Survey of Job Ads in Conservation Science

ICCROM FORUM 2013 on Conservation Science
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## SUMMARY OF FINDINGS

### Distribution of Countries

- 93% of the ads are from Europe & North America, among which the largest groups were UK (34%), US (31%) US and Germany (10%).

### Distribution of Institutions

- The largest institutional types are Museums (54%) and Universities and Colleges (31%).

### Academic Qualifications and Experience

- 66% of the employers request or say a Masters is desirable.
- 47% of the employers request or say a PhD is desirable. Within this group, 68% consider it should be in Science.
- Of the employers requesting or desiring a PhD, 22% are museums.
- 45% of the jobs require experience of working within conservation, 55% does not require or specify conservation experience.
INTRODUCTION

In September 2013 a survey of job ads for positions in conservation science was undertaken by ICCROM, as part of the preparation for the ICCROM Forum 2013 on Conservation Science. The purpose of this survey was to gain an overview of the labor market within the field over a time span of 5 years. Job ads published from 2008 up until today were collected. 89 ads in total were studied and categorized.

OBJECTIVES

The survey sought to gather data on employment in the field of conservation science, in relation to the following questions:

1. Who is offering jobs in conservation science; what types of institutions and in which field of work?
2. In which geographic locations are the jobs to be found?
3. What are the employers offering?
4. What are the employers asking for in terms of academic qualifications and experience?

METHODOLOGY

The records were collected using two different online databases where job ads from all over the world are being published.

- CONSERVATION DIST LIST archive http://cool.conservation-us.org/byform/mailing-lists/cdl/

CATEGORIZATION

Each ad was reviewed and manually categorized according to the following criteria:

- geographic location (country and world region) of institution
- type of institution
- field of work
- duration
- level
- full/part time
- degree requested
Survey of Job Ads

- field of requested degree
- conservation experience requirement
- work experience
- international call

The categorized results were then graphed.
Results

![Bar chart showing job ads by world region](chart.png)

- Arab States: 2%
- Asia & the Pacific: 4%
- Europe & North America: 93%
Survey of Job Ads

The diagram shows the number of job ads in different countries. The US leads with 28 ads, followed by the UK with 30 ads. Other countries with notable numbers of job ads include Switzerland (4), Qatar, France, and Denmark. The chart also includes data for several other countries, such as Greece, Germany, and Sweden.
World region and institution type

<table>
<thead>
<tr>
<th>Institution Type</th>
<th>% of total number of job ads</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independent foundations</td>
<td>2%</td>
</tr>
<tr>
<td>National research agencies</td>
<td>4%</td>
</tr>
<tr>
<td>Private practice</td>
<td>2%</td>
</tr>
<tr>
<td>National heritage agencies</td>
<td>2%</td>
</tr>
<tr>
<td>Libraries &amp; Archives</td>
<td>3%</td>
</tr>
<tr>
<td>Universities &amp; Colleges</td>
<td>3%</td>
</tr>
<tr>
<td>Museums</td>
<td>52%</td>
</tr>
</tbody>
</table>

ICROM FORUM 2013: Job Ads in Conservation Science
Field of work

- Libraries & Archives: 3%
- Site based: 7%
- Other*: 33%
- Museums: 57%

% of total number of job ads
ICCROM FORUM 2013 Background Research Report
Survey of Job Ads

Position level

- Junior: 11%
- Mid: 70%
- Senior: 19%

Duration

- <1 year: 24%
- 1-5 years: 27%
- Permanent: 0%
- Not specified: 42%
Academic qualifications requested

<table>
<thead>
<tr>
<th></th>
<th>Bachelor's</th>
<th>Masters</th>
<th>PhD</th>
</tr>
</thead>
<tbody>
<tr>
<td>not requested</td>
<td>10%</td>
<td>7%</td>
<td>25%</td>
</tr>
<tr>
<td>not specified/optional</td>
<td>82%</td>
<td>68%</td>
<td>27%</td>
</tr>
<tr>
<td>desirable/requested</td>
<td>0%</td>
<td>47%</td>
<td>0%</td>
</tr>
</tbody>
</table>

% of total number of job ads
Academic qualifications: field distribution

- Bachelor's: 79% Conservation, 17% Other, 4% Not specified
- Master's: 65% Conservation, 23% Other, 11% Not specified
- PhD: 68% Conservation, 24% Other, 5% Not specified
Comparison of PhD requirements

- **PhD not requested**: 13%
- **PhD not specified / optional**: 18%
- **PhD desirable / requested**: 22%

By Institution Type:
- **Independent foundations**: 3%
- **Libraries & Archives**: 2%
- **Museums**: 10%
- **National heritage agencies**: 2%
- **National research agencies**: 4%
- **Private practice**: 17%
- **Universities & Colleges**: 5%
Does the job require experience of working within conservation?

![Bar chart showing the percentage of job ads requiring experience in conservation science.](chart.png)