



GRAY & PAPE

HERITAGE MANAGEMENT

POSITION AVAILABLE Principal Investigator – Archaeology Houston, TX

Join Us in Preserving the Past and Shaping the Future!

Are you ready to take the next step in your career as a leader in the field of archaeology? Gray & Pape, a leader in the cultural resources management (CRM) industry, is looking for an experienced **Principal Investigator – Archaeology** to join our dynamic team. This is your chance to contribute to 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—2 days in the office, 3 days remote—we offer the perfect balance of collaboration and autonomy. Your expertise will help us tackle engaging challenges in preservation while you enjoy competitive pay, comprehensive benefits, and opportunities to make a real difference.

What You'll Do at Gray & Pape:

As a **Principal Investigator – Archaeology**, you will:

- Conduct and oversee all aspects of archaeological studies on a suite of projects.
- Prepare and obtain Antiquities Code of Texas Archeological Permits.
- Conduct research, review reports, and prepare archaeological desktop reviews.
- Participate in the planning, field implementation, and reporting of projects that range in scope from reconnaissance to Phase 3 level with agency coordination that ranges from due diligence to State or Federal oversight.
- Collect paper and electronic field data, map results, and perform quality checks of data for accuracy.
- Conduct archaeological artifact inventory and laboratory analysis.
- Prepare archaeological, cultural, and historical contexts and documentation to prepare artifacts for curation.
- Team supervision and mentoring, fostering the next generation of CRM leaders.

What You Bring to Gray & Pape:

- An MA/MS in Anthropology, Archaeology, or a related discipline.
- 5 years of CRM consulting experience with lead author CRM report preparation.
- Qualifications to register as an RPA with the Register of Professional Archaeologists.
- Comprehensive understanding of the legal framework of CRM and the National Register of Historic Places and their application.
- Strong skills in fieldwork, photography (film and digital), GIS/GPS mapping and software, and client management.
- Proven leadership in project management and effective communication.

Preferred:

- Experience with complex project budgets and scopes.
- Experience in Texas and other southeastern states.
- Reside within Houston or surrounding area.
- Experience with field data collection software (ex. Field Maps, Survey 123, or similar apps).
- Experience using ArcGIS Online.



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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 \$68,600-\$96,000 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 history and dedicated to its 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. 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

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, sex, sexual orientation, gender identity, gender expression, disability, national origin, protected veteran status, or any other protected status under federal, state, or local law.*