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# CHRONOLOG

2024

ARCHAEOLOGY, ASSYRIOLOGY, & EGYPTOLOGY



# Chronolog Journal

Chronolog is hosted at the University of Copenhagen, Department of Cross-Cultural and Regional Studies (Near Eastern Archaeology, Egyptology and Assyriology) with the aim of providing students and recent graduates from the institute with possibilities of publishing their first article(s).

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Ingolf Thuesen, Assoc. Prof., UCPH

## Editors

Anna Poulsen, MA in Near Eastern Archaeology

Anne Drewsen, MA in Near Eastern Archaeology

Maria Diget Sletterød, MA-student, Near Eastern Archaeology

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## Translation of the abstracts provided by:

Mahmoud Alsayed Ahmed, MA-student, University of Copenhagen

## Our activities are kindly supported by:

The Danish Institute in Damascus

ToRS Trivselspakke

HUMrådet

CCRS Institute, UCPH

Chronolog Journal, Issue 2, 2024

Chronolog is published Open Source via tidsskrift.dk, a service provided by the Royal Library of Denmark.

Cover: Lapis-inlaid prone frog vessel found at Naga ed-Dêr. Courtesy of the Phoebe A. Hearst Museum of Anthropology and the Regents of the University of California, used with kind permission.

Typesetting:

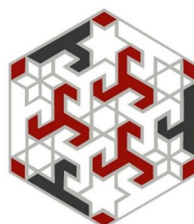
Cover: Bodoni & Bodoni

Journal: Calibri

Layout: Anne Drewsen

Print: Campus Print

University of Copenhagen, Denmark



المعهد الدانماركي بدمشق  
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# From Desk to Field - early career observations from contract archaeology in Denmark

Anna Silberg Poulsen and Maria Diget Sletterød

We have invited our two editors, Maria and Anna, who currently work in contract archaeology to elaborate on their experiences of how it is to transition from studying to working, and what it is like to work in Denmark as an archaeologist who has graduated from TORS. It is a product of our experiences, and neither of us have many years of field experience, but we do know what it is like to be new in the field of contract archaeology. The essay is structured like a Q & A session as we felt that was the best way to address the concerns, we had ourselves when we started, as well as a few submitted questions.

## Who are we, and how did we get into Danish field archaeology?

### *Maria (She/her)*

I have known since my first field school that I want to work in field archaeology. I enjoy being outside almost every single day and be part of a team that are dedicated to uncover our past in the dirt. The feeling of seeing and touching an artefact that no one has viewed for thousands of years is really hard to beat. The fact that I studied Near Eastern archaeology and the fact that all my experience before entering the job market was based on research excavations and field schools focused on human remains, made it a bit difficult in the beginning. There was a lot I needed to learn. For example, I had never cut a posthole before, and had no idea what that actually meant.

I started out in the contract-archaeology world in February 2022 and began my career in Germany. My background at that point consisted of several field schools, an internship in Jerusalem and a BA in Near Eastern Archaeology. I was writing my master's dissertation and after a period of stress, I decided to pause it for some time and was lucky to get a job in field archaeology in Germany. Network is very important and I landed the job because my ex-boyfriend's roommates' friend told the roommate that there were some positions available which the roommate told my ex who told me.

I worked there for four months, came back home, but after some months with no luck of getting a job in Denmark, I returned to Germany for eight months. I got back



Photo: Anna Silberg Poulsen

### **Anna Silberg Poulsen, they/them**

MA, Near Eastern Archaeology UCPH

Archaeologist at Museum of Copenhagen

Contact:  
mzc592@alumni.ku.dk/

IG: Archaeologist

Interest areas: Polychromy, archaeogaming, Digital archaeology, Archaeogaming, Visualisation.

home to Denmark in May 2023, and after some vacation and short-term job as the field- and lab osteologist at the Neo-Assyrian site Yasin Tepe in the Autonomous Kurdish region in Iraq, I started back on my master's and was offered a job Museum Vestsjælland where I work part-time as a field archaeologist.

*Anna (they/them)*

I graduated from the University of Copenhagen with an MA in Near Eastern archaeology, with my thesis on Polychrome studies and digital archaeology in 2022. I always knew I wanted to continue my studies further down the line, but I also needed a bit of a break after almost 20 years in school, and figured contract archaeology was a good way to change it up. I love history and archaeology, and I was lucky to work a summer at Elsinore castle as a castle host, before being jobless for half a year, until I landed a short-term contract with Museum Lolland Falster as a field archaeologist to help finish up a pipeline project, and thus, my journey in Danish archaeology began. My contract with them was not extended, as project-based contracts sometimes are, for a host of reasons one of them was my lack of a driver's license, but another was that the museum was running low on upcoming projects. I was once again unemployed for about half a year, or most of the winter season, until I got my current job as a field archaeologist at the Museum of Copenhagen.

In the beginning of my job search I was naïve and thought applying to the posted job offers would land me a position at a Danish Museum, because I had good grades and a decent chunk of fieldwork experience, but notably no driver's licence. I might have gotten close once or twice, but that doesn't mean much when you are unemployed and get the autogenerated rejection letter in your inbox. I landed my first archaeology job, by replying to one of those letters, which got me an in at a museum because they desperately need archaeologist to help complete the last few months of excavation of a big project. It is more or less the same story with my cur-



Photo: Maria Diget Sletterød

**Maria Diget Sletterød (she/her)**

MA Student, Near Eastern Archaeology UCPH

Archaeologist at Museum Vestsjælland

Contact:  
Inf949@alumni.ku.dk

IG: maria\_archaeology

Interest areas: Human osteology, field archaeology, children, childhood, the Pre-Pottery Neolithic B, burial- and ritual rites



Contract archaeology takes place outside, regardless of weather conditions.

Photo: Maria Diget Sletterød

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rent job, which I got in part by contacting the leader of the field archaeologists and manager of the archaeological projects. I have since learnt that that is the way to get a job in Danish archaeology, i.e. through the grapevine, by networking, and emailing people directly.

### **What is contract archaeology and how does it differ from university digs?**

Contract archaeology or field archaeology in Denmark is state-run and governed by 27 museums as defined by The Agency for Culture and Palaces. The museums are responsible for all archaeological activity in Denmark. Every time someone wants to expand their basement, or construct a new building, they need to reach out to the museum which is responsible for that area. The museum will then investigate the archaeological possibilities, and send a small team out to do test trenches, and depending on the results and the decision by the Danish movement the area might be excavated in a short excavation, spanning from a few days to months depending on the size of it.

All the finds from the given excavation are placed at the responsible museum's storerooms for further processing, and future exhibitions.

There is also a difference between working in the field, with excavations and finds processing, and in the office, where the excavation reports and finds registration takes place. In the first instance you are most likely outside in all kinds of weather, and in the other you are usually behind your laptop all day.

As you can imagine working under these conditions are slightly different to being on a university dig which operates under different time constraints.

### **What did you expect going into contract archaeology?**

*Maria:*

In the beginning, I was probably of the idea that field archaeology was like what I had experienced at field schools: A "slow" process (slow compared to commercial/contract archaeology) with a lot of time to dig and process finds. I found out how field archaeology works when I was on the Prehistoric rescue excavation of the Pre-Pottery Neolithic B "mega-site" Motza outside of Jerusalem as part of an internship. Instead of digging 10 cm in three weeks, the goal was to dig at least 10 cm in each trench every day. Later the same year, I started looking into commercial archaeology in the UK, and I especially learned a lot about the industry from the archaeologists I follow and have befriended on Instagram in the UK. Even though the process of field archaeology in a commercial archaeology is quite different from a field school/research dig, it did not change my mind in regards to working in the field.

*Anna:*

I am not sure what I expected from doing field archaeology – something like an episode of Time Team, perhaps. - Time Team, a British TV show about archaeology from Channel 4, it originally aired from 1994-2014, with an online revival in 2022 on YouTube. It has a simple principle and presents excavating under time pressure, 3 days, with all the available tools from excavators to shovels and trowels. It is clear that there's some tv magic involved, as 3 days seems a very short time to plan, excavate, and present the findings to the public, and make an entertaining tv show. But it was my only frame of reference, and it proved to be not too far off, at least as far as time dedicated to the excavation goes, now normally there's usually dedicated more than three days to a project, but that is not always the case.

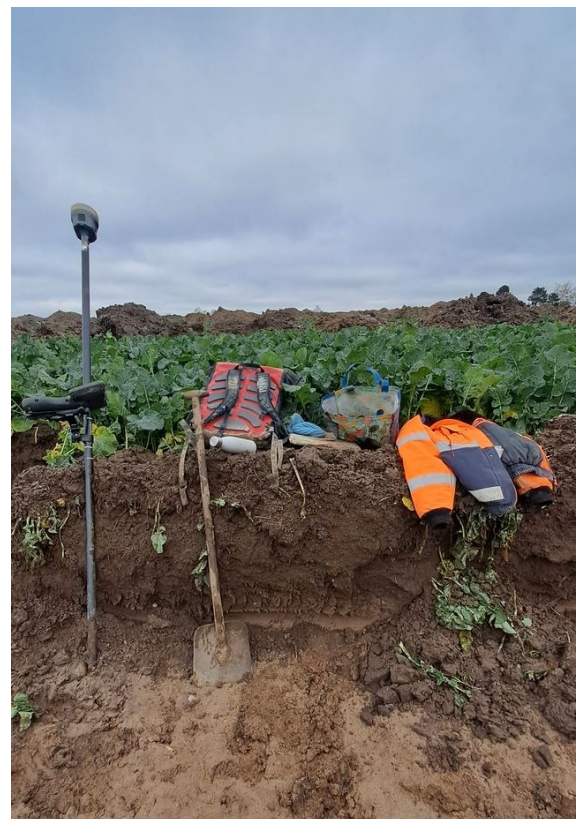
### **What is a day at work like?**

*Maria:*

My everyday job consists of getting to the site around 8 AM and change into the fabulous bright orange work clothes and safety boots that are mandatory when you work in commercial archaeology (some places use bright yellow...). We gear up before entering the field: Trowels, shovels, buckets for moving soil and to take soil samples, kneepads/pillows, writing and drawing equipment, GPS, camera etc. We work until 16:00 with a few breaks in-between. It is quite well-known between Danish archaeologists that cake is a staple in the field-work-diet. Coffee is being drunk by the buckets, and ryebread is a classic and easy lunch.

Field archaeology can be challenging in many aspects: First of all, it is physically demanding. It is really important to be careful during work, as we lift and carry heavy things, and put ourselves in odd positions to be able to excavate. Another factor is the weather. Working in Northern Europe is quite different than working in the Middle East and Southern Europe where all my field work experience has been from. Rain, snow, sludge, hail, storms... Archaeologists works through it all, unless it is dangerous or if we are at risk of damaging the heritage. Thus, you should be prepared for anything. Bring extra clothes, an extra pair of gloves, have a thermos with something hot for the winter, and something cold for the summer. Suncream should be available in the trailer, but I always bring my own, just in case. As mentioned earlier, cake is a big deal. If you want to make your colleagues happy, bring cake or candy!

When the weather is too difficult to work in or when we are in between projects, we



Gear up!

Photo: Maria Diget  
Sletterød



A German posthole or a Danish one? The difference is not that big.

Photo: Maria Diget Sletterød

work at the office. The work in the office consists of many different tasks: washing finds, water-flotation of samples, photographing finds, packing finds, enter data into MUD (Museernes Udgravningsdata = The Museums Excavation Data system) which includes drawings, finds, photographs... Basically, all documentation that we have recorded in the field.

*Anna:*

When I worked for Museum Lolland Falster my days were similar to those Maria described, get up before the sun is out and come home at what seems like sun-down in summer time, with little energy for anything outside work. The work was good and had a lot of variation, I got to experience the broad pallet of what it is to be a field archaeologist, I guided the excavator, used the GPS, cut post holes, drew profiles, ran a dig for a small week, organised finds, deposited soil samples, washed finds, wet sieved, and got intrusted to sort, record, and interpret some animal bones and write up a report on my findings. So, all the travel was worth it, because I got to be an archaeologist, which at times when I was unemployed and kept getting rejection letters, felt impossible, and while in employment it felt nice, but a little unstable due to the length of the contract, and the time spent on public transport.

I now work for the Museum of Copenhagen, which is responsible for all excavations in the greater Copenhagen area. As you can imagine, working in the city is quite different from standing in a field in Lolland. Urban archaeology is a different beast, not just because it comes with a different set of challenges, like trying not to bump your head into a drain pipe in a basement, but also the sheer quantities of finds which needs to be processed from the excavations. Much of Copenhagen is constructed on top of 15-16<sup>th</sup> century trash piles which means that there is a high den-



sity of finds taken out from any given excavation big or small. I currently work in a team of 20+ people off-site (meaning not on the actual excavation/construction site) with the cleaning (dry sieving, wet sieving and washing), recording, and packing the finds from the excavation.

An average work day begins at 7 o'clock and ends at 15. I wear bright yellow trousers, and usually a bright yellow rain jacket, as both the dirt and the water are toxic in the wet siev – which is where I usually work.

Working for the museum of Copenhagen means I save on travel time, but sometimes I find myself missing the sunrise and the early morning train to Nykøbing F.

**Maria, you have worked in Germany as a contract archaeologist, can you elaborate on the differences between Denmark and Germany?**

*Maria:*

The work conditions in Denmark and Germany are different in several ways. Firstly, in Germany, most commercial archaeology is undertaken by private companies and not museums and universities. This creates a competitive environment between companies which also affects the archaeologists who works for the companies. For me, that meant I was working over-time every single day for the year I was working in Germany. The work week is 40 hours, and I worked around 45 hours per week because otherwise we would not be able to finish the work on time. The pay is also considerably lower, even when adjusted to cost of living.

The documentation process in Germany is in some ways more thorough and extensive. When drawing, you use colour to interpret the colours you see in real life, and when photographing, you take more pictures. Some of the equipment is different and I in particular miss the “krätze”. Another difference is that the company I worked with had specific people who came and did measurements with the GPS. In Denmark, we do this on our own, and I am very happy that I have acquired this skill. I worked in a private company in Niedersachsen (Lower Saxony), and I am sure that there are differences between the regions and companies.



Equipment in Germany includes a Krätze, the tool to the left of the spade.

Photo: Maria Diget Sletterød

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**Does the lack of job security make it difficult to plan for a future, and do you think it might scare people away from field archaeology?**

*Maria:*

Contract archaeology offers a lot of unpredictable circumstances, and it is certainly something you have to be aware of before entering the field, and you have to be able to adapt to it. Luckily, more and more museums are considering the stress that short-term contracts inflict on the short-term employed archaeologists, and more museums are starting to employ their project-archaeologists in permanent contracts. Museum Sydøstsjælland did this in the beginning of 2024. Project contracts are also longer than before. My first contract in Denmark was 9 months, and has been extended. This definitely provides more stability, and I am sure it makes it easier to apply and get a loan in a bank.

I am not super concerned about the instability in the field. Of course, stability is nice, but I do not mind moving and I have, and would like to, live abroad, and I am lucky that I have some contacts in Germany still. Additionally, I never wanted to have children, so I am a bit more of a free bird to do what I please in that sense.

The past 8 months, different outlets have written about the struggles of field archaeology and our conditions. They are linked in the end of this essay (in Danish).

*Anna:*

I'm a little stressed about the job prospects, and expectancy to move across the country at short notice for a 6-month contract. Not so much because I'm planning to start a family, but because I find it difficult to put down roots when I know I am out the door again in 6-months' time. I find it difficult to picture a future in contract archaeology when the conditions remain so uncertain - not that they are much better if you go for employment at the universities. I do not believe the short contracts is solely the problem of the individual museum or university, although they could all do better in ensuring better conditions for their employees, but rather a reflection of our current political climate where culture and archaeological heritage is not allocated enough funds to allow for more stable carries. That said they made it work at Museum Sydøstdanmark, and hopefully more of the museums will follow suit.

**Do you feel a difference between the work allocated to short term contracted archaeologists and the ones in permanent positions? Are the short-term positions mostly brawn, and the permanently hired the brain?**

*Maria:*

First of all, it is important to me to point out that a permanent position does not equal a research position.

This perception of short-term field archaeologists is fortunately not one I have encountered so far. It is important to point out that a permanent position does not equal a research position. But the perception about short-term contract archaeologists is a very unfortunate one. Field archaeologists have a great responsibility for further research. When you're on an excavation, it takes more than just muscle - because while yes, anyone can learn to cut a profile, not everyone has the know-how when it comes to interpreting the profile, interpreting finds, the context, or the right way to document it etc. The first interpretation of a site, its use, time period, constructions, finds etc. comes from the field archaeologist who excavated it. The field archaeologist's interpretation and documentation are a baseline for further research to occur. Part of a field archaeologist's job is to carry out preliminary investigations of areas to be built on and determine whether an actual excavation should take place. If this is the case, then a recommendation must be sent to the government, which must include an academically based argument as to why they should grant permission and money for the project. To put it bluntly: Research could never exist without the work and interpretations of field archaeologists.

*Anna:*

I clearly feel that the practical experience I've gained from the field schools and projects I've been on is appreciated. My background shapes the way I approach archaeological material, and it has given me an understanding of working with complex stratigraphies. I also have an understanding of the common types of finds. It is important to be a trained archaeologist when working with the soil and finds washing, as you are asked to assess what to keep or discard, and not all sites have a collection strategy, and even if they do, it is constantly evolving as the finds catalogue grows. As a wise man once said, interpretation of finds and features begin at the trowel's edge. The work you are typically assigned to as a field assistant might seem mostly like manual labour: excavate that pit, survey this stretch of land, take these points



A posthole is a posthole is a posthole regardless of country and language.

Photo: Maria Diget Sletterød

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for the GPS, wash these finds. In doing these things you take in the land, and the amalgamation of your archaeological knowledge of practise and theory processes interpretations of features, and it helps you determine when something is a post hole or a natural feature. In other words, you are constantly assessing and evaluating the features and finds you come in to contact with – and you are sharing your observations with your colleagues, and in sharing you learn more. So, while you might not be writing the excavation report, you still help shape it through your observations and the work you do which will be noted and processed by the field leader. That said, job titles are not fixed, and if you work somewhere, you might be, based on your experience, assigned more traditional research assignments – if you are an expert in zooarchaeology it is likely that some of your knowledge will be put to use, and if you express interest in report writing etc., you might get the offer of writing the reports, despite being a short-term employee.

The museums with the excavating archaeologists also regularly produce and publish research from their finished excavations. This is often something that the field leaders and PhDs produce, but that does not mean that you as a project-based field archaeologist does not have the opportunity to present some results at the ODM (Organisationen Danske Museer) conference, or pitch a project to the excavation directors. So, I don't know if I think there is that much difference in reality between the two besides the stability of a job, which of course is massive, in the sense of feeling secure and comfortable, but in terms of what kind of work you do, it depends on what position you hold, rather than the duration of your contract.

### **Do you feel included in the social life at the workplace, as a short-term hire?**

*Maria:*

I feel part of the community where I work. Of course, permanent employees have different conditions, but I don't think it's something I notice as such. I feel that if I come up with an idea or suggestion, it's listened to and accepted. Most archaeologists in the field are contract employees, and if they're not, they used to be, so I don't think they look at you differently. Perhaps the hardest thing is that you (and this applies to everyone, permanent and project staff) are sent around to different projects and constantly have to adapt to new communities. Because I work where I do, we don't have the same community outside of working hours as I can imagine at other museums where you work closer to home (I'm thinking of going out after work for a beer or something similar). This also means that there are often people I haven't met until I meet them on a project, even though we may have both been working at the museum for several months.

*Anna:*

Where I've been so far, I haven't noticed much difference between permanent and non-permanent employees, especially because very few were permanent employ-

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ees.... What I noticed was the difference in experience, and willingness to teach/learn, and titles people had, as they depend on what kind of responsibilities they had, field director vs. field assistant. Most people start as field assistants, which is where you learn what it's like to work as a field archaeologist, and they have less "responsibility" than the field leader, who is also responsible for planning and compiling the documentation for the field report. This does not mean that as a field assistant you do not have responsibilities, or do not write context sheets, or document in the field, but you're rarely the one who writes the report and makes the final interpretations. But if you want to learn and have a good field director, you often get to be part of the whole processes. I think you definitely build a sense of community with the colleagues you work closely with, if only because you share a trailer for breaks and changing clothes, and sometimes also transport to and from excavations.

**Can you recognise the story of lack of network and connections to the Danish museums for recent graduates of Near Eastern archaeology, and do you think it has something to do with the way possibilities to gain practical experience differ between the students of Danish prehistory and Near Eastern archaeology, and to a lesser degree classical archaeology?**

*Maria:*

Yes, it's definitely a familiar picture for me. Newly qualified prehistoric archaeologists definitely have an advantage, but it may also be a very "fair" one, as they are after all trained in Danish archaeology and even without much digging experience have more knowledge of archaeology in Denmark and Danish excavation techniques. I would like to encourage students of Near Eastern Archaeology to look for student jobs that might sound more suited to prehistorians. Even if you don't get a job, you have shown an interest and can make contacts that way. And I will definitely recommend that you invest in field schools and try to branch out, and not just stick to one specific area. I am very interested in human remains, so I focused on field schools where I could learn more, but the field schools I attended were in different countries, the periods were different (from the Upper Palaeolithic to Roman times), and I think this gave me a broader understanding of archaeology.

*Anna:*

Sure, which degree you choose makes a difference, mostly because of the networks they create and gain access to, and not so much because of the practical skills. Archaeology as a subject is still a one on which requires you to spend summer holidays etc. on building up a portfolio of excavation experience, no matter what branch of archaeology you have chosen to pursue. My impression is actually that we, as Near Eastern archaeologists, have been reasonably well prepared for the practical and theoretical skills field archaeology requires - as at our field school we get to survey,

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excavate, and document in the field (photography, context sheets, GPS) the field, not to mention experience with the post excavation duties, of washing, sorting, labelling, and photographing, as well as registration. It's not every field school where you get to do it all. I think the advantage that prehistoric archaeologists may have, is that their field school is affiliated with one of the museums responsible for excavations, and they therefore have more experience of how to work in Denmark, and not least how to work for the Danish museums, which is useful if you want to get a job in Danish archaeology.

### **Advice for students**

We have gathered our collective tips and things we wish we had done more off before going in. Not to say that our list is the end all be all, or a check list which will ensure you a position with a Danish Museum (or any other museum), but we hope it helps you, especially if you are interested in pursuing contract archaeology.

### **Networking**

Connecting with other archaeologists from the different branches is key to success in our line of work both in academia and commercial archaeology. So, use every opportunity you get to meet people from all branches of archaeology, you never know when a chat over a coffee, or being recognised from a lecture attendance might land you with a job, or some new friends. We have provided you with a short list of places to start:

Check out Saxo's Friday lecture series, and the various organisation lectures, FAF, KAF, as well as the Danish Society of Near Eastern Society (NÆROS) and the Danish Egyptological society (DAES) – all of these places can provide you connections with your fellow student and graduates.

Maybe you can also intern at a museum which conducts field archaeology, or join the Danish prehistory Saxo students on their field school, to gain an insight into Danish Museum practises in the field.

### **Practical skills**

Try to lean a practical specialisation, whether it is bones, stones, or digital skills like QGIS, you do not need to be an expert, but it is really helpful in the field to be able to recognise a pig from a sheep, and be clear on whether a stone is natural or shaped by human intervention. Knowing how QGIS and programs like TRIMBLE operate is really helpful when you are told to make points in the field by your supervisor. Yes, you will be given a short introduction to most of these things and learn as you go, but it is useful to know a little before going in. Something which Practical archaeology 1 and 2, should help you with.

### **Driver's Licence**

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Knowing how to drive a car is unfortunately a skill most archaeologists need, whether they are in the field, or in the office, it is useful to be able to drive the museum cars from site to site, and from the museum to the storage unit, or to other nearby museum or conservation units, and most job listings ask you to have a driver's licence before starting the job.

### **Checklist for field-work**

Here are our recommendations for which items are the most important to bring in the field. The list is created by us with the help of our followers on Instagram.

#### *Tools:*

The company/museum you work for will provide tools, from trowels, to rulers and shovels. But it can be nice to bring some of your own gear, especially if you have trowel preferences.

- Personal trowel (set) - different trowels for different needs, see Maria's explanation below:

I prefer to have my own personal trowel with me. I also have two other trowels than the classic one; a rounded and a squared one. The round is good for cleaning up profiles since it does not create marks, and the square one is good when you dig profiles that can be difficult with a shovel.

- Foldable rulers – you can never have enough of them, and they are vital for the documentation process.
- Compass – the one I have on our phone is great, but when the weather is bad, it's nice to be able to leave it in a pocket and use a compass instead.

Bonus: A pro-tip for bad weather and phones: Put it in a finds bag that fits in size. You can still touch-screen when it is in the bag.

For detailed work – cleaning or excavating delicate objects – like human or animal bones. Most of these tools will be available to you, but it might be nice to bring your own, if you have them.

- Brush kit
- Bamboo skewers (the small ones used for BBQ)
- A dental tool set (metal tools)
- Set of clay modelling tools (wood or plastic)

### *Clothes:*

The museum/company provides the basic safety gear, or outerwear and shoes, so you are set with rain clothes should it rain, but besides the outerwear you might need to bring the following.

The museum should also provide kneepads and mats, but it might be nice to bring your own.

- Insoles for your shoes - are a good idea as the boots can be a little different from what you are used to and you are on your feet all day, and in the winter, the steel toe cap can make your feet feel very cold.
- Winter clothes tips – layers are your friend. It is better to remove clothes than not having enough clothes.  
Thermal underwear, wool jumper, and something warm for your head and neck, e.g., a balaclava, or a hat and scarf. Thick socks.
- Summer tips:  
A hat, or a cap that offers shade to your face. A spare T-shirt in in your locker, and a thin shirt. A scarf to protect you from the sun. Some places allow you to wear shorts – but we do not recommend it, you risk cuts and scrapes to your legs and your knees will be thankful for the fabric between them and the knee-pillow/soil

### **Equipment – in the field and in your locker:**

- Sunglasses, if they allow it at the site, if not you can use them during the breaks!
- A sling bag/fanny pack - to have your water, and other good things with you
- Earplugs – archaeology is quite noisy, take care of your ears
- Ear phones – if allowed on site, can be good on long days of wet sieving and in the field. Even though you work with other people, you might sometimes be far from each other.
- Water bottle, and remember to have enough for a whole day!
- Thermos for cold or hot drinks
- Pencils and markers – weather/waterproof



An archaeologists' work gear.

Photo: Maria Diget Sletterød



- A small notebook – for observations
- Snacks – for your pocket and your locker
- A pocket knife/Swiss knife

*In your locker:*

Most museums provide, sun cream and coffee and tea – but it is always nice to bring your own.

- A mug – for the breaks
- Moisturiser – your hands will thank you!
- Sun cream – both for winter and summer
- A box with a stash of emergency things and food– personal meds, pads, snacks, cup noodles etc.
- Instant coffee/tea bags

**Recommended reading about working conditions in Danish archaeology**

Beiter, E. L. & Sauer, N. 2023: Indiana Jones-Komplekset. *Weekendavisen*.  
<https://www.weekendavisen.dk/2023-43/ideer/indiana-jones-komplekset>

Sauer, N. 2023: Kvindefald i den danske arkæologiske forskningsverden.  
*Arkæologisk forum*, vol. 49  
[https://www.academia.edu/112863041/Kvindefald\\_i\\_den\\_danske\\_ark%C3%A6ologiske\\_forskningsverden\\_Gone\\_Girl\\_Women\\_Leave\\_Danish\\_Academic\\_Archaeology\\_2023](https://www.academia.edu/112863041/Kvindefald_i_den_danske_ark%C3%A6ologiske_forskningsverden_Gone_Girl_Women_Leave_Danish_Academic_Archaeology_2023)

Both papers are about women in archaeology and why there seems to be a difference in who chooses to pursue a career in archaeology after graduating.

Thomsen, S. T. 2023: Arkæologer er nutidens daglejere. *Akademikerbladet*.  
<https://dm.dk/akademikerbladet/aktuelt/2023/august/arkaeologer-er-nutidens-daglejere/>

A paper about Thomsen’s experiences working in Danish field archaeology, including the pressure of short-term contracts, and the difference between studying and working.

Savin, S. 2024: Pludselig sagde ledelsen ja til at fastansætte alle arkæologer: decideret banebrydere. *Akademikerbladet*

<https://dm.dk/akademikerbladet/aktuelt/2024/februar/pludselig-sagde-ledelsen-ja-til-at-fastansaette-alle-arkaeologer-decideret-banebrydende/>

This is a paper about the recent change in hiring practises at Museum Sydøstdanmark, who decided to permanently employ their short term hired archaeologists, all 13 of them, at the museum. The paper goes on to detail how the change came about at the museum.

Savin, S. 2024. 4 gode råd: sådan fik vi fastansat alle arkæologer. *Akademikerbladet* <https://dm.dk/akademikerbladet/aktuelt/2024/februar/4-gode-raad-saadan-fik-vi-fastansat-alle-arkaeologerne/>

This is an interview with the employee representative at the archaeological department at Museum Syøstdanmark, and it goes into detail on how they managed to secure the permanent contracts for the archaeologists, and tips on how to approach doing the same elsewhere.



First the mechanical diggers move the top layer, then the human diggers start.

Photo: Maria Diget Sletterød