



HIGHLAND BUSINESS AWARDS BACK WITH A FLOURISH

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The magazine for Inverness Chamber of Commerce



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Highland Business Awards 2021 finalists
with their certificates

SHOWCASING THE VERY BEST OF HIGHLAND BUSINESS



by Stewart Nicol,
Chief Executive,
Inverness Chamber
of Commerce



We were delighted to host such a fantastic day at the end of November on the occasion of our eighth Highland Business Awards (HBA) Lunch. Our first major in-person event in over two years felt very special, sharing the experience with so many friends and colleagues. The staff at the Drumossie Hotel delivered excellent fare and service, and our own events team planned and delivered the event in a thorough and exemplary manner, ensuring all of the necessary Covid protocols were followed. This year's HBA lunch had been long planned for and included an online audience, who joined the event virtually.

Even although our event was delayed and somewhat truncated, it was once again an outstanding success, largely due to the hard work and focus of the team at Inverness Chamber of Commerce. As we started planning earlier this year, our very first decision was to change the award categories, as we wanted to reflect what we believe mattered to businesses in the City and across the Highlands in the current circumstances.

These decisions were strongly endorsed, given the number and quality of entries we received. Businesses of all sizes, from every sector, put themselves forward for recognition across all categories. The whole of our region was represented, underpinning the fact that these awards truly exemplify the very best of Highland business achievement and the leadership qualities of those who lead those organisations. The entries received this year were all the more remarkable, given the impact the Covid pandemic has had on businesses and communities across the region.



Nicky Marr hosted the awards



Highland Business Awards 2021 winners on stage with host Nicky Marr

Prior to the pandemic, I would regularly describe our region's business community as being, 'increasingly resilient, innovative and diverse'. It is clear that what the Highland business community has been through in the last couple of years has tested that perspective to the full. The resilience, innovation and diversity of Highland business has been fully demonstrated by every one of the finalists across the award categories and most certainly by the individual category winners.

Our HBA Lunch also gave us the opportunity to remind those attending that Inverness Chamber of Commerce is closely and actively involved with both the Scottish and British Chambers of Commerce networks, ensuring we are uniquely placed to represent and work for our members and the wider Highlands & Islands business community. The event allowed us to demonstrate how closely we work in partnership with other Highland Chambers of Commerce. Through working in such collaboration, we ensure Highland businesses receive the very best of support from our combined teams. In addition, through our direct relationship to both the Scottish Chambers of Commerce and British Chambers of Commerce networks, member businesses are able to directly connect to the Global Network of Chambers of Commerce, often described as the largest business network on the planet.

It's excellent to close off 2021 in such a marvellous way and we are looking forward as an organisation, determined to continue to help lead for the region's business community. We move forward in a strong manner, more resilient, and with greater agility. As we do so, we have made some strategic investments, which include the introduction of a focused and flexible 'Choice Based Membership' offering. In addition, our new website was soft-launched last week, and we have installed a new CRM. The final aspect of our strategy will be to roll out a new and improved Communications Strategy, early next year.

The sole reason for each and all of these developments is that we are dedicated to actively connecting and representing businesses across the Highlands to support their growth. Inverness Chamber of Commerce is clear that we are here for the benefit of each of your businesses.

We look forward to engaging with you all during 2022.

MEET THE MEMBER

Members tell us what benefits they value

Adam Bell

DELIVERY DIRECTOR

MOMENT

in | Tell us more about Moment?

We help businesses grow sustainably through design-led, data-driven and delivery-focused inbound marketing. But what does that actually mean? It means that for businesses who are taking action on becoming more sustainable, we can help them share their story to attract more customers. Typically this starts with a number of strategy workshops to get to the heart of the business and the role marketing needs to play, followed by a bespoke package of website design and development, inbound marketing consultancy and digital technology enablement.

in | What services does Moment offer?

Our services include:

- Design: market research, user testing; website design and development, e-commerce and lead generation; copy (online and print), graphics, photography, video and animation.
- Digital marketing: search engine marketing, social media marketing, email marketing.
- Data: reporting, analytics and attribution, sales enablement.

in | What makes you most proud/passionate about Moment?

Our mission is to change marketing for the better, on the way to a better world. That means acknowledging and calling out when marketing falls short on things like greenwashing and short-termism. I'm proud that we have sustainability at the core of our business model, pursuing our B Corp accreditation as a framework to maintain this and take action to make our company and those of our clients and partners as sustainable as possible. This year we formed our management team (pictured) to take our business and mission to the next level. I'm deeply grateful for the work they and our whole team do each and every day.

in | Can you tell us a little about your business focus for 2021/2022?

We're streamlining our business to focus on the web development initiatives mentioned above, based on an established methodology now gaining traction in the world of web design. Where traditionally the focus has been on the aesthetic (which is still imperative) we're taking inspiration from companies like Apple and Toyota on the need to apply engineering know-how and an agile approach, to balance both form and function in order to deliver the best, personalised user experiences and ultimately revenue outcomes. We will continue to build primarily on the HubSpot CMS and also consult on the technical implementation of marketing automation via their Marketing Hub.

in | What would you say has been most valuable to you as members of Inverness Chamber?

Connections to regional business leaders, via events and insights from inBusiness and regular newsletters have been the most valuable part of our membership; as well as the opportunity to promote our own educational content, such as blogs and webinars to the Chamber community.



Moment Management Team: Adam Bell, Delivery Director; Chris Killen, Customer Success Manager; Steph Stark, Design Manager; Gordon Charlton, Commercial Director.

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CAREFUL REFORM NEEDED

with R&D tax reliefs



Left to Right: Jackie Fraser and Shona Fraser

Research & Development and innovation was a key feature in Rishi Sunak's Autumn Budget. The Government hopes to bounce back from the financial impact of the pandemic by focusing on invention, discovery and creation with a clear and concise innovation strategy. The modernisation of the R&D tax relief regime - an extremely generous support to encourage companies to innovate - is an integral part of the Chancellor's plan as to how this can be achieved.

In last week's Autumn Budget, Mr Sunak announced reform of the R&D tax relief regime to ensure it is suitable in supporting modern research methods. Qualifying expenditure has been expanded to include cloud computing and data costs, which is coming into place from April 2023.

The UK definition of R&D was last set out in 2004 and needs updating. While the current definition is purposely broad, it's a positive step that the Government is considering updating it as greater clarity could further widen the types of research covered by relief.

Along with reform of R&D legislation, the Government will also set out plans to tackle abuse and improve compliance in the coming months. This has been an ongoing issue and there have been growing concerns over the past few

years that the system does not provide adequate controls for the allocation of tax credits.

The forthcoming changes to R&D tax relief measures are welcome but they must be carefully thought through to ensure they reflect the global economy, so they don't infringe on innovation of UK companies. Just as innovators are pushing the boundaries of technological and scientific advancements, the tax legislation must adapt so that it continues to play a key role in promoting UK investment by reducing the cost of innovation. This will only be possible if the relief remains up-to-date, competitive and well-targeted.

If you have a query about Research & Development Tax Relief contact our Inverness Partners Shona Fraser or Jackie Fraser; Chiene + Tait's team is here to help you navigate the rules and regulations.

(This is an abbreviated article, to read the full version, please visit the Chiene + Tait website here - <https://www.chiene.co.uk/rd-tax-relief-reform/>)

NEW CHOICE BASED MEMBERSHIP MODEL AT INVERNESS CHAMBER OF COMMERCE

Inverness Chamber is delighted to reveal that we have been working hard behind the scenes on a new choice-based membership model during the pandemic which began roll out to all existing members renewing from the start of April this year.

Our choice-based membership model will give you, as a member or prospective member, the freedom to choose the level of support and engagement you have with Inverness Chamber based on the membership package which is right for you and the needs of your business.

We're really excited to start engaging with you and assisting you as we transition to this new and exciting framework which we are confident will allow us to connect, support and represent you and your business more efficiently and more effectively.

Our membership team will be in touch with existing members regarding transferring your current membership upon your renewal date, however if you wish to change your package prior to renewal we can discuss this and if you are considering joining ICC and want to know more please contact membership@inverness-chamber.co.uk

HOW GREEN IS YOUR LOAN?

SUSTAINABLE FINANCE IS ON THE HORIZON!

With Christmas fast approaching, COP-26 is fast fading from our memories, but it saw commitments from the finance sector to support action on climate change and other sustainable goals.

Sustainability-linked loans (SLLs) will form part of that mix, so here is a primer on what they are, and what to look out for.

What is a sustainability-linked loan?

A loan where the borrower is incentivised through a margin reduction to meet measurable sustainability targets. These targets could relate to climate action, social impact or other ESG (environmental, social and governance) goals.

Isn't this just green finance by another name?

No – green finance is funding made available to fund a green purpose – a renewable energy development for example. Sustainability-linked loans can be for any purpose, including working capital.

What's the upside?

There are two kind of "rewards" for borrowers.

- Firstly, the margin reduction means servicing the loan itself is cheaper – but there are other costs to consider (see below), so do your homework on whether it represents good value overall.

- Secondly, reputational benefit from being able to demonstrate to customers, suppliers, employees and other investors that you are serious about improving the environmental and social impact of your business.

What are the risks?

To benefit from the lower margin, the borrower actually has to deliver on the targets. That delivery carries its own costs. You may also need to prove that it's been done, meaning an independent verification or audit.

The key is to agree up front with the lender relevant targets, ambitious enough to have a meaningful impact, but still achievable at a cost less than the margin saving.

The loan agreement needs to be carefully negotiated to make sure you're not signing up to something you later find difficult to do, or expensive.

Isn't this just for big business?

SLLs have been around for a few years and yes, most of the lending to date has been large facilities to bigger companies. But as banks look to bolster their own green credentials, many expect SLLs to become more commonplace throughout. Make sure you're ready for them!



Angus MacLeod
Partner in Wright, Johnston & Mackenzie's
corporate team and head of the firm's
Inverness office



MEMBERS' NEWS



01

Port of Inverness CEO, Sinclair Browne, at Aintree Racecourse



02

Award winning Misty Isle Mulled Christmas Gin



03

Culzean Castle



Outside Ness Walk Hotel

04

01

Port of Inverness

Port of Inverness CEO, Sinclair Browne, completed a gruelling fundraising challenge at the end of September.

The Clatterbridge Challenge: 2021km in 2021 would see him attempting to cycle 2021km between May and the end of September to raise funds for Clatterbridge Cancer Care Centre in Liverpool, where almost three years ago Caroline, Sinclair's wife, received treatment. Whilst unfamiliar to most in the Highlands, Clatterbridge is one of the leading cancer care hospitals in the UK, with a particular focus being its world renowned low-energy proton beam therapy facility for the treatment of rare eye tumours.

It took 18 rides to complete the challenge with each ride having to be a minimum of 100km in distance. With the exception of 3, all rides were solo and unsupported. Routes stretched from the Borders to Aberdeenshire and across to the Highlands with the last ride being the hospital's own event finishing at Aintree Racecourse. In total £2,970 was raised.

Sinclair commented: "I would just like to thank everyone for their enormous generosity in supporting me at these difficult times. It is hugely appreciated. Mentally it was pretty tough, at times getting soaked and plenty of early starts."

02

Isle of Skye Distillers

Misty Isle Mulled Christmas Gin, created and distilled by the Isle of Skye Distillers, has achieved a Silver Award at the 5th annual Scottish Gin Awards 2021. Forty five expert judges participated in The

Scottish Gin Awards event which involved a rigorous taste competition which evaluated 320 gins. These Awards are highly valued by the industry due to their strict judging protocol. Only 60% of entered product make it through to

the finals and only the top three products in each category are presented with medals.

Adam Hardie, Chair of the 2021 Scottish Gin Awards, commented: "Scotland has a world class record in gin distilling and production and these awards recognise those businesses which, despite the odds, are really at the top of their game. This year, the Scottish gin industry has shown resilience, innovation, and creativity."

Earlier in February, Misty Isle Mulled Christmas Gin achieved a Gold award at The World Gin Awards 2021 and was also awarded the 'Best in Scotland – Flavoured Gin' award. Founders Thomas and Alistair Wilson commented: "We are delighted with the awards. Misty Isle Mulled Christmas Gin brings together well-loved traditional festive flavours and truly embraces the spirit of Christmas. We like to think of it as Christmas in a bottle."

03

Muckle Media

Creative communications agency Muckle Media has been appointed by the National Trust for Scotland to support its PR on a retained basis.

The creative agency will be supporting on a number of activations and announcements throughout 2022 and beyond for the National Trust for Scotland, including the launch of its new 10-year strategy. Muckle Media was appointed to the brief after a competitive pitch process.

Muckle Media Founder, Nathalie Agnew, said: "National Trust for Scotland has long been one of our dream accounts and winning the opportunity to work with such

an esteemed charitable organisation is a huge honour for us. Heritage, the environment, and conservation are important topics of huge relevance right now, so we look forward to supporting the brand to communicate its leadership position in this space. There are lots of exciting developments at the National Trust for Scotland over the coming year and we can't wait to work with them to make sure 2022 is its most successful year yet."

Muckle Media has continued to grow throughout the year with a number of new client wins and recently announced the opening of a new Aberdeen office, that will complement Muckle Media's existing offices in Edinburgh, Glasgow and Inverness.

For more information on Muckle Media and the services it offers please visit www.mucklemedia.co.uk.

04

Ness Walk Hotel

Luxury 5* city-centre hotel Ness Walk has been named Best Urban Hotel in the UK & Ireland at the recent Condé Nast Johansens Awards for Excellence. With over 39 years' experience inspecting and recommending properties throughout the world, Condé Nast Johansens is synonymous with luxury travel.

When asked about this momentous achievement, Kingsmills Hotel Group CEO Tony Story said: "There are milestones in one's career and this award, to be given in what is in effect the infancy of Ness Walk, pays a tremendous tribute to all of those who have been involved in the design, development, and operation in, what is undoubtedly becoming an icon in the Scottish hospitality sector."



05

Ron Taylor, Managing Director of Parklands

05

Parklands Care Homes

Independent care provider Parklands Care Homes is backing a UK Government plan to support young people into employment. Parklands,

which operates nine homes in Moray and Highland, has signed up to the Kickstart Scheme which provides funding to create new jobs for 16 to 24 year olds on Universal Credit who are at risk of long term unemployment. Parklands has created 18 Trainee Care Assistant roles (two at each home) for a fixed term of 6 months, with staff working a minimum of 25 hours per week.

This is the latest initiative by Parklands to support young people interested in working in the care sector. Parklands is also working with Developing the Young Workforce (DYW) Inverness & Central Highland to provide employment opportunities for senior pupils at Fortrose Academy, where a number of students have taken on after-school placements at Parklands' new care home in the town.

Ron Taylor, Managing Director of Parklands, said: "Parklands has been providing care in the north for almost 30 years and throughout that time we have invested heavily in our people, creating long term career opportunities in communities across the region. We are delighted to be supporting local young people into employment through the Kickstart Scheme and through our partnerships with local schools and colleges."

06

Pat Munro Construction

Pat Munro Construction recently completed a new all-abilities surfaced pathway for pedestrians and cyclists linking the pedestrian bridge on Inshes Road with Milton of Leys, as part of the

Milton of Leys to City Centre cycle route in Inverness. The contract to carry out the work was awarded to Pat Munro by Highland Council and has been funded through developer contributions from adjacent housing developments, together with a grant of £277k provided by Sustrans Scotland as part of their 'Places for Everyone Programme'.

Alex Smith, Operations Director at Pat Munro said: "We started work on the project back in the spring and we are delighted to deliver the completed pathway. Now that it's open, local cyclists and pedestrians will once again be able to enjoy this green space along with many of the health benefits that the outdoor brings. We would like to thank residents, particularly those in Milton of Leys and Inshes,



New pathway at Inshes Park.

07

Yellow Cherry

Over the last few months, through a busy client workload, the Yellow Cherry team have pulled out all the stops to completely overhaul the brand and roll it out across all platforms.

Like many of their clients, they've grown, adapted, and innovated as a business over the last few years and the new branding reflects this evolution. The pandemic has seen them help a significantly larger number of organisations than ever before. At the same time the team has doubled in size, enlarged the studio in the heart of Inverness, and broadened the variety of services on offer.

Speaking about the rebrand, Managing Director Sarah Francis said: "Whilst we've dropped the 'Digital' from our name we are still champions of digital, offering key online services like website design, application development, Google Ads, and search engine optimisation. As your creative marketing partner, however, we offer



so much more: graphics and promotional materials that make brands sing, and strategy that grows audiences, customer bases, and drives revenue growth.

"Whilst proud of our striking new visual identity, Yellow Cherry's values remain the same. We partner with businesses and charities to help them achieve their goals, and we do this transparently and collaboratively, with commitment and respect."

08

Kintail Finance

Kintail Finance are delighted to finalise a deal for the acquisition of the MMS Humber by ambitious Highlands firm, Cromarty Firth Marine Services Ltd (CFMS), led by Ray MacPhee and Eddie

Davies. The boat's shallow draft and wide deck area is ideal for carrying out inspections in both shallow and deep waters. Ray and his team aim to become the market leader in the provision of diving services to the offshore renewables sector, including subsea cable inspection and wind turbine bases.

The marine finance sector was once buoyant however has rapidly declined over the past decade with many big lenders closing their entire marine finance divisions for good.

Kintail Director, Ken Macrae says: "When I moved back to

MEMBERS' NEWS



MMS Humber

the Highlands in 2018, I was keen to adapt my finance skills from the city to the needs of the Highland business owner and to include any business which operates commercial marine vessels. Whilst we still encourage a business owner to approach their own Bank, nowadays it is becoming more likely that your loan solution will come from a different finance provider, where you can still receive a traditional relationship-driven service, if you know where to go."

09 AWAKEN Mind.Body.Glow and Kyle of Sutherland Development Trust

Inverness Chamber members AWAKEN Mind.Body.Glow and Kyle of Sutherland Development Trust are delighted to be working together to deliver weekly yoga classes to local residents in Sutherland starting in the New Year. Under KoSDT's KALM Project, AWAKEN will deliver a weekly 'Dreamy Slow Flow' online yoga class to promote health and wellbeing in the community. Courtney, Owner of AWAKEN, said: "I'm thrilled to be working with KoSDT's KALM Project to offer access to yoga for all in the community. January and the dark nights can be a challenging time for many after the festivities but having a space where we can connect and feel part of something will be so valuable. Taking this hour out once a week to connect to our bodies and still our minds is so transformational for our mental wellbeing and can completely shift our mood. I'm really excited to meet and connect with the community."



The KALM Project began in 2019 to address health inequalities surrounding food insecurity, social isolation and lack of physical activity. Beverly Hill, Project Manager at KALM said: "The Covid pandemic has been particularly hard for our residents as we live in a very remote, rural community. Further social isolation as a result of Covid has had a negative effect on the wellbeing of many. Although this class will take place online it will still be beneficial not only to physical wellbeing but, importantly, psychological wellbeing".

DYW INVERNESS & CENTRAL HIGHLAND

Developing the Young Workforce

Over the course of this year, Developing the Young Workforce Inverness and Central Highland, which is hosted by Inverness Chamber of Commerce, has implemented an ambitious programme to place a DYW Coordinator in 14 secondary schools across our area. This has enabled us to significantly expand the scope of our work to support even more young people through linking education and the world of work. The role of the School Coordinators is to help embed the Developing the Young Workforce Strategy and other employer offers within the curriculum by creating and implementing a structure for employer engagement through the Young Person's Guarantee and maintaining a robust network of partners within the local business community. In doing so our school Coordinators support school leadership teams in fulfilling national priorities around employability, enterprise, Career Education Standard, Work Placement Standard and delivering on the Young Person's Guarantee. DYWICH would be delighted to hear from employers who would be keen to get involved in supporting our work.

Wendy Hennem is passionate about developing the young workforce, aligning education provision with the needs of employers, and inspiring the next generation.

Sarah McLenan is a great believer in the power of positivity and is looking forward to welcoming local employers'

investment to shape our future workforce.

Ashley Woodhouse is an ambassador and advocate of lifelong and work-related learning.

Kirsty Hunter aims to empower the pupils she works with to make informed career choices and reach their highest potential.

Brian Phillips has a passion for people and believes that he would have massively benefitted from DYW at school.

Dawn Gillies brings a wide and varied expertise to the role with an employment history that includes roles in hospitality, media, biomedical research, and STEM engagement.

Tamara Laing brings an enthusiastic and creative approach to the role and hopes to inspire the pupils within her school.

Rachael Kennedy has spent the last six years working within a busy school which has provided her with an understanding of school culture.

Debbie Khadi is passionate about ensuring young people are informed and kept updated about their options.

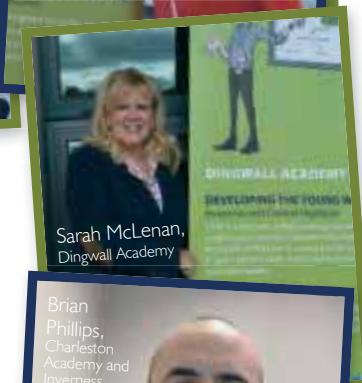
Tamara Laing,
Inverness
Royal
Academy



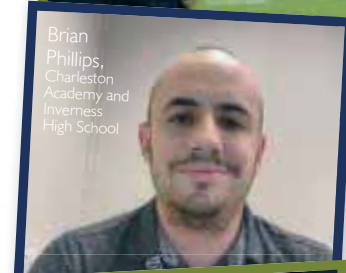
Ashley
Woodhouse,
Glen Urquhart
High School
and Fortrose
Academy



Sarah McLenan,
Dingwall Academy



Brian
Phillips,
Charleston
Academy and
Inverness
High School



Dawn
Gillies,
Culloden
Academy



Kirsty Hunter,
Aines Academy
and Invergordon
Academy



Rachael Kennedy,
Milburn Academy



Wendy
Hennem,
Tain Royal
Academy



Debbie Khadi,
Grantown Grammar School, Kingussie
High School and Nairn Academy



movers &shakers



G H Johnston

G H Johnston Building Consultants has expanded its team of planners with the recruitment of Connor McKinley as a Graduate Planner. Born in Inverness, Connor has completed his studies for his MSc in Spatial Planning with Sustainable Urban Design at Dundee University with a particular interest in commercial and residential developments, and how creative placemaking can enhance the character and well-being of urban and rural developments. He will be assisting our team of experienced Chartered Town Planners in a wide range of planning projects and working towards his professional membership of the Royal Town Planning Institute.

Tailor Made Moves

Lia joined the sales team in June as a Modern Apprentice studying the Diploma in Digital Marketing. Lia said: "I'm so grateful to have been taken on by TMM as an apprentice, I had no prior experience in sales or of working in an office environment for that matter! However, everyone has been so supportive and incredibly helpful. I'm gaining new confidence and knowledge every day on how the process of buying/selling properties works and feel very passionate about providing an excellent customer service to all of our clients. I really enjoy the fast paced office environment as there is never a dull moment and feel encouraged to keep progressing through my Digital Marketing Diploma."

Rachel Anne joined our lettings team in October as a Lettings Administrator. Rachel Anne said: "I am so excited about joining this fun team! I've worked in busy, demanding environments previously and have many years of customer service and admin experience. Lettings is a whole new world to me and I'm really looking forward to learning the ropes. The team have made me feel so welcome and I am delighted to be part of it!"



Converged Communication Solutions

Scottish IT and cyber security company Converged Communication Solutions has welcomed tech graduate Cameron Birnie to its cyber security team. The Robert Gordon University graduate has joined Converged, which has offices in Aberdeen and Inverness, as a junior cyber assessor. The role will see Cameron support businesses and charities in improving their cyber security defences to reduce the risk of a cyber breach and keep staff safe when online. This includes guiding them through the UK government-backed Cyber Essentials scheme, from audit to certification. Cameron is also currently studying for a masters in Cyber Security at RGU's School of Computing.

VLA

The Virtual Learning Academy are pleased to appoint David Brown as their latest Learning Consultant. David brings with him years of training needs development experience and has previously worked for a Glasgow based training provider covering the whole of the Highlands as a SVQ Modern Apprenticeship Assessor for Business Admin and Freight Logistic frameworks. David really enjoys being involved with vocational qualifications and is looking forward to being an integral part of the VLA team.



Muckle Media

Linsay Brown has been promoted to Director at the creative communications agency Muckle Media. Linsay joined the agency as an Account Director in 2018, leading on consumer PR accounts including Thistles shopping centre and Gordon & MacPhail. Linsay has been heavily involved in growing the team, with a focus on embedding a positive culture and supporting employee wellbeing.

Chris Batchelor has been promoted to Director after joining the agency in February this year from London-based agency PrettyGreen. Chris has supported the agency's new business with several high-profile client wins throughout the year, alongside overseeing a successful brand refresh and relaunch.



Yellow Cherry Digital

Jody Cataneo joined Yellow Cherry as Studio Administrator in September. For the past 10 years Jody has taught in Barcelona and Liguria as an English teacher. Jody was drawn to Yellow Cherry's friendly, family vibe where she has the opportunity to learn new things and grow with the company.

As Studio Administrator, Jody is responsible for all things admin and maintenance, and keeping the rest of the Cherries in check. Outside of work she enjoys baking, walking along Scotland's beautiful beaches and practicing her Italian.

Helen Russell recently joined Yellow Cherry as Marketing Assistant, looking after all the social media channels, staying up-to-date with the latest industry trends, and diving deep into the analytics of campaigns. A keen learner, Helen is currently completing a Business Management (Marketing) Degree and is usually involved in a course at any given time. Outside of work, Helen is passionate about supporting Mental Health awareness. For the past 19 years has been adopting her favourite animal, an Orca named Simoom. She also enjoys playing a wide range of video games, watching FI and spending time with her 6 pets!

Starting as an apprentice back in September 2020, Jason Cracknell has been busy lending his graphic design skills to the team. Now, with a year of experience under his belt, he's officially been promoted to Junior Designer.



Jody Cataneo



Helen Russell



Jason Cracknell

Mabbett

Mabbett is delighted to announce the promotion of James Forbes to Director, Engineering. James joined Mabbett as a Graduate Environmental Engineer and has progressed into his new role. We are proud to see our Engineering Group which includes mechanical, electrical, building services, environmental, process and chemical engineers grow under James' leadership and excited to see James re-locating to Inverness to support our future company growth. On announcing James' promotion, Managing Director, Derek J. McNab comments: "James is a loyal and long-term trusted member of the firm."



James Forbes

Adopt-a-Child

Adopt-A-Child is pleased to welcome Clare MacDonald to the team in her role as Fundraising and Events Coordinator. Clare previously worked with our charity assisting with financial and office administration. She left to study Event Management at Inverness College UHI and on passing her qualification returned to us earlier this year. Clare commented: "It is a privilege to work for such an amazing and worthwhile charity, and I am humbled and excited to be working alongside a dedicated and enthusiastic team."



Clare MacDonald

MacLeod and MacCallum

Macleod and MacCallum announce the expansion of their Residential Conveyancing and Family Law Teams with newly qualified solicitors Rory Carson and Gemma Johnston taking up permanent positions. Rory and Gemma both gained their Law Degrees and Diplomas in Legal Practice at Aberdeen University before returning to Inverness, where both secured Traineeships with Macleod and MacCallum in June 2019.

Rory spends his free time playing Rugby for Highland Rugby Club, where he started training from the age of five. Rory went on to play at every level including Scottish National League and also finds time to help with training and coaching. He also likes to keep golf his handicap at a very impressive two.

When not at work Gemma can be found helping with local Highland Dance classes, a skill she herself learned from an early age, before going on to dance competitively from the age of ten.



Rory Carson and Gemma Johnston

Welcome to **new** members

Retail
Black Park Filling Station
and Ord Filling Station
Tel: 07525379229

Energy & Utilities
Vento Ludens Ltd
Tel: 0131 357 4000
Web: www.ventoludens.co.uk

Professional & Business Services
Saltaire Security
Tel: 07775208923
Web: www.saltairesecurity.com

Creative & Media
Firth
Tel: 07775441185
Web: www.studiofirth.com

Food and Drink
Vshake
Tel: 07808884898
Web: www.vshakefit.com

Inverness Chamber of Commerce

Connecting Supporting Representing

To find out how we can help you achieve your business goals, email membership@inverness-chamber.co.uk

#HighlandTogetherNESS

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