



The James  
**Hutton**  
Institute

# Non-Executive Director

Candidate Information Pack



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# Background

**The James Hutton Institute is an independent research organisation conducting science on lands, crops and natural resources. The products of our research benefits current and future generations in Scotland and beyond.**

Of our 500 colleagues, 350 are scientists and 150 provide the professional services that enables our work, including an extensive farm, field and glasshouse research service. We host the Biomathematics Statistics Scotland (BioSS) and 120 post graduate students registered at more than 30 different universities in the UK and internationally. In addition to our two main campuses in Aberdeen and Dundee, we have offices in Edinburgh and two research farms. Over 100 further people working in the private sector or for public sector bodies are co-located on our campuses.

Our subsidiary, James Hutton Limited, helps deliver impact by commercialising our intellectual property. We recognise that every person in the Hutton Group is part of our science team with their specific and important role to play. We are the sum of these parts and all play a part in the translational approach we pioneer to make a difference.

The Board consists of thirteen Non-Executive Directors and due to several members retiring, the Institute wishes to appoint six new members to its Board over the next 12 months.



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There is  
NO Planet B



# The Organisation



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**The Chief Executive, Professor Colin Campbell, heads up a five person Executive team of a Deputy Chief Executive, a Director of Science, Director of Operations and Director of Finance and Company Secretary.**

The Institute Board has signed off the strategic direction of the Institute outlined in the Corporate Plan and creates an environment in which its aims are achieved and its potential realised. Board Members, acting collectively, ensure that the objectives of the organisation are met.

The Board includes the Chair of James Hutton Limited, in order to maintain a good relationship and co-operation between the activities of the commercial subsidiary and the Institute.

There are three sub-committees of the Board:

- Audit & Finance Committee (A&FC )
- Science Excellence and Research Impact Committee (SERIC)
- Nominations, Remuneration & Governance Committee (NR&GC)





# Corporate Vision & Objective



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The latest Corporate Plan outlines the strategy for 2021-2026 to support the achievement of stated objectives in the context of long term external scientific and economic considerations.

## Our Vision

"To be international leaders in science on land, crops, natural resources and the wider natural environment, working with communities to provide transformative solutions to global challenges in a way that supports the wellbeing of future generations.

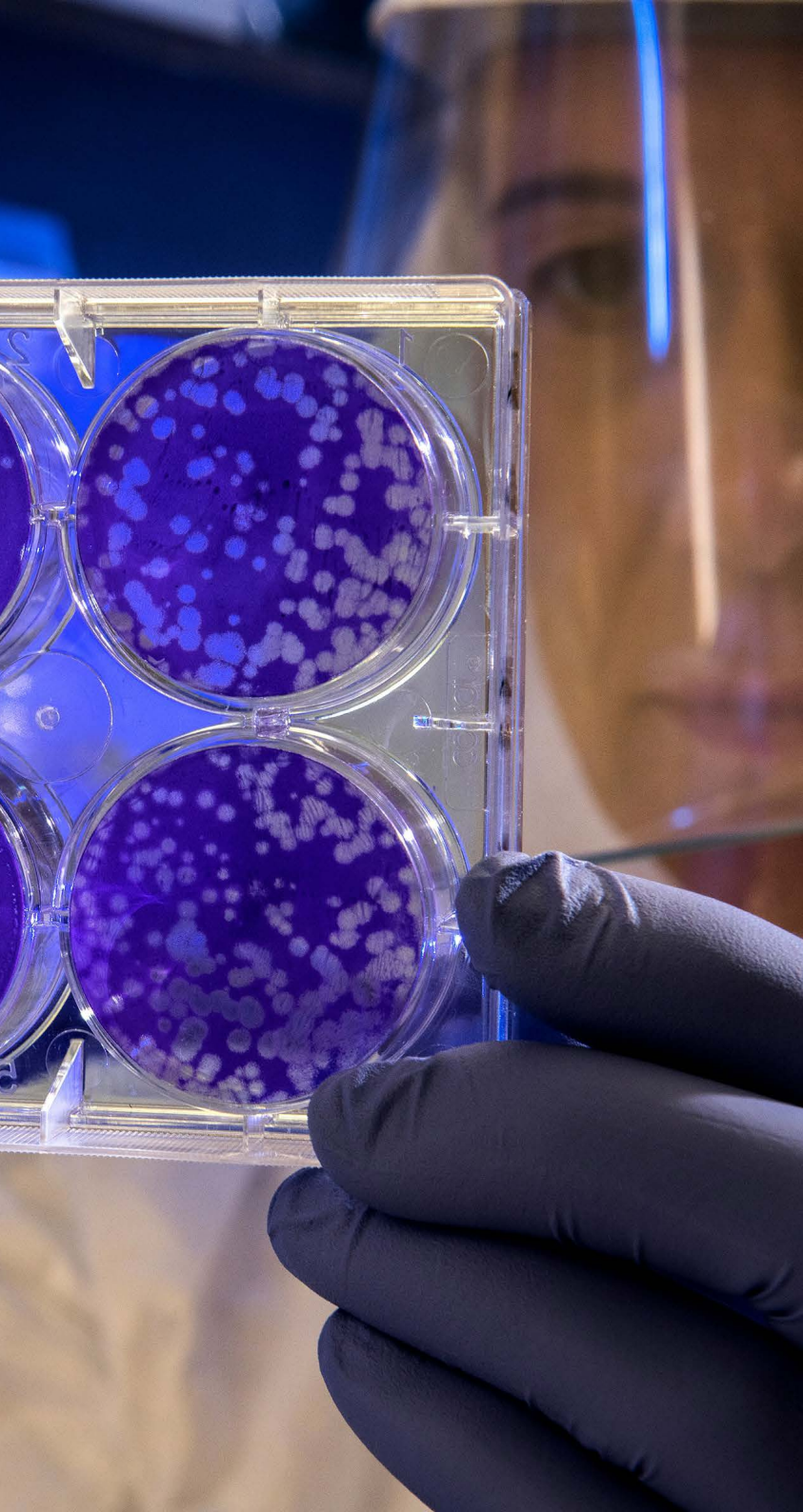
## Our Mission

"We will conduct excellent, open science through engagement with research partners, business, policy and civil society, that challenges conventional wisdom and ensures trust in what we do.."

## Our Purpose

"Securing the future through excellent science".





# Corporate Vision & Objective



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We use science to understand our world better and to provide solutions to the climate and nature crises. We innovate, we invent, we discover, we model, we predict, we test, we verify, we provoke, we reassure, we advise, we challenge, we motivate, educate and inspire. We use our accumulated knowledge, resources and the skills, talents, experience of our people to understand and enlighten the choices that governments, society and individuals need to make in relation to land use and natural resources for a better world for future generations. We work in the lab, field, farm in natural ecosystems and with communities on the soil, water, vegetation, crops, nature, people and society.

We work with partners in over 55 different countries worldwide. Our approach is to take our expertise, skills and knowledge from Scotland to other parts of the world, and to learn and bring international expertise, knowledge and skills back to Scotland.



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# Non-Executive Director

## The Role

**The main purpose of the role of the Non-Executive Director is to participate fully in the activities of the Board and Sub-Committees to ensure that the organisation meets its commitments to stakeholders.**

### Main Duties

- Be aware of and fulfil governance responsibilities and conduct board business effectively and efficiently
- Approve the strategic direction of the Institute and take significant decisions relevant to the achievement of stated objectives.
- Debate, challenge, and advise the Executive on the range of scientific, political, and financial issues of importance to the Institute
- Hold the Executive to account ensuring Institute is managed effectively, ensuring solvency and safeguarding assets and adherence to Employment Code
- Participate as a member of appropriate sub-committees in line with the relevant terms of reference for each.
- Participate in all meetings according to accepted rules of order ensuring that decisions are reached in an orderly, timely and democratic manner.
- Ensure compliance with EU and UK legal requirements including employment, H&S, intellectual property and information rights laws
- Ensure compliance with company laws by ensuring internal control systems are in place, risks are managed, powers delegated appropriately
- Act as an ambassador for the Institute and its work with key stakeholders in government, industry, the scientific community and wider society in Scotland and beyond
- Participate in the Board engagement process will all employees throughout the organisation





# Non-Executive Director

## The Role



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### Experience

- A clear understanding of the operating context of the organisation.
- One or more of the following is required:
  - Commercial/entrepreneurial skills
  - Knowledge of the UK research and innovation landscape
  - Science background relevant to the Institute mission
  - Qualified CA
  - Experience of providing advice to Government on policy and strategies
  - Knowledge and experience of the agricultural sector in the UK and internationally
- Clear demonstration of the ability to operate at Board level most likely through previous strategic/Board level experience
- Can demonstrate a strong commitment to equality and diversity

### Skills

- An ability to work strategically and collaboratively at a senior level with knowledge of excellent corporate governance.
- Significant business and political acumen.
- Ability to lead change successfully and positively influence individuals and organisations.





# Remuneration

The Non-Executive appointments (apart from Chair and sub-committee chair positions) are not remunerated but travel and subsistence expenses are met.

The time commitment ranges from 8 – 12 days per annum, including committee work.

## How to apply

The preferred method of application is online at [www.aspenpeople.co.uk/JHI](http://www.aspenpeople.co.uk/JHI)

If you are unable to apply online please email your application to [mscholes@aspenpeople.co.uk](mailto:mscholes@aspenpeople.co.uk)

## Equal Opportunities Statement

The James Hutton Group celebrates and values the diversity of its workforce and believes that employing, assisting the development of, and promoting people of all protected characteristics is in the best interests of the institute, its employees and students. Our aim is to create an environment which is fair, welcoming and inclusive and where everyone is treated with dignity and respect.

We believe that equality of opportunity is key in achieving our mission and are committed to the positive promotion of equality, diversity and inclusion amongst all members of the Institute and to the principles of the Equality Act 2010.

The Institute is [Disability Confident](#) accredited and strives to ensure that disabled employees can work and study in an inclusive, accessible and supportive environment.



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# Additional Information

The following are links to relevant organisation information.

## Legal framework

- [PDF file: Memorandum and Articles of Association](#) (5.43 MB)

## Annual reviews and reports

- [PDF file: James Hutton Institute Annual Review 2018-19](#) (834 KB)

## Other documents

- [PDF file: Economic Impact Study](#) (1.4 MB)
- [Excel file: Climate Change Duties Report 2018-19](#) (76 KB)
- [PDF file: James Hutton Institute Transformative Science strategy 2016-2021](#) (2 MB)
- [PDF file: Supporting Shared International Aims](#) (100 KB)

## Media Coverage

Links to the latest media coverage of Hutton work are provided below.

Fungus project: [Species of fungus unknown to science discovered in Scotland | UK News | Sky News](#)

Fruit for the Future: [Could technology help ease challenges for Scottish fruit growers? | STV News](#)

[BBC Radio Scotland - Out of Doors, Victorian Tourist Gems, Blueberries and the Flow Country](#)

Crop development: [Coming soon, the not-so-humble potato with more vitamin C than a lemon \(Telegraph.co.uk\)](#)

Food security: [Agenda: Scotland's larder has significant potential if we better realise our resources | HeraldScotland](#)



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