

SCOTLAND FOOD & DRINK



Industry Non-Executive Director

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About Us

Scotland's food and drink products are unique – and so too is Scotland Food & Drink. No other country in the world has created a body which facilitates and enables government and industry to work side by side. And the simple truth is it works. Emphatically.

Since our formation in 2007, food and drink has become the best performing industry in Scotland. Today it's worth an incredible £19 billion.

But we can do more. And we will.

We are here to nurture, support and champion the people and products of Scotland's food and drink industry to help deliver continued and growing success. We are here to guide our members to realise untapped potential, to unlock new markets and maximise opportunities.

And we are committed to strengthening reputations, developing growth strategies and broadening networks, which will deliver the competitive edge for our members and continued success for Scotland's food and drink industry.

Our Structure

Discover more about who we are, who we work with and what we've been busy working on.



Our People

Discover the driving force behind Scotland Food & Drink. From our core staff team, to our Board and the Scotland Food & Drink Partnership.

[Find out more >](#)



Our Partners

We believe the best things happen when we work together. That way, we can deliver events and initiatives to benefit both members and the food and drink industry as a whole.

[Find out more >](#)

Our Purpose

We exist to empower Scotland's food and drink businesses to achieve their full potential to drive Scotland's economy, sustain our environment, and support our communities.

Values and Equal Opportunities

Ambition – We pursue excellence with unwavering ambition.

Collaboration – We believe in the power of working together.

Innovation – We embrace a culture of continuous improvement and creativity.

Celebration – We believe in recognising and celebrating achievements.

Authenticity – We are committed to honesty, transparency, and integrity.

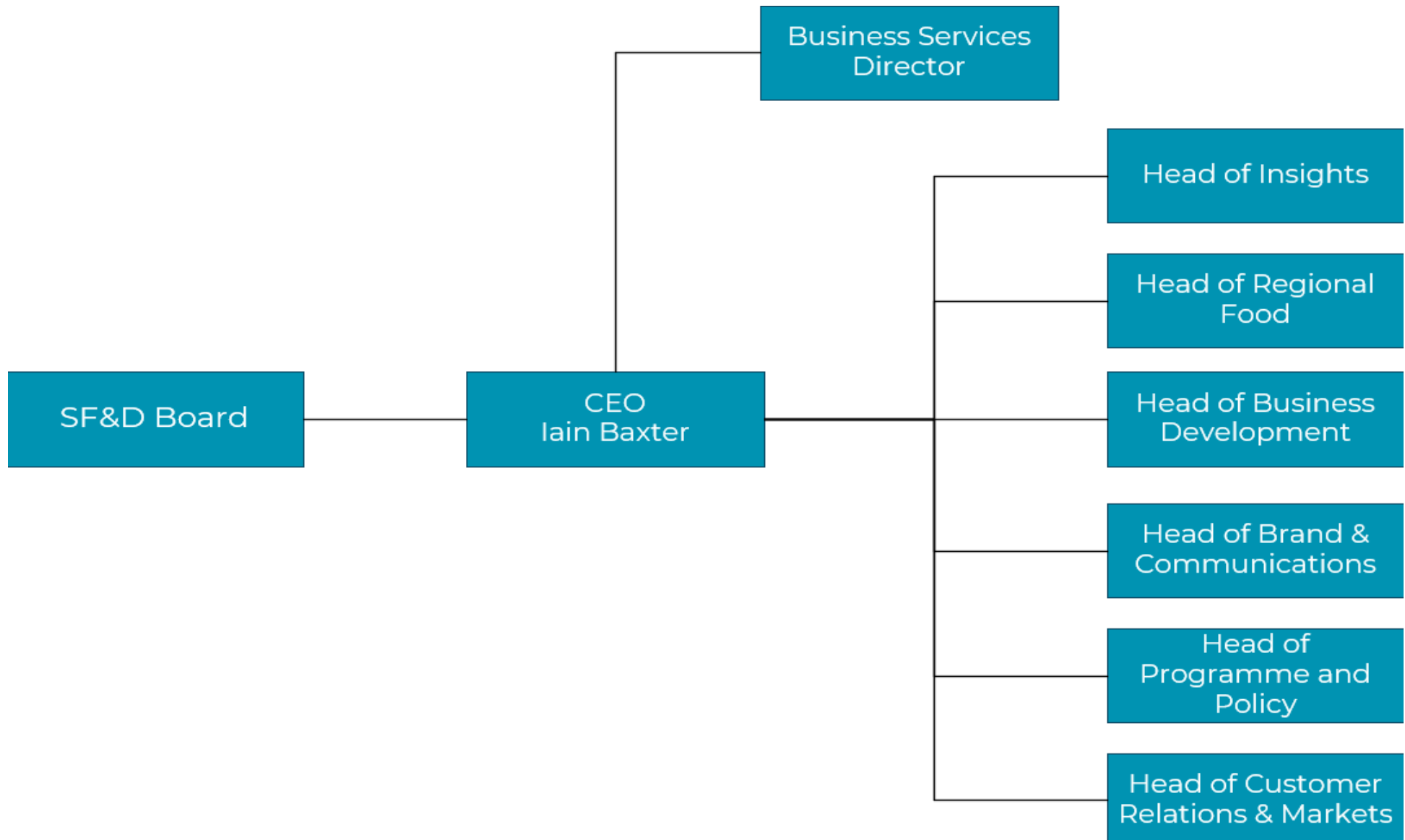
Balance – We believe in finding balance between work and the rest of our lives.

Our commitment to diversity, equity and inclusion:

We are an equal opportunity employer. We recognise that diversity and inclusion is a journey, and we are committed to learning, listening and evolving to become more diverse, equitable and inclusive every day.



Organisation Structure



Opportunity Context

The Board of Scotland Food & Drink is seeking to appoint a number of Non-Executive Directors from within the food and drink industry, ideally with Board and/or committee experience. We are also seeking to appoint a Non-Executive Director with expertise in PR, marketing and communications.

Scotland Food & Drink exists to empower food and drink businesses to achieve their full potential, contributing to economic growth, environmental sustainability and the wellbeing of our communities. Our vision is that Scotland is the best place in the world to own, operate or work for a food and drink business. Our mission is twofold: firstly, to deliver the national food and drink strategy, endorsed by our Partnership; and secondly, to lead and grow the industry as a representative, member-owned organisation.

The Board contributes to the work of Scotland Food & Drink, ensuring the organisation remains relevant to all stakeholders and provides world class leadership on behalf of the industry.



Key Responsibilities

- Contributing to the development and review of the strategic direction of Scotland Food & Drink and supporting its implementation through constructive challenge and insight.
- Providing independent expertise, sector knowledge and strategic guidance to support the organisation's long-term objectives and growth.
- Supporting effective governance and ensuring the organisation operates in line with its values, objectives and regulatory responsibilities.
- Bringing external perspectives, industry insight and professional experience to Board discussions and decision-making.
- Supporting stakeholder engagement and acting as an ambassador for Scotland Food & Drink within the wider industry and business community.
- For the marketing and communications role specifically, providing guidance on strategic marketing, reputation management, communications and external engagement.
- Participating in Board and, where appropriate, committee meetings, contributing to oversight, strategic evaluation and organisational performance.
- Supporting the Executive Team through constructive challenge and strategic advice.

Person Specification

Candidates must be able to demonstrate the following:

- A proven track record of Board or equivalent senior-level experience in the private, public or third sector, ideally within relevant industry or functional areas (not essential).
- A strong interest in and commitment to the growth, resilience and sustainability of Scotland's food and drink industry.
- For candidates with marketing and communications expertise, demonstrable experience in brand development, stakeholder engagement, communications strategy and reputation management at a senior level.
- Strong analytical and strategic thinking skills, with the ability to assess complex issues objectively and contribute to effective, solution-focused decision-making and planning.
- Ambition for the continued success of the sector and a commitment to fostering innovative collaboration between industry, government and wider stakeholders.
- A clear understanding of and commitment to the principles of corporate governance.
- The ability to contribute constructively and respectfully, providing appropriate challenge and insight within a Board or committee environment.
- Excellent communication skills, with the ability to engage effectively with a wide range of stakeholders, and act as an ambassador for the organisation.
- A commitment to the principles of good governance, including selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- Alignment with and commitment to the values of Scotland Food & Drink.

Please note that the responsibilities and tasks listed are not exhaustive and may be subject to change or additional duties as required by the organisation. The role may evolve over time based on business needs and priorities.

How to Apply

If you are interested in applying for this role, please submit your application to fiona.ure@foodanddrink.scot by Tuesday, 30, June 2026.

Please provide:

- Your CV.
- A cover note detailing your background and suitability for this role – previous board experience is essential.
- Email addresses for two referees.

For further information or a confidential discussion, please contact Fiona Ure, PA to the Chief Executive Office on: fiona.ure@foodanddrink.scot



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