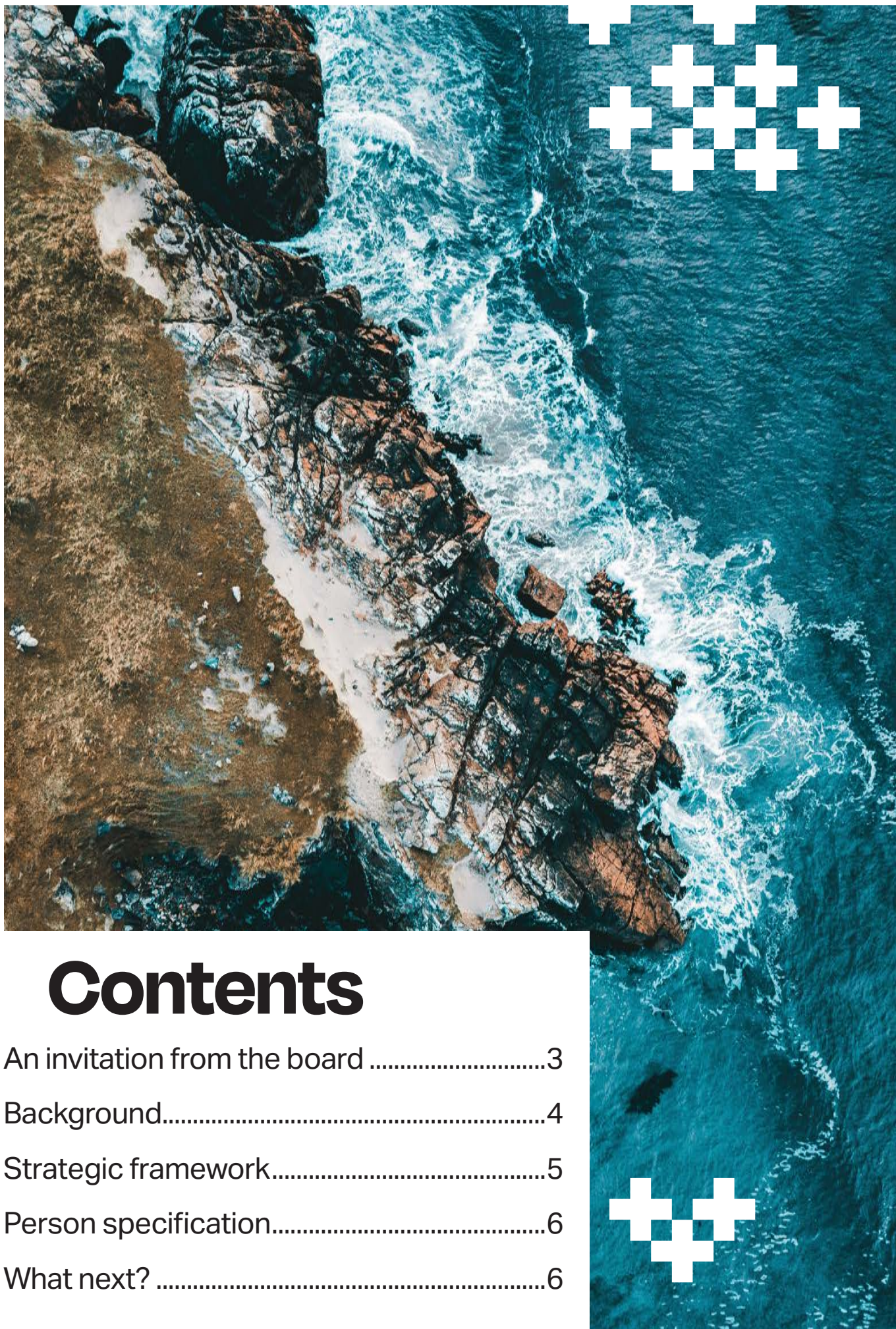


UHI | **NORTH, WEST AND HEBRIDES
A TUATH, AN IAR IS INNSE GALL**



Board of Management Recruitment Pack



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An invitation from the board

Could you help shape the future of the Highlands and Islands?

UHI North, West and Hebrides is looking for new board members, and we'd like to hear from you.

We cover 12,500 square miles, from the North, West Highlands to the Outer Hebrides with three main campuses and 16 local learning centres, alongside virtual classrooms that bring flexible study within reach of students wherever they are. With 5,900 students, 550 staff, and an income of around £25 million a year, we're a complex and multifaceted institution, and our board plays a vital role in shaping what we achieve.

An exciting moment to get involved

There has never been a more important time to be part of UHI North, West and Hebrides. Since our formation in 2023, we have been delivering real benefits for our communities, though, like many in the sector, we have also navigated significant challenges from sustained reductions in public funding. At the same time, our region is on the cusp of major economic growth, with significant opportunities emerging across renewable energy, the Inverness and Cromarty Firth Green Freeport, defence, and aquaculture. These developments represent a genuine and growing opportunity to deepen our impact across every community we serve, and our board is central to steering us towards that potential.

What we're looking for

We're looking for new members whose experience and expertise will strengthen what we do. Because our institution spans such a wide and varied geography, we're particularly interested in hearing from people who reflect the diversity of our communities, whether on the mainland, on Skye, or in the Outer Hebrides.



Derek Lewis, Chair of the Board

As a board member, you will:

- + Scrutinise the performance of the institution
- + Contribute to and help shape our future strategy and plans
- + Support the leadership team with advice drawn from your own experience

What's involved

Full board meetings are held four or five times a year, either in person or virtually. Board members are also asked to join at least one committee, which meets with similar frequency. You'll be encouraged to attend key events such as graduations, with occasional opportunities to represent the institution at external forums.

This is a non-remunerated position, but offers a genuinely rewarding way to contribute to the future of the Highlands and Islands and the communities that call this remarkable region home. Reasonable out-of-pocket expenses will be reimbursed, in accordance with the organisation's expenses policy.



Background

UHI North, West and Hebrides is Scotland's newest college, formed in August 2023 following the merger of UHI North Highland, UHI Outer Hebrides and UHI West Highland.

Proudly rooted in the culture and landscapes of the North and West Highlands, Skye and Outer Hebrides, UHI North, West and Hebrides provides relevant and distinctive learning, skills, research and innovation, shaped by the needs and ambitions of our communities, with a reach that extends locally, nationally and internationally.

As one of the largest partners within the University of the Highlands and Islands, we deliver flexible, supportive lifelong learning, from access level to PhD, to suit more people, at more levels, for more reasons.

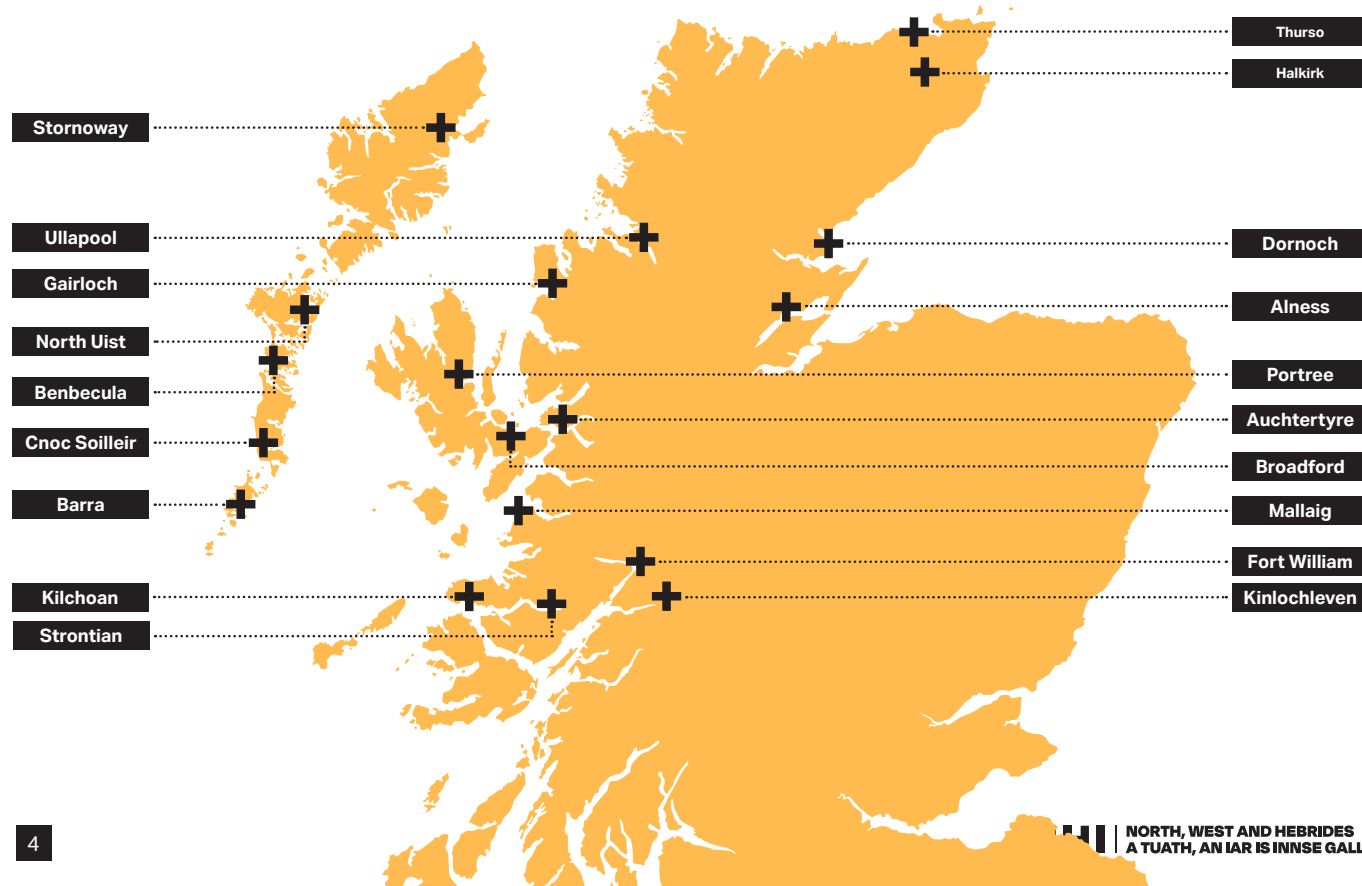
We serve a diverse population, from school leavers to working adults, from career changers to those entering the workforce.

Through our range of senior phase, further education and higher education courses, world-class research, and flexible place-based,

work-based and online study options, we're widening access to education in our rural and island communities, removing barriers to learning, providing relevant progression and career pathways for our students, and creating a personalised experience tailored to their needs.

We're delivering learning, skills, research and innovation to support a talent pipeline for the region's key growth sectors including energy, engineering and construction, net zero and sustainability, creative industries, food and drink, health and social care, land and sea-based industries, and Gaelic.

As an anchor institution in the region, our aim is to have a transformative impact on the people, communities and economies of our regions, by providing opportunities that enable people to live, work and study in the North and West Highlands, Skye and Outer Hebrides.





Strategic framework

+ Our vision

To be an anchor institution for the region – a connected, flexible and sustainable learning organisation, opening doors to a world of opportunities.

+ Our mission

To connect rural and island Scotland, pioneering distinctive education and research opportunities to enable our students and communities to shape their future in a changing world.

+ Our values

- + **Trust:** We take pride in our work and trusted by our students, staff and partners. We are recognised for our leadership and dedication to deliver more for everyone we serve.
- + **Integrity:** We take responsibility for our actions, ensuring transparency and accountability. People are at the heart of everything we do, and we operate in a culture of collaboration, openness, dignity and respect.
- + **Excellence:** We are ambitious for our learners, our staff, our college, and our communities. We drive innovation, aspire to be sector leaders, and measure our success against national and international benchmarks.

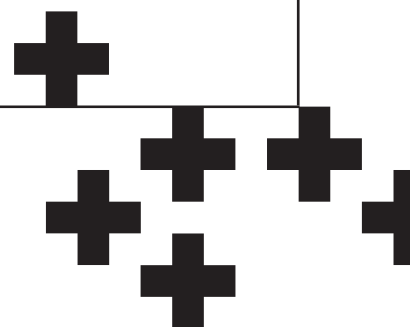
+ Our strategic goals

- + To become a financially sustainable joined-up organisation
- + To grow curriculum, particularly into key areas that link with our research and commercial opportunities
- + To grow research and knowledge exchange through connecting our current specialisms and developing them alongside our region's potential
- + To have cohesive and responsive business development teams who can respond effectively and purposefully to opportunities of scale
- + To enhance the student experience through connecting our sites, resources, communities, and multi-location programmes
- + To have resilient team structures and depth of resource to address changing priorities, opportunities, and economic difficulties.



Person specification

Criteria	Essential	Desirable
Experience	Significant experience or knowledge of further, higher or senior secondary education, or the college student experience; industry, commerce, finance, the third sector, public service or trade unions; or the region (or part of it) and its needs.	Experience of one or more of the following: financial management, risk management or accounting; audit; property and estates management; rural sustainability; law; business leadership or public sector leadership.
Knowledge and Skills	Ability to work effectively as part of a team; contribute to decision making; communicate effectively; analyse and review information and issues; weigh up conflicting views and reach reasoned decisions.	Knowledge of the college area and/or the higher and further education sectors; knowledge of good corporate governance, including appraising the effectiveness of a board and its individual members; experience of change management.
Personal Qualities	Strong personal commitment to the University of the Highlands and Islands partnership and the success of UHI North, West and Hebrides; commitment to equality, diversity and inclusion; willingness to adhere to the Nine Principles of Public Life in Scotland and to always act in good faith and in the interests of learners.	Lives or works within the area served by UHI North, West and Hebrides.



What next?

There is plenty of additional information on the college and the University of the Highlands and Islands on the respective websites - www.nwh.uhi.ac.uk and www.uhi.ac.uk

If joining the board sounds interesting and you would like to be considered, please send a CV and a short email explaining how you might be able to contribute to our board secretary **Ellen Campbell** at board.nwh@uhi.ac.uk

If you would prefer an informal initial conversation with our board chair, **Derek Lewis**, please email our board secretary at board.nwh@uhi.ac.uk with a copy of your CV and she will suggest possible times for a Teams call.



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www.nwh.uhi.ac.uk



UHI North, West and Hebrides is a trading name of The Board of Management of UHI North, West and Hebrides which is a registered charity, number SC021215.

'S e UHI a Tuath, an Iar is Innse Gall an t-ainm malairt a th' air Bòrd Stiùiridh UHI a Tuath, an Iar is Innse Gall a tha na charthannas clàraichte, àireamh SC021215.