



The James
Hutton
Institute

The James Hutton Institute Board

Non-Executive Director – Agriculture

The James Hutton Institute is seeking to appoint a new Board member with strategic insight, strong financial and governance awareness, and a deep understanding of the agriculture sector in Scotland and the broader UK and international context. This appointment comes at a pivotal moment for the Institute as we strengthen our scientific capability, partnerships and long-term resilience.



Contents

Foreword	3
Organisational history	4
Organisational structure	5
The Hutton today	7
Hutton highlights	8
Evolving our corporate plan	9
Role profile	10
Appointment terms	11
How to apply	12
Additional information	13





Chair's foreword

Over the past decade the James Hutton Institute has undergone significant transformation. Major investment in our Invergowrie and Aberdeen campuses has created new world-leading facilities and strengthened our role as an independent, evidence led and innovative research institute. Our open-campus approach is helping us to attract a vibrant community of partners from industry, enterprise and academia, expanding opportunities for collaboration, interdisciplinary science and innovation.

This is an exciting moment to join the Board. With some major infrastructure programmes now complete, new research facilities opened and the next corporate plan (2026–31) in development, Board members will continue to help shape our strategic direction. We are at a point when the Institute has enormous opportunity to grow our scientific influence and translation of this into policy, practice and industry, to

diversify our income, and deepen our impact on agriculture, land use and environmental resilience. The coming years will involve key strategic choices about organisational sustainability, international scope, commercial development and long-term scientific priorities.

As we move forward, we remain committed to delivering excellent, trusted science that supports a more sustainable future for Scotland's land, crops and natural resources. The challenges of climate change, environmental degradation and global insecurity demand that we move quickly, work collaboratively and think boldly. We look forward to welcoming a new Board colleague who shares this ambition.

Susan Davies

Chair James Hutton Institute

November 2025

Organisational history

The James Hutton Institute was the result of an amalgamation between the Scottish Crop Research Institute (SCRI) and the Macaulay Land Use Research Institute (MLURI) on 1st April 2011. This merger strengthened Scotland's rural-environmental research capacity and expertise in agricultural research, soils and land use, food and energy security, biodiversity and climate change and made the institute the biggest of its kind in Scotland and one of the biggest in Europe.

The Hutton today has c.500 employees, 80 PhD students and has its main campuses in Invergowrie near Dundee and Aberdeen, and research farms at Glensaugh, Mylnefield and Balruddery. The Invergowrie campus also hosts the Plant Sciences department of the University of Dundee. Together with partners and co-located public and private sector companies there is a science and research community of c.750 people.





Organisational structure

Board and sub-committees

The James Hutton Institute is governed by a Board of up to thirteen Non-Executive Directors who collectively guide strategy, oversee performance, ensure proportionate and effective governance and that the organisation remains resilient, innovative and financially sustainable. The Board works closely with our commercial subsidiary, James Hutton Limited, to ensure alignment between scientific excellence and commercial impact, recognising the importance of diversifying income in the years ahead.

Board members are asked to participate in Board sub-committees, aligned with their knowledge and skills base, which take deeper dives and provide assurance across:

- Audit and finance committee
- Science excellence, research and impact committee
- People and governance committee

Some Board members may take on a specific “champion” role to support the team with further insights. Current champion roles are on sustainability, digital transformation and equality, diversity and inclusion.

Leadership Team

The Board delegates day-to-day operational responsibility to the Chief Executive - Professor Colin Campbell - and his leadership team, whose structure continues to evolve as we strengthen our financial model, drive commercial growth and support a high-performing scientific organisation.

Culture

The Institute’s culture is built on open, excellent science, collaboration and respect. Our people are central to our success. We value diversity and inclusion and work hard to ensure that people feel respected, supported and able to contribute meaningfully. The Board reflects these values, operating in a constructive, forward-looking manner that supports the Executive while offering independent challenge and strong governance.

Organisational structure

The Hutton has its main campuses in Invergowrie near Dundee and Craigiebuckler in Aberdeen, along with research farms at Glensaugh in Aberdeenshire, Mylnefield and Balruddery in Tayside.

Aberdeen

The James Hutton Institute
Craigiebuckler
Aberdeen AB15 8QH
Scotland UK

Dundee

The James Hutton Institute
Invergowrie
Dundee DD2 5DA
Scotland UK

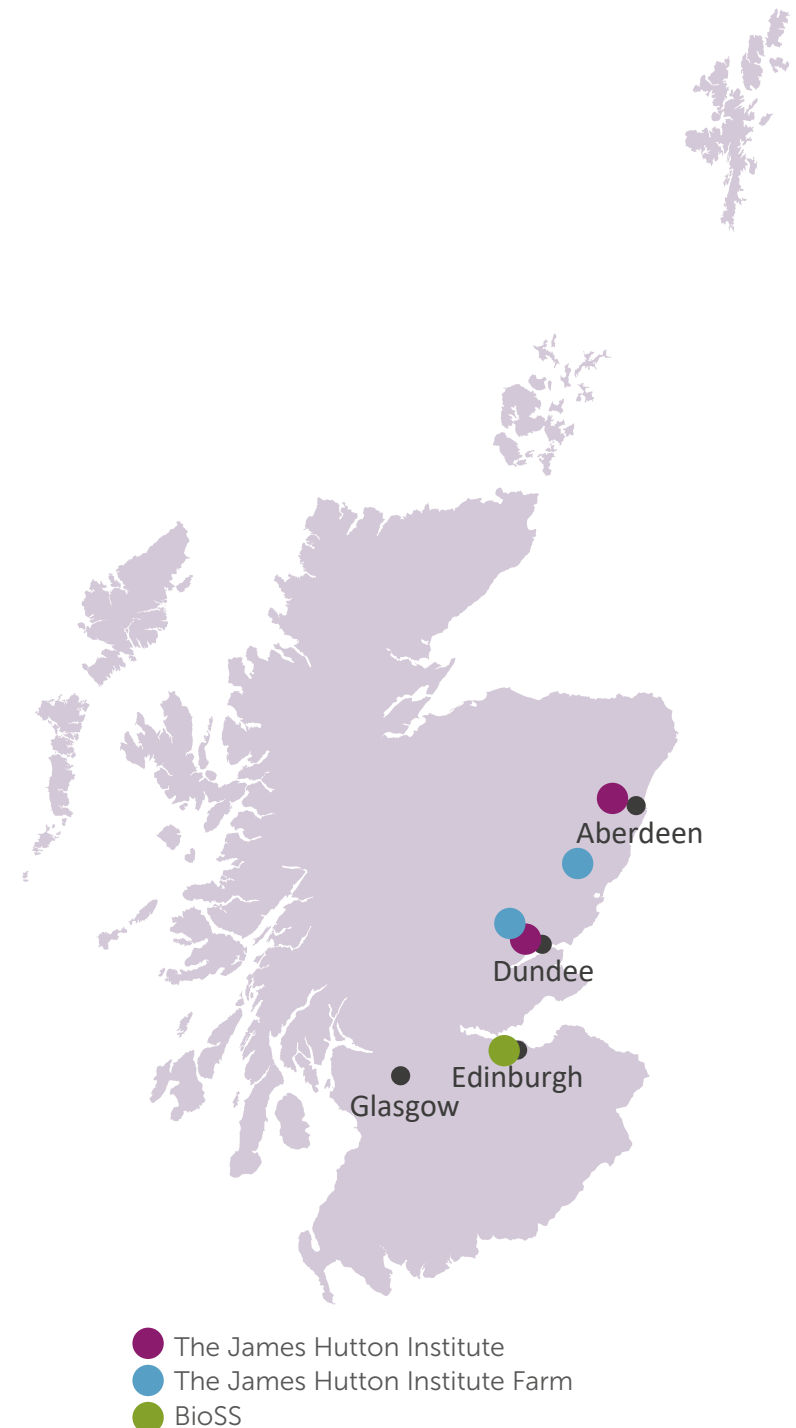
Farms

Balruddery Research Farm
Invergowrie
Dundee DD2 5LJ

Glensaugh Research Farm
Laurencekirk
Aberdeenshire AB30 1HB

BioSS

Biomathematics and Statistics Scotland
JCMB, The King's Buildings
Peter Guthrie Tait Road
Edinburgh EH9 3FD
Scotland UK



- The James Hutton Institute
- The James Hutton Institute Farm
- BioSS



The Hutton today

The James Hutton Institute is internationally recognised for research spanning land use, crops, soils, water, natural resources and rural communities. Our scientists work across labs, farms, catchments and communities in Scotland and in more than 55 countries worldwide. We lead major programmes in plant breeding, agri-tech, environmental modelling, climate and nature resilience, and sustainable land management.

Over the past decade, the Institute has delivered a remarkable breadth of achievements. Our crop genetics and soil science underpin improvements in global food security; our environmental modelling shapes national and regional policy; and our research into climate and nature resilience is internationally influential. We have created successful spin-outs, expanded commercial services relied on by government and industry, and generated £15 in economic value for every £1 of public investment. These achievements reflect the strength of our science and our ability to translate research into real-world impact.

Our partnerships are a defining strength. Through the International Barley Hub, the Advanced Plant Growth Centre, multiple UKRI research programmes and a wide range of industry and SME collaborations, the Institute sits at the heart of a national and international network shaping the future of agriculture, land use and climate resilience.

Hutton highlights

There have been many successes in our thirteen-year history. Highlights include:

- Recipients of a £62m investment from UK and Scottish Governments through the Tay Cities Region Deal to establish the Crop Innovation Centre, which was formally opened in October 2024.
- Awarded over £13m funding from the Scottish Government's Just Transition Fund in 2022 to establish HydroGlen and the Just Transition Hub.
- The founding of James Hutton Limited (JHL) in 2015 as a wholly-owned subsidiary providing research and consultancy services for several different sectors.
- An extensive portfolio of more than 40 plant varieties is available through JHL, many of which are protected by Plant Variety Rights and available for licensing worldwide. Half of the blackcurrants grown in the world have been bred by the Hutton.
- Part of the Global Soil Partnership and the EU's Environmental Change Network.
- Provision of Scottish national data sets that underpin planning by local authorities and central government and which form part of UK and EU datasets on land, vegetation and soils.
- Success in securing funding from the European Union, securing 78 projects, coordinating 14, across Framework 7, Horizon 2020 and Horizon Europe with member states across the EU.
- Invented devices used globally in science, agronomy, horticulture and land management including, for example, the Soil Theta Probe for measuring soil moisture.
- Responsible for the Quickgro potato project, funded by the BBSRC Global Challenge Research Fund, which has bred new climate resilient varieties of potatoes suitable for Sub Sahara African environments.
- Trainer of international students to help build global scientific capacity, including hosting the Hydro Nation Scholars programme and "BARIToNE", a Barley Industrial Training Network focussed on supporting a cohort of 42 post graduate researchers. We have also just been successful in getting a further 24 PhD students in the Kickstart project, which will be split between potato and combinable crop projects.
- Awarded Kings Award for Enterprise in Sustainability in 2024.
- Achieved Silver Athena Swan Status for supporting women in science in 2025.





Evolving our corporate plan

Our current corporate plan emphasises open, excellent and impactful science. The next plan, covering 2026–31, is in development and will build on this strong foundation with an enhanced focus on organisational and financial sustainability, agricultural and natural resilience, digital and technological innovation, international opportunities and the growth of income through commercial services and campus development. Incoming Board members will play a crucial role in helping the organisation to deliver on our bold vision.



Role profile: Non-Executive Director (Agriculture)

The Non-Executive Director (specialist area - agriculture) will contribute to the full range of the Board's responsibilities, helping to shape strategy, uphold good governance and ensure the Institute remains financially and organisationally resilient. The role requires independent judgement, strategic insight and good networks. The ability to work collaboratively with other Board members and with the executive leadership team is essential.

The strategic context in which we operate is fast-moving. Research funding is increasingly competitive, new technologies are transforming science at pace, and the land-based sectors face unprecedented pressures related to climate change, food security, biodiversity loss and market volatility. At the same time, there is enormous opportunity to strengthen interdisciplinary science, deepen international collaboration, and expand commercial and partnership alliances. The Board plays an important role in navigating these challenges and ensuring the organisation is best positioned to thrive.

Specific responsibilities

- Approve and scrutinise strategic, operational and financial plans
- Provide constructive challenge to the Executive
- Ensure effective risk management and organisational performance
- Uphold governance, legal and fiduciary duties
- Champion scientific excellence, open science and integrity
- Act as an ambassador to stakeholders across government, industry and research
- Contribute to relevant sub-committees
- Engage meaningfully with staff across the Institute

Experience & Skills

Essential

- Strategic leadership or Board-level experience
- Deep knowledge of Scottish agriculture and the UK and international context
- Understanding of research, innovation or agri-food systems
- Strong governance and financial literacy
- Ability to support entrepreneurial income development

Desirable

- Entrepreneurial or philanthropic experience
- Experience advising government, public bodies or industry
- Familiarity with the Scottish research and policy landscape



Appointment terms

The role is unremunerated, but reasonable expenses are provided.

Appointments are typically for an initial three-year term, with the possibility of one further term subject to Board approval. Most Board members contribute around 8–12 days per year, which includes Board meetings, sub-committee work, attendance at external meetings and engagement across the Institute.

How to apply

We welcome applications from individuals who share our commitment to excellent science, strong governance and the future of sustainable agriculture and natural assets. To apply, candidates should submit a cover letter outlining their interest and relevant experience, together with a full CV, the names of two referees (who will not be approached without permission), and the completed Personal Details Form. Applications should be sent to amanda.clemison@hutton.ac.uk.

The **closing date** for applications is noon on **13 January 2026**. **Interviews** will be held on **22 or 23 January 2026** at the Institute's Invergowrie site. Please note that these dates are indicative and may be subject to change.

Equal opportunities statement

We celebrate and value the diversity of our workforce and believe 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.





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 21/22](#) (3.4 MB)

Other documents

- [PDF file: BiGGAR 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.

[Scientists from James Hutton Institute to attend this years British Potato event](#)

[Innovative kelp extracts boost barley yield in nutrient efficiency trials](#)

[Crop-killing pathogen found to disable plants' alarm system](#)

[New study finds higher levels of antimicrobial resistance \(AMR\) in surface water during winter](#)

[Cabinet Secretary joins international researchers at The James Hutton Institute for symposium on Scottish land reform in a global context](#)

[Dr Miriam Glendell appointed as Director of the Centre of Expertise for Waters](#)

[Adapting education to the climate transition](#)

[Members of the public invited to forestry film screening and workshop in The James Hutton Institute's new Immersive Suite](#)

['Weeds' with benefits: gorse in sustainable landscapes](#)

[New Hutton report reveals need for collaborative work to fight flooding, drought and other issues at River Eden and Motray Water catchments in Fife](#)