



Sustainable Aquaculture  
Innovation Centre

# Board Recruitment Pack





**Sustainable Aquaculture  
Innovation Centre**

Dear potential Board applicant,

Thank you for your interest in becoming a member of the SAIC Board. This information pack includes:

- An introduction to the Sustainable Aquaculture Innovation Centre (SAIC)
- What to expect throughout the recruitment process
- The role and responsibilities of Board members
- The criteria that will be used to assess candidates

**ABOUT SAIC**

Launched in 2014, SAIC is part of the Innovation Centres programme, which aims to drive innovation in key economic sectors.

SAIC's mission is to transform aquaculture by unlocking sustainable growth through innovation excellence. This means we work to reduce the environmental footprint and increase the economic impact of aquaculture.

Connecting businesses and academics, we fund and support commercially relevant, collaborative research that aims to deliver solutions to key sector challenges. We safeguard jobs and revenue through projects that result in spin-out businesses, new markets, and increased productivity.

We also attract, educate, and upskill the aquaculture workforce through funded university places and tailored training programmes.

We provide an independent voice, offering science-based insight and knowledge exchange.

Throughout our work, we strive for a spirit of support, agility, integrity, and collaboration.

**Discover more: Click here to watch '[SAIC in 60 seconds](#)'**

We work in collaboration with, and on behalf of, our 270-plus consortium members. These range from SMEs to multinational businesses, academic and research institutions, retailers, regulators, and other stakeholders across the sector. Our core funders are the Scottish Funding Council, Scottish Enterprise, and Highlands and Islands Enterprise.

An illustration of what Team SAIC does:



**GREENING  
THE BLUE ECONOMY**

through innovative R&D projects that minimise the environmental footprint of fish farming



**FOSTERING  
COLLABORATION**

and forging novel connections between Scottish academics and aquaculture professionals



**EDUCATING AND  
UPSKILLING THE  
WORKFORCE**

via funded MSc, PhD, innovation and leadership programmes



**PROVIDING AN  
INDEPENDENT VOICE**

by offering science-based insights into aquaculture challenges and solutions



**SAFEGUARDING  
JOBS AND REVENUE**

through research that leads to spin-out businesses, new markets, and increased productivity



**QUADRUPLING  
RETURN ON INVESTMENT**

by generating over £4 in industry and third-party funding for every £1 of public money

You can find additional information on SAIC and our activities **[on our website](#)**.

The strategic direction and performance of SAIC is overseen by a governance Board, comprising members from industry and academia, together with the CEO and an independent Chairperson. The Board meets four times a year, and Board members are also expected to support SAIC in other ways, examples of which are provided in the role profile. A detailed description of the role, responsibilities, and expected commitment of our Board members is attached.

We are now looking to recruit new board members who are actively involved in the Scottish aquaculture sector. With these appointments, we anticipate broadening the Board's experience and strengthening our capabilities to provide additional industry perspectives and a greater diversity of thought, and to reflect the wide geographical spread of aquaculture interests.

SAIC is firmly committed to diversity and equality. There is much evidence to show that increasing Board diversity improves organisational performance, and we are determined to have a broad spectrum of Board members with different points of view and experiences.

| Value | Letter | Icon               | Value | Description   |
|-------|--------|--------------------|-------|---|
| 100%  | S      | Support icon       | 100%  | We are approachable, open, and always strive to be aware of our colleagues' and stakeholders' needs.                          |
| 100%  | A      | Agility icon       | 100%  | We are dynamic, innovative and future-focused. We are responsive to our sector and willing to take calculated risks.          |
| 100%  | I      | Integrity icon     | 100%  | We are transparent, accountable and honest, engaging openly and constructively with our funders, stakeholders and colleagues. |
| 100%  | C      | Collaboration icon | 100%  | We work with others, embracing different ideas, methods and approaches to achieve the very best outcomes.                     |

If you are in any doubt, I would encourage you to apply for this post. We are keen to consider a diverse range of applicants as we recognise the benefits that fresh ideas and different perspectives will bring to SAIC, our Consortium and our sector.

*David Gregory*  
Chairman

Sustainable Aquaculture Innovation Centre  
Scion House, Stirling University Innovation Park, Stirling FK9 4NF

# What to expect from the recruitment process

## HOW TO APPLY

Please send your CV and covering letter detailing why you have applied for the role and what your experience, knowledge and networks would bring to it, to [benedikte@sustainableaquaculture.com](mailto:benedikte@sustainableaquaculture.com)

If you have queries about the role or appointment process, please contact our SAIC CEO, Heather Jones on **07772 354843**.

The deadline for applications is noon on Friday 30 September 2022. We would hope to make decisions on new Board members by the end of October 2022.

## SELECTION PANEL

The Board Appointments Sub-Committee will shortlist candidates against the criteria detailed below. Shortlisted candidates will then be invited to meet the Board Appointments Sub-Committee. The assessment of shortlisted candidates at interview will be made using the candidate criteria grid provided.

## CONFLICTS OF INTEREST

Conflicts may relate to situations where there is a clash between your role on this Board and your professional or personal interests. Also, if you and a panel member have a close relationship, the panel chair can decide that the panel member should not be involved in your assessment and may ask the panel member not to take part in the appointment round.

## TELLING YOU ABOUT PROGRESS

If you are not invited to interview, you will be told about the outcome of your application in writing. If you are invited to interview, you will be offered feedback based on the assessment of your merit in relation to the skills, knowledge and experience required by the person specification.

# Role and responsibilities of SAIC board members

The remit of the Board is available to download from the Resources page on SAIC's website. [Click here](#).

## EXPECTED COMMITMENT

- Time commitment: around six to eight days per annum.
- Attending four Board meetings, usually held in the third or fourth weeks of February, May, August, and November each year. If face-to-face gatherings are not possible, meetings are held using Microsoft Teams.
- Attending a selected number of public and private events, such as periodic SAIC Consortium meetings, conferences, or Board strategy days (amounting to around two days per year).

Appointments are for an initial three-year term, with the possibility of one further three-year term thereafter.

## REMUNERATION AND EXPENSES

Board positions are unremunerated. Travel costs and other expenses incurred in connection with the role will be reimbursed in line with the University of Stirling HR protocols.

# Criteria to be used in assessing applications for SAIC board membership

Below is a list of desirable experience, knowledge, skills and personal qualities sought in candidates. It is unlikely that any one candidate will possess the entire inventory of these desirable characteristics, but candidates should be able to demonstrate that they possess as many of these attributes as possible.

| SKILL/QUALITY  | WHAT DOES THIS MEAN?  | HOW WILL THIS BE TESTED?  |
|--|---|---|
| <b>Industry Experience</b>   | <p>You will have a professional knowledge of farmed food production systems, the aquaculture industry and its supply chain, or the impacts of aquaculture on the environment.</p> <p>You will have extensive knowledge and experience of working in the business community.</p> <p>You may have day-to-day involvement in aquaculture production or work in an organisation that supports sustainable aquaculture growth.</p> <p>You may have other commercial expertise that would be of value to the SAIC Board.</p> <p>You will be familiar with the principles and objectives of the Innovation Centres programme.</p> <p>You may have particular knowledge of innovation, data analytics, sensors and imaging systems, information technology and artificial intelligence applications for aquaculture, engineering, or people and skills development.</p> | <p>You will be required to demonstrate your knowledge and experience with relevant examples.</p>  |
| <b>Relevant Knowledge</b><br><br><i>A practical knowledge and understanding of business and of the Scottish food, aquaculture, innovation and/or research sectors.</i> | <p>Applicants will have held at least one senior position within the UK's aquaculture/food/research/innovation sectors.</p> <p>You will understand the importance of the sector to the Scottish and UK economies and to rural communities.</p> <p>You will understand the role of innovation in driving economic and social benefit for Scotland.</p> <p>You will positively represent SAIC and the sector in public forums including SAIC events.</p> <p>You will be comfortable championing SAIC's purpose and act as an ambassador for its activities.</p>   | <p>You will be required to demonstrate your knowledge and experience of aquaculture, farmed food animal health or marine issues in writing, and more fully in person, with relevant examples.</p> <p>During the interview, we will ask you some questions about your knowledge and understanding of what SAIC does, and the role and responsibilities of executive staff and the Board.</p> |
| <b>Working with Others</b><br><br><i>Experience and skills to support effective decision-making within groups</i>  | <p>You will appreciate the knowledge and skills of your colleagues and will show respect for them.</p> <p>Clearly explain how conclusions and consensus have been reached. Share knowledge, simplify data, and ensure the Board has a common understanding.</p> <p>Recognise when information is limited and where more information might be needed.</p>  | <p>During the interview, we will ask you to provide some practical examples of situations where you have constructively and collaboratively worked with others.</p>   |