manage archaeological assessments, mitigation, and archaeological monitoring. You will work independently to lead pedestrian and shovel probe surveys in support of cultural resource management projects. According to the project research design, you will be responsible for professionally and efficiently leading archaeological field technicians on archaeological surveys, which requires fast-paced pedestrian survey and excavation with manual tools, soil analysis and recordation, and artifact identification and recordation. The Senior Archaeologist is responsible for field logistics and may delegate leadership tasks to staff where appropriate. The Senior Archaeologist will also be delegated research and project management tasks and may assist with other work tasks relevant to cultural resource management work as needed.

### *Leading Junior Staff*

As a crew leader, you will be responsible for ensuring that Antiquity's Archaeological Field Technicians and Field Archaeologists are conducting fieldwork according to Antiquity standards, and that crews remain safe and happy working in difficult physical conditions. Antiquity's senior staff serve as mentors to junior staff. Senior Archaeologists will work with the CEO to recruit and train staff and provide field workers with the knowledge and tools they need to successfully complete fieldwork.

## Qualifications

### *Education & Experience*

Antiquity's Senior Archaeologists have ten years of full-time progressively responsible archaeological fieldwork experience, preferably in several regions of the northwest, including diverse pedestrian and shovel probe survey and data recovery experience; and an MA/PhD in Anthropology/Archaeology/History/Geology or a closely related field. Tribal members are encouraged to apply, regardless of education status.

### *Memberships*

Antiquity's senior staff maintain membership in the Register of Professional Archaeologists and adhere to the organization's ethics.

### *Field Skills & Abilities*

Senior Archaeologists must have experience working on diverse archaeological site types, and be well-versed in western Washington archaeological site patterns, geology, geography, plant identification, ecofact identification, and artifact identification, and must be ardent about their mastery of these skills. This position requires previous mastery of archaeological field crew leadership skills; field logistics; archaeological site delineation processes; archaeological site identification and recordation; and field data management. Senior Archaeologists are required to maintain wilderness first aid certification, OSHA trainings, HAZWOPER training, and other field and safety trainings as necessary.

Fieldwork will include working in potentially hazardous situations, in urban and remote forested or desert locations. All members of field crews are responsible for assessing and mitigating risks in the field. Senior Archaeologists are responsible for leading daily tailgate meetings in which hazards are discussed via a Job Hazard Analysis and leading a crew through a daily stretch and flex routine. Senior Archaeologists will also work with colleagues in the field, such as property owners, subcontractors, and agency and tribal staff, to ensure safety issues are addressed.

Antiquity staff must be willing to work efficiently and safely in physically uncomfortable field situations while conducting pedestrian or shovel probe survey or data collection or recovery work to standard. Antiquity field staff must be capable of occasionally lifting 50 pounds, and must be able to carry necessary field equipment and personal supplies for extended periods, such as: water necessary for entire workday, food necessary for entire workday, personal protective gear, first aid supplies, and equipment needed for work tasks. You may be required to be separated from your vehicle, or the field carpool vehicle, for the entire fieldwork day. Work conditions may include inclement weather, noisy environments, unstable slopes, invasive plants, saturated and unstable soils/sediments, and rocky or compacted sediments.

### *Software Proficiencies*

Senior staff are expected to continuously build upon their proficiencies in Microsoft Word, Excel, and Access; ESRI ArcGIS applications; graphics software; DAHP WISAARD if approved for access; company budgeting and timekeeping software; and other software and databases as necessary. Senior Archaeologists will take an innovative approach to archaeological data collection and maintenance, striving to make Antiquity a leader in archaeological fieldwork methods.

### *GIS Skills*

Antiquity's senior staff must have formal education in GIS theory and spatial analysis, and practical experience using ESRI software, including the ability to create and edit shapefiles, locate applicable datasets necessary to complete mapping or analysis tasks, and produce professional maps according to Antiquity templates and specifications.

### **Location & Schedule**

Antiquity's office is located in Tumwater, WA. Our area of service typically includes Grays Harbor, Mason, Thurston, Pierce, Lewis, Pacific, and Cowlitz counties. Overnight travel is typically <5% of the work schedule. Travel time and mileage are calculated from the Antiquity office. Fieldwork sites range from active urban construction sites to remote forested locations which require off-trail hiking.

### *Schedule*

The standard Antiquity work week is Monday through Friday, 900am-500pm. This position is approximately 65% field work and 35% office work. Office work schedules are flexible but dependent on project needs, and field schedules are dependent on client needs with some flexibility where possible. Seasonal work sessions are typically scheduled as 4/10s with 3-day weekends beginning on Friday. Field work is conducted year round, with exceptions for inclement weather. Antiquity prioritizes work-life balance and will accommodate flexible work hours and alternative working days whenever possible. The Senior Archaeologist should work with field crews to accommodate their scheduling needs, where possible.

### *Remote Work Eligible*

Antiquity's senior staff are eligible to work remotely, however their remote work office must be located within our area of service, and they must be willing to travel to fieldwork locations as needed. Remote-work staff will need to maintain a workspace that is dedicated solely to their remote work, projecting a professional work environment when meeting with clients and colleagues online or over the phone. Senior staff will work with their supervisor to maintain appropriate hardware, software, phone access, and internet. Occasional in-office meetings will be necessary, including quarterly meetings.

### **Compensation**

The Senior Archaeologist position is a full-time salaried position with a starting salary range of \$72,800-\$94,000, depending on qualifications. The position is exempt from overtime pay, but exempt status will be reassessed as necessary according to Washington State L&I criteria. Pay periods are bi-weekly. Benefits for new salaried employees include personal days, sick days, vision/dental/health insurance, and a 401k program. Antiquity staff receive compensation for mileage and per diem at GSA rates. Antiquity believes in quality of life at work and hosts an employee rewards and incentives program. This position is not currently eligible for bonuses (a bonus program is anticipated for 2023).

### *Personal Research Time*

Senior employees accrue 25 personal research days per year, to be used for the presentation of professional archaeological/historical research.

### *Sick Time*

Employees accrue 2 sick hours for every pay period (80 hours), which is 6.5 days per work year.

### *Personal Time*

New full-time senior employees accrue 1 personal day (8 hours) for every pay period (80 hours), which is 26 days per work year. Personal days are flexible and not dependent on state/federal holidays, to be scheduled as the employee prefers.

### *Health Insurance*

Part-time and full-time permanent employees are eligible for health, vision, and dental insurance plans provided by Antiquity.

### *Reimbursements*

Antiquity staff receive compensation for travel mileage and travel per diem at GSA rates. Lodgings are paid directly by Antiquity. At this time, office commutes are not reimbursed. Senior staff receive a \$50 monthly cellphone stipend.

### *401(k)*

Full-time employees are eligible for enrollment in Antiquity's 401(k) plan after completing 3 months of service. This waiting period is required by the provider.

## **How to Apply**

Please send an email to Beth Mathews at [bmathews@antiquityconsulting.com](mailto:bmathews@antiquityconsulting.com) with 1) a PDF format letter of interest, 2) a PDF format CV detailing your relevant work experience and training, and 3) three professional references. Your letter of interest should discuss your qualifications and career goals.



*Antiquity Consulting, LLC does not discriminate directly or indirectly on the basis of race, color, religion/creed, gender, gender expression, age, national origin/ancestry, disability, marital status, sexual orientation, or military status in any of its activities or operations.*