



# GRAY & PAPE

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## HERITAGE MANAGEMENT

**POSITION AVAILABLE**  
**Senior Principal Investigator – Archaeology**  
**Providence, RI**  
**Northeast Region**

**Join Us in Preserving the Past and Shaping the Future!**

Are you ready to take the next step in your cultural resource management (CRM) career? Gray & Pape, a leader in the CRM industry, is looking for an experienced **Senior Principal Investigator – Archaeology** to join our dynamic and growing Northeast regional team. This is your chance to lead meaningful projects that honor our history and impact our future while enjoying a supportive, flexible, and collaborative work environment.

**Why Choose Gray & Pape?**

At Gray & Pape, we believe in fostering a workplace that values innovation, teamwork, and growth. With our hybrid work model we offer the perfect balance of collaboration and autonomy. Your expertise will help us tackle preservation challenges while enjoying competitive pay, comprehensive benefits, and opportunities to make a real difference.

**What You'll Do at Gray & Pape**

As a **Senior Principal Investigator – Archaeology** you will

- Plan, implement, and report on reconnaissance to mitigation-level projects under Sections 106 and 110 and related state-level compliance regulations;
- Be responsible for all aspects of project management and administrative responsibilities on multiple projects including personnel assignments, and schedules; client, agency and landowner interaction; and consultation support;
- Direct project teams in all phases of a project from proposal to client deliverables;
- Collaborate with Gray & Pape senior staff to develop and implement initiatives to grow the company at the regional and corporate level;
- Develop and participate in public outreach programs to educate the public about the importance of cultural resources at the project, professional, and community levels; and
- Supervise and mentor junior Gray & Pape staff (including annual performance reviews) to help build the next generation of CRM leaders.

**What You Bring to Gray & Pape**

- An MA/MS in Anthropology, Archaeology, or related discipline.
- 5 years of CRM consulting, field direction, and lead author report preparation experience in the Northeast.
- At least one year of CRM experience in Massachusetts as a principal investigator.
- Experience with the concurrent management of complex projects.



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- Broad familiarity with Northeast precontact and postcontact history and cultural material.
- Advanced understanding of state and federal CRM regulations and demonstrated ability to apply that understanding across a wide range of compliance contexts.
- Extensive experience with regional review agencies' processes and protocols
- Demonstrated experience with performance management, personnel reviews, and employee management practices.
- Demonstrated experience in cost proposal development and budget management
- Experience with Deltek or similar project management software.
- Excellent written and verbal communication skills

### **Preferred:**

- Demonstrated experience in business development across multiple markets and client types
- Experience in the preparation of National Register nominations

### **Travel:**

Travel is project-dependent with an expectation of travel outside the local area and for multiple days. Some projects may require extended travel.

### **Benefits You'll Love:**

- Salary range \$83,000-\$117,000 commensurate with experience and qualifications.
- Generous paid holidays, vacation, and PTO leave.
- Comprehensive health, vision, dental, life, and disability insurance including **a no-cost** medical insurance plan for you and your dependents.
- A 401(k)-retirement plan to invest in your future.

### **Ready To Join Us?**

Be part of a team that is passionate about archaeology and history and dedicated to their protection and preservation. If you're looking for a career where your expertise matters and your contributions shape the field, **this is your opportunity!**

If you are interested in joining our team, please submit the following to Human Resources at [HR@graypape.com](mailto:HR@graypape.com). No phone calls, please.

- Cover letter detailing expression of interest
- Resume or CV
- One writing sample (preferably as sole/primary author) from the past 3–5 years



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This position is open until filled and qualified candidates may be interviewed immediately. Please visit us at <https://www.graypape.com/our-company/careers/> to learn more.

**Gray & Pape is an Equal Opportunity Employer.** We are committed to providing an environment of respect and inclusion where equal employment opportunities are available to all applicants and employees. Applicants and employees will not be discriminated against on the basis of race, color, religion, national origin, disability (physical or mental), sex, age, sexual orientation, genetic information, parental status, protected veteran status, or any other protected status under federal, state, or local law.