

**CURRICULUM VITAE**  
**DR ANNE ALLEN (NÉE BOWMAN)**

**PERSONAL DETAILS**

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**Date of Birth** 25 August 1968

**EDUCATIONAL HISTORY**

<b>Date</b>	<b>Place of Study</b>	<b>Qualifications</b>
1991-4	University of Durham	PhD Archaeology
1990-1	University of St Andrews	MPhil Maritime Studies (with distinction in dissertation)
1986-9	University of Durham	BA Honours Archaeology (2.1)
2000	University of Newcastle upon Tyne	Certificate in Learning and Teaching in HE
1995-7	New College, Durham	Certificate in Education (FE) TDLB NVQ assessor awards D32 and D33
1979-86	King James I School, Bishop Auckland	A Level Latin, French, German, 9 O Levels
2004	Bishop Auckland College	AS Level Art and Design (Fine Art)

**CULTURAL SECTOR FREELANCE PROJECT MANAGEMENT & CONSULTANCY (TRADING AS BOWMAN SOLUTIONS)  
(2002 – PRESENT)**

**Current contracts**

Durham County Council (August 2007 – March 2011) research, development and delivery of 20 year vision for Barnard Castle, identified as a priority market town for investment in the Regional Economic Strategy. Working with partners in public and private sector at senior level and reporting to a Partnership Board led by One North East and County Durham Economic Partnership.

Redcar & Cleveland Borough Council (May 2009 – July 2010) Demand Study and Feasibility for Creative Industries Centre in Redcar; Demand Survey for Digital Fellowships; and Demand Survey for new green and creative business workspace in South Bank.

Leisureworks (May 2009 – July 2010) Fundraising and development of plans for Cultural Quarter in Stanley. Feasibility for Stanley Festival.

**Previous contracts**

Bowman Solutions meets the culture and tourism sector's need for freelance managers to run externally-funded fixed-term projects. I have been continuously employed successfully completing contracts for a range of organisations and businesses (including several repeat / long term contracts):

Tees Valley Museums Education Project (February – March 2008) Marketing research project with schools and museums in Tees Valley.

Teesdale Marketing August 2007 – March 2008 Project management of award-winning 'Discover Teesdale' tourism marketing and Eat Teesdale projects.

Contact: Hazel Coppack, CEO

Darlington Borough Council (September 2003 – July 2010) Blueprint for Cultural Services; Arts Centre capital project funding applications and reports; Opfest feasibility study; business planning; communications strategy; events financial plan; marketing strategies and plans Contacts: Mike Crawshaw, Head of Cultural Services & Steve Thompson, Assistant Director, Community Services

Stockton Borough Council (May - October 2007) Project co-ordinator of HLF-funded Slavery Commemoration project for Stockton and Middlesbrough Museums and Teesside Archives

Contact: John Beeley, Preston Hall Museum

Arts Council England, North East (February – March 2006) Development of brokerage support in Tees Valley

Contact: Lisa Corbett, Resource Development Officer

Derwentside District Council (May-October 2005, January - March 2006, June – August 2006)

Audit of County Durham Arts Festivals for County Durham Strategic Arts Officers Group (representing the 8 local authorities in County Durham and Arts Council England North East)

Follow-up work including publication, website and marketing toolkit

Contact: Martin Weston, Arts Development Officer

Northern Cultural Skills Partnership (December 2004 – March 2006)

CCI Labour Market and Skills Information Mapping; CCI Skills Action Plan; Co-ordinator of Tees Valley Learning Network

Contact: Judy Seymour, Director

Teesdale Marketing (October 2002-March 2005) Project management of award-winning 'Discover Teesdale' tourism marketing project; (December 2006) Business case for the development of Battle Hill Rifle range.

Contact: David Blackie, Director

The Bowes Museum (September 2002 – March 2003) Education support team mentor

Contact: Lisa Jeffries, Education Officer

Business Link County Durham (June 2004) County Durham Area Brokerage Partnership Access Point Audit (Contact: Jayne Graham, now 20:20 consulting)

Campaign for Learning (2003) Mentor of Investor in Children award-winning project

Contact: Lisa Jeffries, The Bowes Museum

City of Durham (October 2004) Gala Theatre audience development strategy and toolkit

Contact: Lindsay Tuck, CEO Leisureworks, Stanley

Hullabaloo (formerly CTC Theatre) (October 2005) Facilitating staff development  
Contact: Paul Harman, Director

Friends of The Bowes Museum (September 2002 – March 2004) Friends Development Officer responsible for skills development and management of externally funded projects  
Contact: Lesley Taylor, Trustee

Hartlepool Borough Council (June, August 2005) Evaluation of Curiosity Shop touring museum project  
Contact: Mark Simmons

International Centre for Cultural and Heritage Studies, University of Newcastle (annual) Guest lecturer in marketing  
Contact: Andy Newman, Lecturer

MLA North East (previously North East Museums, Libraries and Archives Council) (January 2003 – June 2005)  
Learner support feasibility study, report on Cultural Heritage NVQs and external assessment of skills development, co-ordinator Tees Valley Network, event consultation & facilitation  
Contacts: Ian Blackwell, Amelia Joicey

Red Square Design (January – April 2005) Young audiences market research for Darlington Arts Centre  
Contact: Paul Rea, Director

Teesdale District Council (March 2007) Economic Regeneration self assessment for Audit Commission Review  
Contact: Sue Berresford, Durham County Council

Teesdale Market Towns Partnership (February - April 2005) Economic Impact Assessment of Barnard Castle Historic Centre Scheme  
Contact: Sue Berresford, Durham County Council

Tees Valley Tourism Bureau (January – April 2004) Tees Valley First for Festivals campaign  
Contact: Julia Frater, Visit Tees Valley ATP

University of Newcastle upon Tyne (annually, September 2003-2005) Facilitator, Mature Students Orientation Programme; and tutor on Sixth Form Summer Schools (2003 and 2004)  
Contact: Alison Smith, Mature Student Support Officer

## EMPLOYMENT HISTORY

**Audience Development Manager, The Bowes Museum February 2001 – August 2002**  
**Marketing Officer, The Bowes Museum October 2000 - February 2001**

I joined the Museum in a new post with a remit to develop a corporate identity for the Museum, to co-ordinate production of promotional literature, press and PR, to develop a website and on-line shop, attend trade shows, conduct market research and develop a marketing strategy. Reporting to the Director I was a member of the Senior Management Team. I line managed the Marketing Assistant, Education Officer, ICT Technician, Photographer, two Collections Information Assistants, a team of 10 freelance teachers and artists and 30 volunteer guides. I was responsible for the development of strategy in relation to developing new audiences, creating a new corporate visual identity, improving the visitor experience, installing new interpretation and graphics, marketing, education, access and ICT. I represented the Museum externally and liaised with strategic museum, tourism and business bodies at local, regional and national levels.

I managed externally funded audience development projects totalling £450,000:

- Designation Challenge Fund interpretation project
- Designation Challenge Fund ICT Project
- NEMLAC audio-visual installation
- DTI funded secondment of Exhibitions Officer to Japan
- HLF volunteer guides development programme
- Merlin's Kids Club and Children's Forum
- Education Freelance Team
- Music at The Bowes concert programme and steering group

**Access Development Officer (Assistant Registrar), Academic Office, University of Newcastle upon Tyne September 1999 - October 2000**

Reporting to the Director of Student Recruitment I was responsible for the implementation of the University's widening participation strategy:-

- developing an alternative access route for sixth formers from partnership schools in Northumberland and Tyneside who were considered likely to underachieve in conventional entry examinations
- devising curriculum materials and assessment and quality procedures for a summer school for pupils in Years 12 and 13 in consultation with careers staff, teachers in partnership schools and academic colleagues
- recruiting, training and managing a team of tutors to teach at the summer schools
- marketing the programme
- developing a web site to support the summer school [www.ncl.ac.uk/partners/](http://www.ncl.ac.uk/partners/)
- giving talks in schools
- teaching at the summer schools
- administering the programme (arranging for police checks of staff, timetabling, room bookings etc)
- representing the University on an external FE/HE Steering group
- line managing the Widening Participation Project Officer and office staff
- teaching on and studying for the University's Certificate in Learning and Teaching in Higher Education and Continuing Professional Development Programme
- researching the impact of widening participation and lifelong learning initiatives on students' participation, progression and performance.

**Lecturer in Lifelong Learning (Social Studies), University of Durham  
October 1998 - October 1999 (secondment from University of Newcastle upon Tyne)**

*Teaching and Curriculum Development* - The design/delivery of second year degree level modules in: Adult Learning, Adult Teaching, Archaeological and Historical Interpretation, Archaeology of North East England, Archaeology and Popular Culture.

*Research papers*

- 'The Heritage Lifestyle', Institute of Field Archaeologists Annual Conference, Glasgow, March 1999;
- 'Access to the Past: the Gaunless Valley Heritage Landscape Project', Universities Association for Continuing Education (UACE) Conference, University of Durham, September 1999;
- 'L'archeologie des bateaux sépultures en des Orcades', L'héritage maritime des Vikings en Europe de l'Ouest, Université de Caen, Omonville-la-Rogue, Normandy, September 1999

*Joint Programme Director* - I co-directed the Centre's existing Certificate in Higher Education and Diploma programmes (120 students at Durham and Stockton campuses) and as such played an active role in Programme Management Committees, Examination Board meetings, Staff Student Consultative meetings, open days, awards evenings and tutor training. I was a member of several committees within the Centre: Research Committee; Teaching and Learning Quality Committee; Board of Management; Widening Provision Steering Group; Marketing Committee.

*Staff Development Working Party* - I led the working party set up by the Centre's Board of Management to write the Centre's Staff Development Policy and represented the University at the Universities Association for Continuing Education (UACE) Staff Development Network.

*Tutor Training* - I designed and delivered staff development sessions on: assessment; learning outcomes; programme specifications and handbooks.

*External Committees* - I represented the University on the following bodies:  
Education Advisory Panel, Bede's World;  
Standing Conference of Archaeology in Continuing Education;  
Council for British Archaeology (North)

*TROCN Moderator* - I was a moderator for the northern regional branch of the Open College Network (TROCN) responsible for the Archaeology and Community programme run by Darlington College of Technology.

*Part-time Tutor, Workers' Educational Association* - I designed and delivered two training courses for community groups as part of sustainable development projects being run by the environmental partnership organisation Groundwork West Durham:  
Introduction to Archaeology, Evenwood Community Centre;  
Industrial Archaeology, Tow Law Community Centre

**Tutor, Centre for Lifelong Learning, University of Durham  
October 1991 - June 2000**

Part-time tutoring responsibilities included:

- teaching on the Certificate and Diploma in *Archaeology and Local History*
- devising/running modules in: *Land and Underwater Archaeology, Museums and Archaeology, The History of the Ship, Underwater Archaeology, Who were the Vikings?, Journeys in Ancient Archaeology: Knossos, Mycenae, Stonehenge and Skara Brae*
- course administration, assessment and project supervision
- student support and guidance
- participation in tutor team meetings, staff training events, examination boards, open days

**University Administrator, Registrar's Office, University of Newcastle September 1995 - October 1998**

I was responsible for UK postgraduate recruitment and editing corporate postgraduate promotional literature including the postgraduate prospectus and 40 faculty and departmental brochures. Working closely with the University's Graduate Council and Recruitment Strategy Committee I:

- edited and produced corporate promotional material
- developed and implemented a marketing strategy for the recruitment of postgraduates
- administered a scholarship scheme for students from Central and Eastern Europe working closely with partners in Hungary and Poland
- represented the University at higher education recruitment fairs in the UK and Europe
- organised open days and other recruitment events on campus

- serviced faculty committees and working parties
- liaised closely with faculty postgraduate sub-deans and departmental selectors
- managed recruitment-related budgets
- managed clerical staff
- worked as part of an award-winning publications team
- assisted in other office functions such as clearing, registration, induction and congregation ceremonies, as well as in the work of the Careers Service and Alumni Office
- contributed to a review the University's induction and training for new academic-related staff.
- taught on the BA Honours programme for the Department of Archaeology at Newcastle and for Newcastle's Centre for Lifelong Learning
- made presentations to academic and administrative colleagues
- ran sessions with teachers, primary and secondary school pupils at promotional events such as the *Teachers' Conference* and *Science Alive*

### **National Maritime Museum Caird Junior Research Fellow**

**September 1994 - August 1995**

During my tenure of the Fellowship, for which I was based at the North of England Museums Service (NEMS), I wrote a popular booklet *Orkney's Maritime Heritage* which was published by the National Maritime Museum. I also edited a guide to legislation and management issues pertaining to maritime archaeology *Museums and Maritime Archaeology* and conducted research into educational resources and activities in local museums. My work involved liaising with curators in museums throughout the region.

### **Part-time Tutor, Workers' Educational Association (WEA)**

**January 1995 - March 1995**

Whilst based at NEMS I also ran a liberal evening class *The Vikings* for the Newcastle branch of the WEA and participated in the Association's *Access to Teaching in Adult and Community Education* programme.

### **Part-time Lecturer, Darlington College of Technology**

**March 1995 - July 1995**

I was brought in to teach Roman, migration and medieval archaeology modules of a GCSE programme. I acted as internal verifier for course work which was externally modified and led fieldwork activities and pre-examination revision sessions. I used this work as the basis for obtaining the Training and Development Lead Body (TDLB) Vocational and Skills Assessor Awards D32 and D33.

### **Part-time Tutor, Nautical Archaeology Society**

**1989 - 1996**

A member of the executive committee of the Nautical Archaeology Society, I was a senior tutor on training courses in underwater archaeology for divers and archaeologists. The Society's four-part training programme has international recognition and is accredited by the Institute of Field Archaeologists as equivalent to a postgraduate diploma. In March 1995 I went to Canada with the full-time training officer to introduce the programme to Parks Canada, the federal agency for historic monuments, and to avocational groups. The programme already runs in Germany, South Africa, Switzerland, Turkey and the USA. My work involved training voluntary tutors and supervising students' project work and dissertations.

<b>POSTGRADUATE STUDY AND RESEARCH</b>
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**Certificate in Education (FE), New College Durham****September 1995 - March 1997**

I began the Certificate whilst still a full-time research student and completed it after taking up full-time employment at the University of Newcastle. As well as attending formal classes and completing course work on aspects of educational theory, I undertook 150 hours of teaching and three teaching practices each year. I specialised in distance learning techniques and the management of educational change. A substantial part of the programme was devoted to reflective learning.

**Isabel Fleck Junior Research Fellow, University of Durham****October 1991 - September 1994**

As a postgraduate I won £40,000 in research grants; conducted research and fieldwork in Orkney and Norway; presented papers and organised conference sessions, wrote a number of articles; participated in excavations; completed contract post-excavation research and tutored and lectured on a part-time basis. For three years, I was also a (resident) pastoral tutor in St Mary's College responsible for 25 students. As well as organising social events, I mediated on the students' behalf between the College and departments.

**Conferences**

*Wet and Wild: Wetland, Riverine and Lacustrine Archaeology*, session organiser and paper, Institute of Field Archaeologists Annual Conference, Bradford (1995)

*Recent Theoretical Advances in Maritime Archaeology*, session organiser, Theoretical Archaeology Group Conference, Durham (1993)

*Maritime Cultural Landscape of Medieval Orkney*, paper, International Medieval Congress, Leeds (1993)

*Medieval Boats in Norway*, poster paper, Medieval Europe Conference, York (1992)

*Recording Marine Sites*, session organiser, Institute of Field Archaeologists Annual Conference, Birmingham (1992)

**Guest Lectures**

Orkney Science Festival (1995)

Hartlepool Archaeological Society (1996; 1995)

National Maritime Museum (1994)

Nautical Archaeology Society, University College London (1994; 1993)

Young Archaeologists Club, University of Durham (1994)

Archaeology and Medieval History Group, University of Durham (1994; 1993)

Bishop Auckland Town Hall (1994)

Scottish Institute of Maritime Studies, University of St. Andrews (1993)

Scottish Trust for Underwater Archaeology, University of Edinburgh (1993)

Adult Continuing Education, University of Leeds (Middlesbrough) (1995)

**Research Grants**

Hunter Archaeological Trust (1995; 1991; 1990)

University of Durham (1994; 1993; 1992; 1988)

Society for Medieval Archaeology (1994; 1993; 1990)

National Maritime Museum Caird Fund (1992)

The Russell Trust (1991)

Arts and Humanities Research Board (then British Academy) (1990)

Society of Antiquaries of Scotland (1990)

**Part-time Tutoring**

I was employed to take undergraduate lectures and tutorials for the Department of Archaeology:  
 BA Honours option: *The Emergence of Medieval Europe* (1994; 1993)  
 BA Honours compulsory course: *Techniques and Technology - Ship and Boat Technology* (1993)  
 BA Honours compulsory course: *An Introduction to Archaeology* - tutorials (1994; 1992)

**Contract Excavation and Research Work**

In 1992 I was granted a suspension from my studies in order to direct a training excavation. This involved hiring equipment; arranging accommodation for fieldworkers; supervising the excavation; handling health and safety; dealing with the media; liaising with our sponsors, Durham City Council; running open days for the public; training students and reporting on their progress; arranging for specialist reports to be undertaken; interpreting these reports; completing the post-excavation work; and writing this up for publication.

**Postgraduate, University of St Andrews****October 1990-August 1991**

Whilst a student at St Andrews I directed an underwater survey at Tintagel, Cornwall. The preparation for this project involved drawing up a risk assessment and implementing safety procedures to comply with the *Scientific Code of Diving Practice*. I trained divers for the University's sub aqua club, worked as a part-time tutor for the Nautical Archaeology Society and participated in an underwater survey in the Sound of Mull. One of my essays was subsequently published.

**Fieldworker and Research Assistant****June 1989 - September 1990**

After graduating, I was continuously employed on a range of projects including a contract for English Heritage, where I wrote monument descriptions as part of the Monuments' Protection Programme. This involved researching different monument categories and writing reports to strict deadlines. These reports form the basis upon which decisions on the future preservation of monuments are made. I also undertook contract fieldwork for Durham County Council, the University of Durham, the Scottish Trust for Underwater Archaeology and the French government's Directions Recherches Archéologiques Sous-Marines working on a number of projects and conducted and published my own research project in Orkney:

Multi-period sites excavated in advance of A66 road improvement  
 Iron Age dun, Cnip, Lewis, Outer Hebrides  
 Prehistoric submerged settlement, Dun Bharabhat, Lewis, Outer Hebrides  
 Norse Mill, Orphir, Orkney  
 17th-century shipwreck, Saint Vaast La Houge, Normandy  
 Iron Age hillfort, Stanwick, North Yorkshire  
 Dark Age settlement, Tintagel, Cornwall

24 months' archaeological field experience on land, inter-tidal and underwater sites as director, site supervisor, site assistant and fieldworker:

Binchester Roman fort, County Durham  
 Bywell village, Northumberland  
 Coastal survey, Orkney  
 Daldon medieval house, County Durham  
 Post-medieval walled gardens, Old Durham  
 Prehistoric lakeside settlement, Sobiejuchy, Poland  
 Prehistoric settlement, Baldersdale, County Durham  
 Shiptonthorpe Roman settlement, North Yorkshire  
 Strageath Roman fort, Perthshire  
 Viking boat burial, Scar, Sanday, Orkney

<b>MEMBERSHIP OF PROFESSIONAL BODIES / NETWORKS</b>
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Director of Cultureworks Community Interest Company

Professional member, Museums Association

Associate member of the Institute of Field Archaeologists (AIFA) (1991-2000)

Executive committee member (1991-3) and chairman (1994-5) of the Institute's Maritime Affairs Group

Executive committee member of Nautical Archaeology Society (1993-6), training sub-committee (1992-6), UK

News Editor of *International Journal of Nautical Archaeology* (1993-6) and Honorary Secretary (1995-6)

<b>OTHER SKILLS/INTERESTS</b>
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European Computer Driving Licence

Driving licence since 1991

Reading ability in French and German

Police checked – criminal record certificate Enhanced Disclosure issued: 18 September 2006

<b>PUBLICATIONS</b>
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**Book**

1995. *Orkney's Maritime Heritage*. London: National Maritime Museum.

**Refereed Articles**

1999. The Gaunless Valley Heritage Landscape Project. *Durham Archaeological Journal*

1994. Old Durham Gardens excavations 1989-92, *Durham Archaeological Journal* 10: 69-92 (with M. Roberts).

1991. Brick and tile Roman style - An analysis of brick and tile from Binchester and Chester-le-Street Roman forts, *Durham Archaeological Journal* 7: 49-56.

1991. Boat naust survey on Papa Westray, Orkney, *International Journal of Nautical Archaeology* 19: 317-325.

**Articles in Books**

2002. L'archéologie des sépultures à bateaux dans les Orcades, L'héritage maritime des Vikings en Europe de l'Ouest. Colloque International de la Hague. Université de Caen Basse-Normandie. University of Caen Press: 247-266.

1999. The boat, M. Dalland & O. Owen (eds.), *Scar: A Viking boat burial on Sanday, Orkney*. Edinburgh: Tuckwell Press: 39-51.

1996. Post-Roman imports in Britain and Ireland: a maritime perspective, K.R. Dark (ed.), *External Contacts and the Economy of Late-Roman and Post-Roman Britain*: 97-108. Woodbridge: The Boydell Press.

**Excavation Reports**

1993. Old Durham Gardens excavation 1992. Interim report, *University of Durham and Newcastle-upon-Tyne Archaeological Reports for 1992*: 2-7.

1992. Research at Tintagel Haven, C.D. Morris (ed.), *Tintagel Castle Excavations 1991*. HBMCE & University of Glasgow: 17-21.

1991. Old Durham Gardens project, *University of Durham and Newcastle-upon-Tyne Archaeological Reports for 1990*: 57-60 (with P. Sewter)

1990. Underwater survey at Tintagel Haven, C.D. Morris (ed.), *Tintagel Castle Excavations 1990*:23. HBMCE & University of Durham.

### **Edited Works**

1996. Maritime Archaeology in Britain and Ireland 1995, *International Journal of Nautical Archaeology* 25: 267-270.

1995. Maritime archaeology in Britain and Ireland 1994, *International Journal of Nautical Archaeology* 24: 219-222.

1995. *Museums and Maritime Archaeology*. Newcastle-upon-Tyne: North of England Museums Service.

1994. Maritime archaeology in Britain and Ireland 1993, *International Journal of Nautical Archaeology* 23: 147-154.

1993. Maritime archaeology in Britain and Ireland 1992, *International Journal of Nautical Archaeology* 22: 175-7.

1992. Maritime archaeology in Britain and Ireland 1991, *International Journal of Nautical Archaeology* 21: 163-169.

### **Book Reviews**

1996. Medieval boat and ship timbers from Dublin (Sean McGrail). *Early Medieval Europe* 5: 83-121.

1993. Archaeology underwater: The NAS guide to principles and practice (Dean et al) *Archaeological Journal* 149: 443.

### **Short Articles and News Items**

2002. Lynesack Millennium Oral History Project. *Past Times in Teesdale*. Teesdale Record Society.

2000. Access to the Past: the Gaunless Valley Heritage Landscape Project. *AdLib*.

1992. The maritime cultural landscape of medieval Orkney, *Scottish Trust for Underwater Archaeology News* 2(2): 7-9.

1992. Land and underwater survey in Papa Westray, Orkney, *Scottish Trust for Underwater Archaeology News* 1: 3.