

Non-executive Board Member, Inverness Harbour Trust

Part-time, up to 2 days per month

The Port of Inverness is currently looking to the future to support the significant opportunities that will arise across a range of sectors including renewable energy (onshore/offshore/pumped hydro), the major grid upgrade underway as well as growing its existing business encompassing liquid and dry bulk cargoes and cruise. As a founding member of the Inverness and Cromarty Firth Green Freeport, there will be the opportunity for the appointed persons to make an important contribution to help shape the future strategic direction of the Port to ensure it capitalises on these opportunities.

We are looking to recruit three individuals who are motivated by, and committed to, our vision and purpose.

We want to hear from people who are excited by the scale and challenge of our strategic ambition, shaping a positive culture, stakeholder engagement and adding value through their expertise and experience.

As a Trust Port, our main focus is to improve and safeguard the Port's assets for the benefit of all our stakeholders. With no external shareholders, the Trust is a self-financing commercial business with any surplus reinvested to ensure that the Port not only continues to offer first class facilities but also delivers economic prosperity to Inverness and the wider Highland Region.

About the role

We are seeking to appoint three Non-Executive Board Members to provide strategic direction and governance from the 1st February 2027. The appointments will be for an initial period of three years, however, subject to meeting certain criteria Board Members are eligible for reappointment.

The appointment is part-time, typically up to two days per month. This excludes time required to undertake induction and training. There is a minimum of six scheduled Board meetings per year, five of which are held in person at the Port Office in Inverness. There may be occasions when additional meetings are required. Each board meeting typically lasts up to three hours with Board members being remunerated for attendance paid monthly in arrears and subject to review annually.

Applicants should have worked at a senior level and preferably have one of the following essential skills:

- Financial: ideally one of the candidates should have a financial background, a formal accountancy qualification is not essential, but the ability to be able to prepare budgets and understand the audit process is required.
- Maritime: ideally a candidate should have a knowledge and understanding of the maritime industry and in particular the operation of ports and harbours throughout the UK.
- Strategic Business Development: as a result of the objectives identified in the

current Strategic Plan a candidate should have worked at a strategic level in shaping business strategy.

Candidates should reside in the Highland Region and ideally live in proximity to Inverness. Our aim is to ensure that the Board continues to have an appropriate balance of skills and competencies. Board members will need to demonstrate a range of attributes in order to deliver our strategic vision. The appointments will be made in accordance with the principles set out in Modern Trust Ports for Scotland – Guidance for good governance, which can be found at:

www.transport.gov.scot/media/29818/j249946.pdf.



We need people who are:

- Able to set strategic direction and to identify and critically assess opportunities and threats within a complex environment. This must include achieving results in demanding situations, an ability to extract arguments from papers, and to analyse problems and assess evidence impartially.
- Influential as a team member when working together over a sustained period to achieve demanding goals.
- Financially astute with strong commercial acumen.
- Able to demonstrate resilience and independence of judgement.
- Able to contribute to group discussions and influence a wide range of people, including specialists and professionals.
- Diplomatic and tenacious and have a good appreciation of the role of a non-executive director.
- Able to demonstrate depth of management or specialist expertise, and any other experience relevant to the post.

How to apply

For more information about the Port and the role of a Non-Executive Board Member, please read our Board Member Application Information Pack available at www.portofinverness.co.uk/about/the-trustees

The closing date for applications is **1200 hrs on Friday 23rd October 2026**