

Appointment of members of the Board of Cairngorm Mountain (Scotland) Limited

Applicant Information

Cairngorm Mountain (Scotland) Ltd (CMSL) operates the mountain resort which is home to the famous Cairngorm ski area as well as a growing range of family-friendly attractions, environmental activities, shop, café and restaurant. Located near Aviemore, it is a key driver of the economy of Strathspey and Badenoch, which depends highly on tourism. The business currently operates as a subsidiary of economic and community development agency Highlands and Islands Enterprise.

We are looking to supplement the Board with a Chair and Board members to ensure a diversity of skills, knowledge and experience to guide the company's future direction.

Situated on Britain's 6th highest mountain in the heart of the Cairngorms National Park, the Cairngorm Mountain resort offers unforgettable experiences with year-round activity and access to some of Scotland's most challenging hill-walking and climbing terrain. It is a place of outstanding natural beauty and plays a significant part in attracting visitors to the area throughout the seasons.

In public ownership through HIE, Cairngorm estate has strong potential to grow and sustain its reputation as one of Scotland's most important tourist destinations, attracting thousands of visitors every year and playing a key role in the country's mountain resort sector.

We're committed both to protecting and enhancing Cairngorm estate's wonderful natural environment. We're also working to optimise the mountain's positive impact on the local economy by helping to build a sustainable resort business that caters to thousands of visitors every year.

Appointment

The aim is to appoint a Chair and Board members who have a close affinity with, and understanding of, the issues impacting CMSL and opportunities to support the development of the resort. Consequently, appointees must demonstrate knowledge and understanding of the economic, cultural and fiscal issues impacting on CMSL and the mountain resort and tourism sectors more generally.

Skills, knowledge and experience

We value very highly the benefits of having different experience and points of view on our Board. As such, we welcome applications from diverse backgrounds, particularly those that are currently under-represented on the Board of CMSL, such as women, disabled people, LGBTQ+ people, those from black and minority ethnic communities and people aged under 50.

Director responsibilities

CMSL is a private company and those appointed to the Board will also be a limited company director registered at Companies House for CMSL. The appointments, therefore, have Companies Act responsibilities.

As a holder of public office, a chair must also uphold the seven principles of public life.

Length of appointment

Appointment term is three years with the possibility of reappointment subject to evidence of effective performance and satisfying the skills, knowledge and experience required at the time of reappointment and beyond. Reappointment is not automatic. Any appointment and subsequent reappointment will not extend beyond a maximum of eight years.

Remuneration and expenses

The Chair receives £496 per day (one day is considered to be 7.5 hours). Expenses incurred as a result of carrying out the duties of the appointment, including reasonable travel and subsistence costs will be reimbursed. The appointment is non-pensionable.

Members of the Board receive £419 per day (one day is considered to be 7.5 hours). Expenses incurred as a result of carrying out the duties of the appointment, including reasonable travel and subsistence costs will be reimbursed. The appointment is non-pensionable.

Time commitment

The Chair is expected to devote 3 days per month to the role and members of the Board are expected to devote 2 days per month. By the nature of the role, the time commitment will vary from week to week or month to month. It involves a mix of activities including preparing for and attending Board meetings, committees and working groups, and undertaking other duties and responsibilities such as engaging with stakeholders and occasionally attending events.

Location of meetings

Board meetings take place at Cairngorm but may, from time to time, take place elsewhere. Board members will usually be expected to attend scheduled meetings in person; however, CMSL may be able to support hybrid meetings with online attendance available through Microsoft Teams.

Nationality/disqualifications

Candidates must be legally entitled to work in the UK.

Reasonable adjustments

If you require a reasonable adjustment at any stage of the process or if you need any of the application pack documentation in an alternative format, please contact recruitment@hient.co.uk.

Selection panel

The selection panel will comprise:

- Angus Campbell – Interim Chair of the Board, HIE
- Freda Newton – Board member of HIE
- David Oxley, Director of Strategic Projects, HIE
- Chris Taylor – Destination Development Director, Visit Scotland – External representative
- Jennifer Docherty, Senior HR Manager, HIE

Conflicts of interest

If you are selected for interview, you will be asked to complete a Conflicts of Interest form which provides details of any other board appointments or potential conflicts of interest, which will be explored further with you. If you are unsure whether you have a conflict of interest and would like to discuss this, please contact recruitment@hient.co.uk.

Assessment process

Application

Please complete an application form via the online link. The final section of the electronic application form is a **personal statement**. You should clearly outline how you meet all of the essential and general skills and one or more of the priority criteria within this section of your application.

If you wish to apply for both the Chair and a board member role, you will need to submit a separate application for each position.

Interview

The assessment process will include a panel interview with the selection panel, where you will be asked questions in order to allow you the opportunity to demonstrate that you have the skills, knowledge and experience required. This is also an opportunity for you to ask the panel any questions.

Further information

For further information about CMSL and the role, please see details at <https://www.cairngormmountain.co.uk/> and at <https://www.hie.co.uk/cairngorm>

If you have any queries, or would like to discuss a position informally, please contact Jennifer Docherty, Senior HR Manager at Highlands and Islands Enterprise on 01463 383036 or by email at jennifer.docherty@hient.co.uk.

The closing date is midnight on Sunday 26 October 2025.