

1 11-08 Consulting Archaeologist – Principle of Small Company

2

3 Q1. I work in [suburb X of large city] – is that the answer? [SC – No it's not – it's
4 to do with what sort of organization so you work for?]. I have my own small
5 company of which I am the sole Director and I mainly employ – well I'm an
6 employee of the company and I mainly employ one other person. And if I do any
7 digs I employ more people as I need them, or if I'm doing a detailed report and I
8 want someone to come in and work on the other computer with me on that I
9 employ someone else. The employees are only when needed so there's no
10 permanent employees. They're all on a casual basis. [SC – yes good – what kind of
11 work? You do heritage consultancy?]. Yes I do historical archaeology only. I don't
12 do any prehistory and I refer people to prehistorians I like if I'm asked about a
13 prehistorian or do I do that?

14

15 Q2. [So private business]

16

17 Q3 [no. who regularly work?] Two.

18

19 Q4. All of my employees are involved in archaeology.

20

21 Q5. Small.

22

23 Q6. [State X]

24

25 Q7. Do you mean talking? Face to face talking? [SC – Yes – let's go face to face]. I
26 don't talk about archaeology hardly to anybody. [SC – But when you are doing
27 your work?]. When I'm doing my work my sort of business partner lives in [town
28 X]. So I live in the main city of [state X] and he lives over 50 km away in [a
29 smaller town in the region]. [SC – So it's state X – do you work interstate?]. I have
30 I have in the past in [three other states] but I haven't in many years.

31

32 Q8. No.

33

34 Q9. Heritage conservation and heritage management. As part of my excavations I
35 do community consultation as much as I can. [SC – Okay I'll write that down –
36 would that be "Education" do you think?]. Yes – education. [SC – I've got "Travel
37 and Tourism Industry' are you ever involved in that at all?]. No.

38

39 Q10. Which are you involved with etc. Same as 9.

40

41 11. Well – communicating about archaeology means talking to my project
42 manager at [large scale development Project X] about what I'm doing and why.
43 Yes. Frequently. I have to explain it a lot to the project manager about what I'm
44 doing and why.

45

46 Q12. Oh no.

47

48 Q13. Not formal no but I was a tutor at X University. I can't say I have formal
49 qualifications in teaching. [SC Interrupts – no no that's alright..]

50

51 Q14. Well I train other people on digs all the time. And in teaching I was a tutor
52 in [first year] many many years ago for about a year. And I train people all the
53 time on my digs because only [my co-worker] and I are really really skilled and
54 the other people are younger archaeologists who are working as archaeologists
55 but I have to get them to do what I want them to do, and so they're really training
56 all the time.

57

58 Q15. N/A

59

60 Q16. Yes. Yes.

61

62 [SC And can you perhaps think of a positive example of working with such media
63 (Q17) and were there any challenges that you encountered (Q18)

64

65 Well I was interviewed a lot about the [X Project] on television and newspapers
66 like "Y Digs Their Job" (Laughs) – was one of the headings. And they were all
67 good. But my experiences, and they've been good and I've really sought them out
68 for publicity. And when I was excavating the [place Z] in 2009 I talked a lot to the
69 local papers. And we got a grant from *Australian Geographic* so the woman from
70 Australian Geographic came out and took photos and they wrote an article on us.
71 And then I've given a lot of public talks about the place Z dig at the [local]
72 museum and [another heritage centre in the region] commemorating 200 Years
73 of the place. And I've given presentations to the public.

74

75 Now with the media the [regional public-private heritage organisation] people
76 have made a film recently about the saving of the X site excavations [which I
77 directed] but they didn't have me in it (laughs..). [SC – Right..]. [Professional Y]
78 talked to the woman [...] and the woman [was very upset] because it was such a
79 screw up the video they made. The [organization] made a video about [why the
80 site was considered to be so important and the excavations and development of
81 visitor interpretation etc]. Yes – but Professional Y who was very instrumental in
82 the community action and I – who excavated the site – weren't interviewed.

83

84 The reason I wasn't interviewed was that they came to me a week before, they
85 wanted me to be interviewed. They had interviewed a whole lot of other people
86 including [politicians and heritage professionals involved in the project]. And
87 they came to me a week before and asked me would I be in this video? I said yes I
88 would. They don't offer any payment. They are there all getting paid. And then,
89 so she suggested different times. The woman was.. I said do you want to
90 interview me [on location near the remains of the excavation site with visitor
91 interpretation]. 'Yes' she said. Then I told her, after thinking about it that she'd
92 have to film there before or after the public as otherwise there would be all this
93 ambient noise in the film. And then she didn't think of that before but she agreed
94 with that so it had to be like 7 or 8 o'clock in the morning to get the light in and
95 everything. Well the cameraman couldn't make a lot of these times. So I had to fit
96 in with them. And then they were suggesting these various not very many times
97 and then I thought this is going to take me about two or three days to prepare for
98 this interview, because she gave me a whole lot of questions she wanted to ask

99 me like 'Why was the site significant?' and you know – all these questions – “Why
100 blah, blah, blah”. And I thought ‘Oh bugger it – I’m fed up with this. I’m not going
101 to do it. They’ve only given me a week to arrange.’ And so I said to this girl – I’m
102 not going to do it. You’ve only given me a week, you’ve given me about three
103 times or one time I’ve got to turn up. It’s going to take me ages to prepare, you
104 are not giving me any funding, I haven’t got time and of course I’m always very
105 busy now. So it wasn’t as if I had nothing to do for three days. And also I wouldn’t
106 earn any money. I wouldn’t be able to work for a client which I had work – to
107 write reports for the [major development client] while I was researching and
108 getting all this stuff ready and getting all my clothes ready to sit in a television
109 interview. [SC – Can I ask you a question – was this an independent TV company
110 – is it a TV company?]. No it was the [heritage organization] itself. I think the
111 woman works there - she was organizing it but I suppose the cameraman would
112 have been – he had other jobs too. [SC – so it was an ‘in house’ production
113 company?]. Well an in house Director and organizer of this video – and it was
114 there . [SC - Can I ask you something. Did you, I mean did you ask them to pay
115 you?]. I don’t remember. [SC – I’m just quite curious as I think...]. They never pay.
116 [SC – breaks interview to discuss how these kinds of issues are apparent from
117 talking to other archaeologists outside this interview survey so far..]. It’s very
118 important because I’ve got asked a lot of times by them to do things or appear in
119 things, or one time I said to some woman when I went in there, one of the
120 curators, something something “Oh this is all wrong” or “Blah, blah, blah”. [In
121 woman’s voice] “Oh would you like to come in here” – without any funding of
122 course – “ and blah, blah, blah, blah for us?”. They always do that and they’ve
123 never paid. I might have been asked to be paid. I’ve probably said I’m a
124 consultant and you know – this is going to take me blah blah days – and I’d like to
125 be paid for it but there’s never any money offered or paid. So it’s very – it makes
126 a person – and [another professional] is the same – very rankled that these
127 people have got permanent jobs that are asking you and they never offer you
128 anything. [SC – Okay – I’m just saying – here am I interviewing you as well so
129 (laughs)..]. That’s alright – now I’ve got to say something. No let me finish. I want
130 to say something. I’m often asked to speak at things and I do it gleefully for
131 nothing if I think it’s a good cause or like your interview or other people coming
132 to interview me or giving talks about [other projects at popular historic places]
133 at the [local] museum where I didn’t get paid but it was a big event. I can choose
134 who I want to work for nothing, but I don’t want people... In that situation it’s
135 different – you understand? [SC – Yes – absolutely]. I give a talk for the
136 [voluntary community heritage and history organizations]. I often get asked to
137 give talks. [Consultant X] would be the same [who does similar high-profile
138 projects with strong local interest]. But if you are asked by an organization like
139 that and you are the [key] person who [was instrumental in the success of the
140 project and did all the work] a week before they are finishing their video, their
141 film and they haven’t asked you before and then. Very, very rankling. I won’t say
142 it makes me bitter about them but it makes me very pissed off with them. So I’m
143 not in any mood to do them any favours. A total favour. So I’m not in it.

144

145 So, for example, in all the business about [some famous historic items] excavated
146 in [another state] and all the research I did on that for the [community history
147 and heritage society] which took me days and days and days. I got very involved

148 in it and it cost nothing and I gave a lot of information to the museum and the
149 archaeologist in the museum [X]...I got nothing for that. I wasn't earning any
150 money – all the hours I spent on that but I enjoyed it. So I choose. And if you talk
151 to someone like [Consultant A] who is always writing on OzArch they'd be the
152 same sort of person.

153

154 [SC – Interesting – this is a big issue. There's been a lot of stuff on the web
155 recently about bloggers..]. I'm not interested in bloggers. [SC – No but it's a
156 similar issue. It's about whether people should volunteer their time and under
157 what circumstances people will donate content and time and to so with content
158 and profit making and who benefits etc..]. Yeah. [SC – So there is a big issue in
159 there...]. Yes. [SC – And I'm glad you've raised it as I'm hoping some other people
160 will raise it as well..]

161

162 [Organisation X] has been consistently like this all along and I'm just not of
163 interest to them – I've disappeared. [SC – Yes obviously some of the issue here is
164 because of your employment circumstances as a contractor. Like if I'm here I get
165 paid.]. Or [museum employee X]. [SC – or casual people who work casually.]

166

167 [SC – Let's move on – just a couple of questions..]. Yes and you can come back to
168 me if you want to. I'm happy to give you as much time as you want because I
169 think it's important. [SC – Well that's great – I will 'cos. We'll just go through and
170 then I might come back to a few people for an extended – you know to clarify
171 and..]. Pick up things.

172

173 Q19 – seek out people or do they come to you or both?

174

175 Nothing. The only people I communicate with about archaeology are [X in my
176 own company] and [another professional consultant based locally].

177

178 Q20. N/A

179

180 Q21. [You've already mentioned talking to clients about stuff...is there anything
181 else?]. Yes I'm passionate about it and, as I said, I choose to communicate about
182 archaeology if I want to for instance I'm very involved in the [B Project] -
183 working on it for (local) Council. Now I have a lot to do with the manager of the
184 [regional history and heritage interpretation project] but that's because I choose
185 to talk to them and let them know what I'm doing and discuss things. They're
186 passionate about the [history and archeology of the place]. And that's their job,
187 but also I choose to talk to them and let them know and discuss things when I
188 don't have to. And I have to explain what I'm doing and write reports for clients
189 like the [local] Council or the [major development project managers] where my
190 project manager doesn't know much about historical archaeology.

191

192 Q 22 (kind of content)? Well everybody... every client I have, I have to explain
193 about the [state heritage laws]. And I put it in my reports now. I wrote it for one
194 and I take it out of that and copy it in all the others – my assessments and that.
195 Because they don't understand what they have to do, or why they have to do it.
196 They just know they've got a directive in the council that as part of their

197 development approval they've got to have an archaeological assessment or they
198 have to have an archaeologist do something or other. So I have to explain the
199 legislation – how it works. That's something I have to communicate to all the
200 clients because there's no common knowledge at all about anything we do – why
201 they have to be done, as these are project managers and if they haven't worked a
202 lot with archaeology, which they haven't, you have to sort of tell them what it is.
203 But they're only interested in the statutory requirements. They're only
204 interested in what they have to do.

205

206 [SC prompts 11-08 to give another example – e.g. 11-08 talked about their great
207 interest in the B Project...what kinds of information are you talking about or
208 communicating in something like that?]. Who to? [SC – Well say to X or when
209 you're giving a lecture about one of your projects to the public...]

210

211 Ah well you have to tell the basic history, little bit of the history and you show a
212 lot of pictures which people really like. And you point out things. And if you're
213 doing research which has found new things like I have on the bridge at [place z]
214 found out it was built much later than everybody thought – it's not a convict site
215 – I have to explain why and all the bits of the research I've done – which is
216 historical research. And then I do all this really... because I get swept away I do
217 all this really interesting research about how stone was cut in the 1820s. And I
218 do all this research on all these really old books which are now on internet
219 archives. Old text books and things that describe how things were done, or how
220 to do things you know in 1820, 1860. So I do all this research and then I kind of
221 convey it to them and it's very exciting to people who are interested. And so
222 that's not what you're asking me...[SC Well...yes.. I am]. I get really involved and I
223 write to these people in America who've got emails or websites. And then they
224 write back and send me all this stuff and there's all this great interest. Or the
225 [historic artefacts] in the [Site X] under the [feature], you know the X Museum in
226 [city in the UK]. I wrote to them and they write back with – they're so excited..

227

228

229 [SC – Well that's good. I've emended Q8 (communicate with people outside Aus?)
230 and I've put the UK and USA]. That's through the internet (hesitates..). [SC –
231 That's okay. It can be through the internet – the questions are open-ended.]

232

233 Yes that's very important – that's through the internet. You find them, and then
234 you write to them passionately, and then they write back passionately. Like also
235 about this new research I've found about the [place C] and the [international
236 historic events associated with it] – well I've been writing to the X Museum in
237 Oxford and they've been sending me all this stuff, and then the [on-site museum]
238 at [place X] in Ireland. We've been passionately interacting about this [global
239 historical event] (laughs..). It's good.

240

241 [SC That's okay. Can I just say – obviously – very few people just do their “job” if
242 they're in archaeology. Sorry – quite a few people who have replied to the
243 questionnaire they've said “Well I do this for my job” but often people are also
244 doing other stuff..]

245

246 Yeah like Consultant X, or Consultant Y. [SC – Loads of people are doing this.
247 Some people choose to answer this questionnaire – “Well I’ll just talk about my
248 job in this organization – it’s not surprising – people then often slip into “Yes, but
249 I do this other stuff on the side. That’s not surprising but it’s quite interesting –
250 that people have a private interest or they might be an academic but they do
251 some consulting, or they might be a consultant but they are doing research – you
252 know – this type of thing.] Person A [who X will know who went to University of
253 B and worked at the [Project Y] site and is working in the Middle East or
254 something – an academic in [a capital city interstate]. They say that Archaeology
255 is a calling – meaning it’s like becoming a priest or a nun. [SC – laughs]. It’s a
256 calling. It’s not like doing IT or something or becoming a dentist. So that’s why so
257 many of them have so many.. like I’ve been very active in [a professional group]
258 from the very first day and still am. I’m [on the executive committee in state X].
259 And that’s a thing which I’ve always been involved in.

260
261 Q23. (Tick box) – see sheet for yes/no answers.
262 Professional training? Well only when training on digs or AACAI. The kids next
263 door aged 14 and 16. [the public] yes I talk to people. [land owners] -= yes
264 they’re my clients. [professionals] historians, architects, conservation architects
265

266 Q24. Clients, conservation architects often ask me to join teams or Person X asks
267 me and he’s a landscape expert – a heritage landscape expert
268

269 [SC Explains Qs 25-7].
270

271 Q25. I’m always the expert. [SC laughs]
272

273 Q26. I’m always trying to get [a close friend] to talk about it! [SC laughs – so you
274 have colleagues..]. Yes – [my friend].
275

276 Q27. [SC – hints the case mentioned earlier?]. When my expertise isn’t...? [SC –
277 explains Q – when you’re trying to talk to people about work where the people
278 you’re trying to talk to don’t acknowledge you’re and expert or they are not
279 listening to you...or...]. [Organisation who made the video]. Not my clients cos
280 they’re trying to get me to do things for them. So I ... and other people like
281 brilliant conservation architects like X or Y – they realize my expertise even
282 though they mightn’t understand why I’m saying things or looking at them.
283

284 [SC – That’s like the middle on [question] where I said can you describe
285 circumstances where you communicate with other experts to reach a shared
286 understanding]. I thought you meant other archaeologists. [SC – no it could be
287 any expert]. Yes heritage architects about something
288

289 Q28. (judge effectiveness?). Ah well I’ve tried very hard to learn how to
290 communicate. I’ve taught myself how to do that.. and I’ve taught.. I’ve asked
291 people do they understand... and I communicate ..er.. [hesitates] very clearly
292 with other people and if they don’t understand I try and explain...and also I .. er ..
293 make people laugh...[SC laughs] and so I know if they laugh they get it – usually.
294

295 Q.29. n/a

296

297 Q30.

298 I use email and I look a lot on the web the internet and I download a lot of things.
299 Or if I want to see what something looks like I go into Google Images and I type in
300 the name of the thing and then I find a lot of pictures and I'll go down and down
301 and down until I've looked at all the pictures of what I'm looking for. I find a lot
302 of things there cos often I want to see what something looks like or look at a
303 picture. And I use and internet archive if I can work out how to get what I want
304 to look in old books about – you know – how quarrying was done or how tools
305 were used to quarry stone and all that sort of thing. Or now I'm looking at king
306 posts - I've read so many things on king post trusts in the last week I just know
307 everything. Because I've just been in the roof of [Building X] with Heritage
308 Architect Y looking at the roof, so I know everything. [SC – Okay no that's
309 alright..]. So I use email and then I write emails back to people and then I look at
310 things they send me or I find other people's reports – so I look at other people's
311 reports on the internet to find out examples of how they write reports. And most,
312 many of them big companies don't put up anything ever but some companies do
313 put them up. And the other way to find them is to ask people to send them to you
314 who used to work for big companies and they'll send you their reports they
315 wrote. Yes that's how I do it. [SC – That's alright.]

316

317 Q31. [Beyond email – does 11-08 use any other software or equipment to share
318 information?]. No I just send PDFs or Word documents. Or I've catalogues things
319 on Filemaker Pro 9 but I don't share them with people

320

321 Q32. social media. [Strongly and immediately] No I hate them. [SC – Tell me why
322 you hate them]. I hate Facebook because I don't want them to get all my personal
323 information. Whenever people ask me to be a Friend of Facebook I say "I haven't
324 got any friends [or Friends] "and I say no. [SC – Are you on Facebook?]. No
325 [strongly]. [SC – How can they ask you to be a Friend on Facebook?]. Because
326 they want me to be a Friend but I have to sort of join Facebook to be a friend. [SC
327 – So they send a message to your email asking you to be a Friend? But you
328 haven't signed up?]. Yes. No I don't want to. I read things on different sites like
329 the ABC TV news site – I look at that every day – and I look at and see all these
330 Twitter things and I don't want to know anything about it and I don't want to do
331 it [strongly]. [SC – You did mention – are you on OzArch?]. Yes I use that a lot. I
332 look at that all the time. I'm on OzArch, Contemporary Archaeology..[SC Are you
333 on any of the other lists or..? You must be on AACAI?]. Of course I'm on the AACAI
334 list but nothing much comes through that. [SC – Are you on WAC?]. Yes and I'm
335 on the [X Professional Network] and I send a lot of stuff. I reply to a lot of stuff on
336 that and I read it all. [SC – So those are like professional tools?]. Yeah.

337

338 Q33/34. (likes dislikes about computers etc). Well I like the communication
339 ability and I get hooked on it. I find it a real distraction. So this is a common
340 problem with everybody since the invention of email and the internet. And it's
341 very easy to get caught up in it because it's a very immediate response. And it
342 gives you a very immediate response which means that you can.. it gives you

343 instant.. er ..communication. Instant – I can't think of the right word. So it's very
344 easy to do that and I find it sometimes very hard not to.

345

346

347 Q34. Oh I'm not ... because of my age as I've told you before. I don't know what
348 any of those are compared to other people. [

349

350 35. SC – Well you obviously wouldn't rate yourself as "Excellent" ..]. No it would
351 have to be Average or Below Average. I use Word but I don't know how to use
352 every aspect of it.

353

354 Q36. I've got a fantastic – I've got a very old friend who is brilliant at MacIntoshes
355 and he comes and helps me. And also I belong to Linda.com for \$25 per month on
356 which you get millions of online very detailed tutorials on how to use things. So I
357 look at that. I'm trying to look at that to learn how to use Word better and how to
358 use Excel, Photoshop and everything like that which I don't know.

359

360 Q37

361 Well I think you should ask them how old they are when you are asking them
362 about their competence because I think people who grow up with computers are
363 totally more competent and also are right into Facebook and texting and all that
364 stuff. Because they learn it from their birth whereas people like me who didn't
365 get it until they were in their 40s or something it's much harder.

366

367 [SC – Yes quite a few respondents have volunteered information about their age
368 and why they don't use technology though I haven't asked people their age. –
369 Comments that other people who SC knows are about the same age are using all
370 these technologies..]

371

372 Well they might like it but I don't want to get caught up in any more things.