

Aged 18–30? New opportunity to kickstart your heritage career

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Credit: Campbell Donaldson, Ralia Media.

Get paid to learn about heritage sector governance and grant making for 18 months – no previous experience necessary.

Today we've launched our new Future Heritage Leadership programme to help young adults get their foot in the heritage door.

Are you passionate about saving historic buildings, protecting the natural environment or preserving cultural traditions? We're looking for 12 people who care about heritage to shadow our committees across the UK and play an active role in deciding where we invest our funding.

As well as gaining hands-on heritage sector experience, you'll also receive training, get to visit heritage projects and network with sector leaders.

Eilish McGuinness, Chief Executive of The National Lottery Heritage Fund, said: "One of the four key investment principles in our 10-year strategy, [Heritage 2033](#), is inclusion, access and participation. We want to ensure everyone has opportunities to learn, develop new skills and explore heritage.

“One of the ways we can do that is by increasing the diversity of heritage workforces and leadership and providing more equitable opportunities for active involvement.

“Our Future Heritage Leadership programme has been designed to give a group of young adults who are passionate about heritage valuable career experience, setting them on their journey to become the heritage leaders of the future, and supporting our vision for heritage to be valued, cared for and sustained for everyone, now and in the future.”

Who’s eligible and how to apply

Explore our [Future Heritage Leadership programme recruitment pack](#) for full details, but if you can answer yes to all these questions, then you’re eligible to apply:

- Are you **18–30 years old**?
- Are you **passionate about your area or nation’s heritage**?
- Do you **have little or no experience** on boards or committees?
- Do you **understand and support diversity and inclusion**, especially the challenges faced by young people and under-served groups?
- Can you **commit** to attending quarterly meetings, taking part in training and peer support sessions **for 18 months**?

Applications are open now until 11.59pm on 10 December 2025. You’ll need to submit your CV and a cover letter explaining why you’re interested in and a good fit for the programme.

The 12 successful applicants will start in March 2026. You’ll be paid for each quarterly committee meeting you attend and we’ll also cover your travel and other relevant expenses.

Make a difference for heritage and people in your community

Eilish said: “We are proud of our devolved decision-making using the local knowledge and expertise of our Area and Nation committees. The new Future Heritage Leaders will enrich those conversations bringing fresh voices and perspectives to the committees, and in turn the programme will provide skills to the young people to become the new generation of heritage leaders.

“If you’re curious and passionate about heritage and want to make a positive impact while building valuable career skills and confidence, we’d love to hear from you.”

Read the [Future Heritage Leadership programme recruitment pack](#) to find out more and [apply online](#) by 10 December.



[Credit: Campbell Donaldson, Ralia Media.](#)

[Future Heritage Leadership programme recruitment pack](#)



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[Heritage 2033 – our 10-year strategy](#)