



Field Archaeologist, Part-Time or Full-Time Permanent

Antiquity is seeking a Field Archaeologist to support cultural resource management projects in western Washington, based in our Tumwater, WA office. Preferred candidates will have a strong interest in the history and archaeology of Lewis County, and the ability to lead fieldwork in Lewis County. Our preference is to hire a full-time Field Archaeologist, but we will consider a part-time appointment.

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.

Field Archaeologist Role

As a Field Archaeologist at Antiquity, you will be work with the Antiquity team to conduct 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 Field Archaeologist is responsible for assisting Senior staff with field logistics and may delegate leadership tasks to staff where appropriate. The Field 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 Field Crews

As a crew leader, you will be responsible for ensuring that Antiquity's Archaeological Field Technicians are conducting fieldwork according to Antiquity standards, and that crews remain safe and happy working in difficult physical conditions. Antiquity's Field Archaeologists serve as mentors to Field Technicians. Field Archaeologists will work with the CEO and Senior

Archaeologists 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 Field Archaeologists are professional archaeologists who meet the SOI standards and Washington State Statute 27.53.030. Field Archaeologists must have a graduate degree in Anthropology/Archaeology/History/Geology or a closely related field; have attended an archaeological field school or have at least four months of supervised field and analytic experience in Washington archaeology, including experience in identifying precontact and historic artifacts; and professional experience conducting shovel probe and pedestrian survey in western Washington. Tribal members are encouraged to apply, regardless of education status. Applicants who are currently enrolled in a graduate program and are able to attain WISAARD archaeological access will be considered.

Memberships

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

Field Skills & Abilities

Field Archaeologists are early career professionals, who are keen to develop mastery of archaeological field crew leadership skills; field logistics; archaeological site delineation processes; archaeological site identification and recordation; and field data management. Independently and with the mentorship of senior staff, Field Archaeologists will gain experience working on diverse archaeological site types and will continually build upon their knowledge of archaeological site patterns, geology, geography, plant identification, ecofact identification, and artifact identification, and must be ardent about their mastery of these skills. Field 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. Field Archaeologists, in cooperation with Senior staff, 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. Field 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

Antiquity 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. Field 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 archaeologists are required to use ESRI applications and will be expected to build upon their GIS skills. Preferred candidates will 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 annual 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. The Field Archaeologist's typical annual schedule is approximately 75% field work and 25% office work. This particular position may work up to 90% in the field through August 2024. 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.

Compensation

The Field Archaeologist position is a full-time hourly position with a starting pay rate of \$29-35, depending on qualifications. Pay periods are bi-weekly. Benefits for new full-time 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).

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 junior employees accrue 20 personal 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. Full-time 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 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.



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