UHI | INVERNESS

UHI Inverness – Members of the Board of Management

The number of members on the UHI Inverness Board of Management can range between 13 and 18. Thirteen members are independent non-executive members appointed to the position. In addition, the Principal of the College is a member and there are elected support staff, teaching staff, student members and trade unions representatives. Non-executive and support and teaching staff members and trade union representatives are generally appointed for 4 years with the option to seek an extension and then further appointment. The student members are nominated for a one-year term, with the option of re-appointment for a further one term. The Principal of the College is a member of the Board if he/she holds that position. All non-executive positions are voluntary and unremunerated. The College has also appointed co-opted members with specific skills andexperience relevant to the Committee onto which they have been co-opted.



Derek Lewis – Chair of the Board of Management

Derek Lewis' career has included roles as chair, chief executive, director or trustee of organisations in fields such as education, training, television, prisons, healthcare, technology and social care. He has served as Pro-Chancellor and Treasurer of the University of Essex, a school governor, advisory board member of the London Business School and chair of companies providing training, apprenticeships, employment services and teaching staff.

He is currently chair of Community Alcohol Partnerships, an alcohol harm reduction charity and of a music education charity. He was previously chair of Royal Mencap Society and a trustee of the Royal Voluntary Service. He runs his own farming, forestry and tourism business in Morvern, which is also home to the new Nc'nean Distillery, of which he is a founder director. His earlier career included CEO roles at Granada Group and HM Prison Service in England and Wales.

Derek is also chair of the UHI North, West and Hebrides Board and a member of the UHI Court.

Dr Lindsay Snodgrass - Interim Principal



Janette Campbell – Vice Chair of the Board of Management & Chair of Audit Committee

Janette is a Chartered Accountant and a member of ICAS.
Janette has over 20 years of experience in Financial Services, where she has held a variety of Global Leadership roles, with BlackRock, Citi Bank, & Franklin Templeton. She has in depth experience in Fund Accounting & Investment Operations, working in Edinburgh, Florida & California. She has a track record for creating diverse and inclusive teams, focused on client delivery through, robust controls, technology efficiencies and process improvements. Janette has a Board position as a Non-Executive Director with Student Loans Company.
Originally from Fort-William, Janette supports charities in the Highlands, promoting Financial Services in secondary schools.
She has an MA Economics & Accounting, from the University of Edinburgh.



Innis Montgomery – Senior Independent Member & Chair of Human Resources Committee

Innis is originally from the Isle of Lewis. He spent most of his life working in London in various IT roles and was previously a Technology Director at the Houses of Parliament. In 2014, Innis relocated to Inverness to take up a new role with Cap Gemini to create a technical IT delivery capability and move hi-tech roles into the Highlands.

With a BSc (1st Hons) in Information Systems Engineering at University of Westminster, he is a senior IT professional with over 25 years' experience of leading IT teams of up to 125 staff.



Donald MacKenzie – Chair of Finance and General Purposes Committee

Donald was born on a family farm near Inverness and attended Inverness Royal Academy before going to Edinburgh University to study Economics and Accounting. Chartered Accountancy training, with what is now EY, followed before going to London for a year or two, but staying for fifteen. Back in Inverness since 2001, Donald and wife Isabelle have four sons. Donald runs Drive Business Services Ltd, providing business advice and accountancy services.



Annie Nelson – Chair of LTR Committee

Annie joins the board with over 40 years' experience in the Further Education sector and latterly as His Majesty's Inspector of Education (HMIe). She has enjoyed a variety of careers beginning in hospitality as a chef and progressing to Hotel Management. With her family she lived and worked in the Orkney Islands, then bought a farm in Inverness-shire where they developed a large holiday business with a restaurant and accommodation alongside running a 2000 acre hill farm. After succumbing to back problems, she began her retraining at Inverness College to learn BASIC programming, before undertaking a variety of qualifications, across Scottish colleges and universities, up to MSc level.

Teaching Business and Information Technology for a number of years before taking on a management role in Angus College and working as an Associate Assessor for Education Scotland. After retiring (for the first time) she worked for Scottish Government to support colleges across Scotland implement strategic policies to enhance the student experience. In 2014 she became full time HMIe.

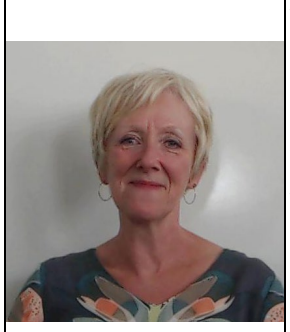


Arvinder Kainth – Vice Chair of Learning, Teaching & Research Committee

Originally from Glasgow, Arvinder has been living in the Highlands since 1992. He graduated in 1990 with an honours degree in Electrical & Electronic Engineering and two years later completed his teacher training and qualified with a post graduate teaching qualification in maths. During his teaching career of more than 25 years, he has taught all stages and levels from S1 to Advanced Higher and worked with a diverse range of students.

He has undertaken numerous opportunities to develop new skills, improve knowledge and stay up to date with new developments. He started a Masters programme with the University of Strathclyde to work towards becoming a Chartered Teacher. He gained the professional award of Chartered Teacher status from the General Teaching Council (Scotland). The award recognised a commitment to critical self-evaluation & thinking, CPD, enhanced & sustained teaching practice, leading projects, and instigating change.

He has also been involved with the wider community and the Highland Council to promote equality, diversity, and integration by raising awareness through various projects and initiatives.



Heather Keyes - Teaching Staff Member

Heather Keyes is an educational leader with a strong foundation in health and childcare. Her career began as a paediatric nurse, where she developed a commitment to supporting children and families. She extended this through her service on the Children's Panel, advocating for the rights and protection of vulnerable young people. These early roles shaped her values and continue to influence her approach to leadership and education.

With over 15 years of experience in management, Heather now serves as Curriculum Leader for Care, Art, Sport & Humanities, where she leads diverse teams and drives curriculum innovation across multiple disciplines. Her leadership is marked by a strategic, student-centred approach that blends academic excellence with real-world relevance. Heather's background working in care has been instrumental in shaping inclusive learning environments that prioritise wellbeing, equity, and opportunity.

In addition to her curriculum leadership, Heather holds the shared role of Safeguarding Lead, ensuring that student safety and welfare are at the heart of institutional practice. She works closely with staff, students, and external agencies to uphold safeguarding standards and foster a culture of awareness and support.



Pauline Tuthill – Professional Services Staff Member

Pauline moved to Inverness in 2012 from Ayrshire and has not looked back. She started with Inverness College in September 2012 with the front of house team, who she worked with for 2 years before being transferred to Business Development as their short course coordinator. After a few years with this team the Business Development and Training Contracts team merged to create Business Solutions. Pauline became a Business Solutions Advisor looking after many of the different sectors employing apprentices before taking on the Construction sector. She now manages the construction business solutions team with 3 members of staff, looking after around 470 modern apprentices, 240 construction employers and over 100 Graduate Apprentices in construction. In 2023 Pauline completed her BA (Hons) Business Management degree with Strathclyde University gaining an upper 2nd class degree.



Sally Blyth, Vice Chair of HR Committee & Audit Committee

Sally moved to the Scottish Highlands from Bristol over 30 years ago and currently lives in Glen Affric with her family. She is a professional nature conservationist with a BSc (Hons) in Biological Sciences, and MSc in Conservation and LLM in Environmental law. She has held various roles across the Highlands in a long career with NatureScot where she currently leads Peatland ACTION's Data and Evidence team. She was a voluntary youth group leader for the RPSB for 25 years, educating children about nature, the environment and climate change. A keen advocate of lifelong learning Sally wants to help UHI Inverness continue to offer locally available quality education at tertiary level with all the benefits that provides to Inverness and the surrounding area.

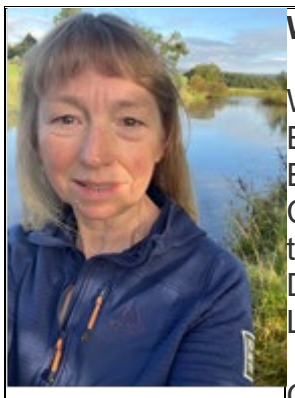


Rojan Kumar Subramani – Non-Executive Member

Rojan is a passionate social entrepreneur, innovator, and public speaker with over 10 years of experience in university, college, and school governance, the third sector, youth employability, social entrepreneurship, and business development. Driven by a deep commitment to education, youth empowerment, social impact, and community engagement, he has served on various institutional governance boards from a young age.

As the founder of a social enterprise based in Edinburgh, Rojan empowers social impact startups and nurtures new ideas to drive meaningful change. His journey began with his first test location in Fort William, where he implemented his enterprise service in rural areas of the Scottish Highlands. He is dedicated to utilizing cutting-edge technology and social models to support and enhance rural communities.

Rojan's academic background includes a degree in Business Management from Edinburgh Napier University. During his time at university, he held numerous leadership and governance positions, including Student Union President and Vice President, University Court Governor, Trustee of the Student Union, and member of several prominent advisory boards such as the QAA UK Students Advisory Board and NUS Scotland SEC. Additionally, he served as Secretary of the Trade Union BMC and was part of the office for students National Student Survey – NSS subgroup.
His recent focus has been on construction social impact, where he collaborates with industry leaders to connect young people in the Lothians and Borders region with valuable employment and apprenticeship opportunities in the construction industry. With a commitment to the United Nations Sustainable Development Goals (SDGs), Rojan's consulting work revolves around creating innovative services for the third sector, fostering purpose-driven organizational development, and advancing sustainability.
Currently, he is a Project Lead for Scottish Pathways for Construction at Capital City Partnership charity.



Wendy Grindle – Non-Executive Member

Wendy is a PR, marketing and communications professional with a background in journalism. She has written for the Times Educational Supplement Scotland and edited Teaching Scotland, the GTCS magazine. At Learning and Teaching Scotland (now Education Scotland) Wendy led communications and engagement for the review of Scotland's curriculum, and development of Curriculum for Excellent. She later moved to Hostelling Scotland where she managed the marketing department and supported the charity's youth development and outdoor learning activity. Wendy returned to the education sector as Head of Marketing and Development at College Development Network (CDN). There, she was involved in development of the Professional Standards for Lecturers in Scotland's Colleges and the College Awards and initiated College Expo and the Choose College campaign.

Currently, she is Director of Communications, Engagement and Marketing at the John Muir Trust, where she has oversight of the John Muir Award.



Jane Davidson – Vice Chair of FGP Committee

Jane is a Chartered Accountant with a strong background in financial and risk management built up over many years. She has been a Non-Executive in various organisations since 2010 and has experience of developing effective systems of governance to support critical decision making. As a Chief Executive of a large successful social enterprise in the Highlands, she contributed to the local community, tackling exclusion in areas of high deprivation, and learned more about the charity sector; she is particularly interested in the areas of criminal justice and education, and she supports various charities and provide consultancy advice. Prior to that, she spent many years in the National Health Service and government, in various finance and governance roles including Director of Finance, and as Chief Executive.



David Stewart – Non-Executive Member

David Stewart is a well-known Highland politician, who retired from the Scottish Parliament in 2021. He has served in the North as a Councillor, MP and MSP. David was elected to Westminster in 1997, becoming the first Labour MP for the old Inverness East, Nairn and Lochaber constituency. He served two terms as an MP till 2005 and then worked for the Scottish Council for Voluntary Organisations as Assistant Director, based in Inverness. In 2007, he was elected as Labour MSP for the Highlands and Islands list, where he served for three terms. During his 14 years in the Scottish Parliament, he has served in a variety of roles, from Labour Chief Whip to Convenor of the Public Petitions Committee, to Shadow Public Health Minister.

David writes a fortnightly political column in the Inverness Courier and graduated from Edinburgh University in 2023 with a taught Masters Degree, where he studied the Highlands and Islands Medical Service of 1913.

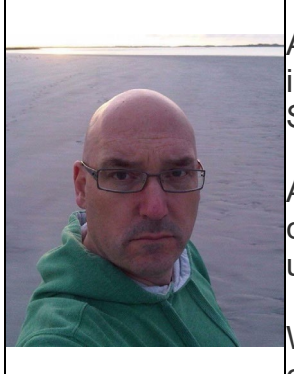


Dr Paul Shanks – Teaching Trade Union Representative

Paul Shanks is a lecturer in Literature, Drama and Creative Writing at Inverness UHI. He currently teaches from FE 6 to postgraduate level. He completed his PhD at Aberdeen University where he also worked as a Research Fellow with the Institute for Irish and Scottish. As a practising researcher, he has published work on twentieth century and contemporary Irish, Scottish and European literature, and was series editor for the *Journal of Irish and Scottish Studies*. His research and creative practice have more recently been focused on cultural, historical and personal memory in Inverness and the wider Highlands. He is the current chair of Highland LIT (a post which he also held between 2017-20) and former chair (2024) of the Scottish Highlands and Islands Poetry Society (SHIPS). He has previous experience with helping facilitate community-based creative writing initiatives in Inverness (including HUG Action for Mental Health, Highlife Highland, and Glints of Gold/ NHS Highland). His poetry and short stories have been published in books and magazines; some of these appear in *Causeway/ Cabhsair* and *The Interpreter's House*.

He is the current Branch Secretary for EIS-FELA at Inverness as well as union rep on the BoM. As union rep, he is keen to support the FE sector, plus terms, conditions, and wellbeing of lecturing staff.

Professional Services - Trade Union Representative - Vacant



Anthony Standing – Co-Opted Member
Head of Operations (North), Skills Development Scotland

Anthony Standing has called the Highlands and Islands home for over 30 years (Ross-shire, Skye & the Western Isles), bringing a deep-rooted passion for the region to everything he does. Originally from Manchester, he's proud of both his Manc heritage and the vibrant communities he now serves.

As Head of Operations at Skills Development Scotland, Anthony has been a key contributor on careers strategy, labour market intelligence, and skills planning across the region. He's also the national lead for Gaelic within SDS, championing its role in Scotland's cultural and economic landscape and a trained Workplace Mediator.

Anthony is a firm believer in the power of collaboration. He works closely with partners across the Highlands and Islands to drive community planning and community wealth building, ensuring that local voices shape local outcomes. His commitment to unlocking potential—whether through education, employment, or enterprise—is at the heart of his approach.

With a strong interest in the creative industries, Anthony has also spent years as a musician and producer, releasing music and contributing to Scotland's cultural scene. This creative background brings a fresh perspective to his leadership, blending strategic insight with storytelling and innovation.

Whether supporting young people and adults into meaningful careers, strengthening regional economies, or amplifying the unique strengths of the Highlands and Islands, Anthony's work is driven by a belief that opportunity should be local, inclusive, and inspiring.



John Pocock – Co-Opted Member

John is the Portfolio Director at Ross-Shire Engineering (RSE) with extensive leadership experience, a strong passion for continuous learning, and a dedication to team development and community support. He combines independent initiative with inspirational team management which empowers his staff to make critical decisions. This has resulted in a motivated and high-achieving team delivering beyond client expectations at RSE. His educational background and career development reflect a strong commitment to lifelong learning and professional growth. After initially leaving school early, John completed his Highers and an HND in Mechanical Engineering at the University of Highlands and Islands (UHI), followed by an engineering degree with UHI.



Conrad Copeland – Co-Opted Member

Conrad has a PhD in economics from the University of Bristol and currently works at the Department for Business and Trade as Chief Economic Adviser for the Office for Investment and is a research fellow at the University College London. He currently sits on the Council of the Scottish Economic Society. Previously Conrad has worked as Head of Devolved Analysis for the OBR and as a researcher and instructor at the University of Toronto, University of Oxford, and University of Bristol. Prior to this, he worked in the non-profit sector and as a consultant, advising clients in North America, Europe, and Africa. Originally from Canada, Conrad lives on the shores of Sutherland, calling both the Highlands and Oxfordshire home.



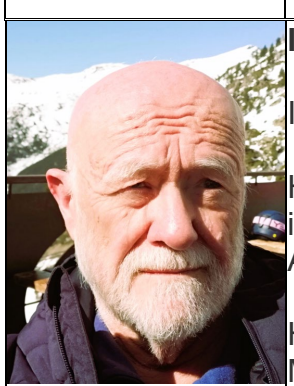
Lindsay Ferries – Co-Opted Member

Lindsay is an Employment Lawyer and HR Consultant at Arthur & Carmichael LLP, a boutique legal practice with a global reach based in the Highlands of Scotland. A fellow of the CIPD, Lindsay began her HR career at Highlands and Islands Airports Limited. She quickly progressed to Director level strategic HR and Corporate roles, notably at Police Scotland and, for 13 years, as Director of Organisational Development at Inverness College UHI. During her time there, she successfully navigated the College through significant financial challenges, strategic change and major projects including the New Campus Development.

A passionate advocate for lifelong learning, she successfully earned a Master of Laws (LLM) later in her career and maintains current expertise by successfully defending clients at Employment Tribunal.

Lindsay's core expertise focuses on complex organisational change, governance risk, and regulatory compliance, particularly related to strategic workforce planning and scaling or restructuring operations. Her background provides the College Board with direct experience in public sector governance, strategic risk mitigation, and complex employment legal/HR oversight.

Student President - Vacant



Iain Forsyth - Volunteer Student Member

Iain is a part-time student studying Scottish History and Politics.

He attended Stirling High School and then Edinburgh University where he did a Bachelor of Commerce degree. He has worked in industry and has been a registered auditor and a qualified Insolvency practitioner. Latterly he ran his own accounting practice in Aviemore.

He is a member of the Institute of Chartered Accountants of Scotland and was a member of the Chartered Institute of Management Accountants and a fellow of the Association of Business Recovery Professionals before he retired.