



NEW ERA AT INVERNESS CHAMBER OF COMMERCE

inbusiness

March 2023

The magazine for Inverness Chamber of Commerce



MEET
the Member
| Pages 4+5



INDUSTRY
News
| Page 6



MOVERS
& Shakers
| Pages 10+11

YOUR CHANCE TO INFLUENCE **INVERNESS CHAMBER'S FUTURE STRATEGY**



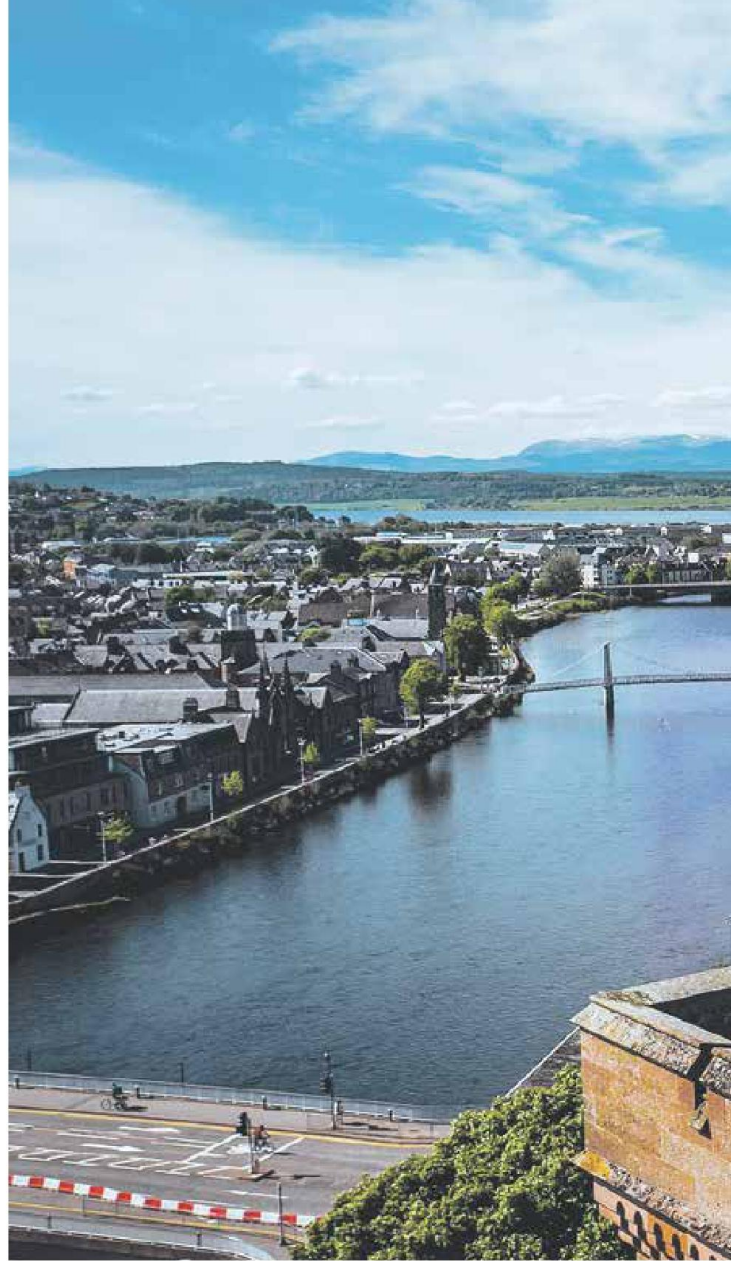
by Stewart Nicol,
Chief Executive,
Inverness Chamber
of Commerce

I truly believe Inverness Chamber of Commerce is a unique business organisation, beyond our clear vision of being dedicated to actively connecting and representing businesses across the Highlands to support their growth. In addition to our outstanding events programme and support services, we offer businesses an unrivalled global connectedness through our affiliation to both Scottish Chambers of Commerce and British Chambers of Commerce.

We are a small independent business which is funded from our own activities and the programmes we have been successful in developing. We have a wide range of organisations in membership from sole-traders to global multi-nationals and it is the business, rather than individuals, which joins our organisation; meaning any and all of your staff can benefit from membership. We lobby and campaign on your behalf, 'without fear or favour', which is why we believe we are the strongest voice of business in the region, tackling head-on the issues that matter most to business.

Having no shareholders, ensures all financial surpluses are wholly reinvested in developing our service offerings for our members. Our members also govern our business, through the opportunity afforded from being a Board Director of Inverness Chamber of Commerce. The Chamber Board of Directors provide the strategic direction for the organisation and review the financial and operational performance. Strong succession planning for our Board has been a key factor in ensuring active and positive engagement with our directors over many years, and that will continue with the election of our current vice-president, Eunice McAdam to the role of President of Inverness Chamber of Commerce at our upcoming AGM. One of Eunice's early tasks, after speaking at our annual Highland Business Dinner, will be to oversee the appointment of a new Vice-President at the first Board Meeting she will chair in June.

Eunice is a partner at Saffery Champness, a top 20 firm of Chartered Accountants. Based in Inverness, Eunice has 30 years' experience in providing assurance and



Eunice McAdam, Incoming
President of Inverness Chamber

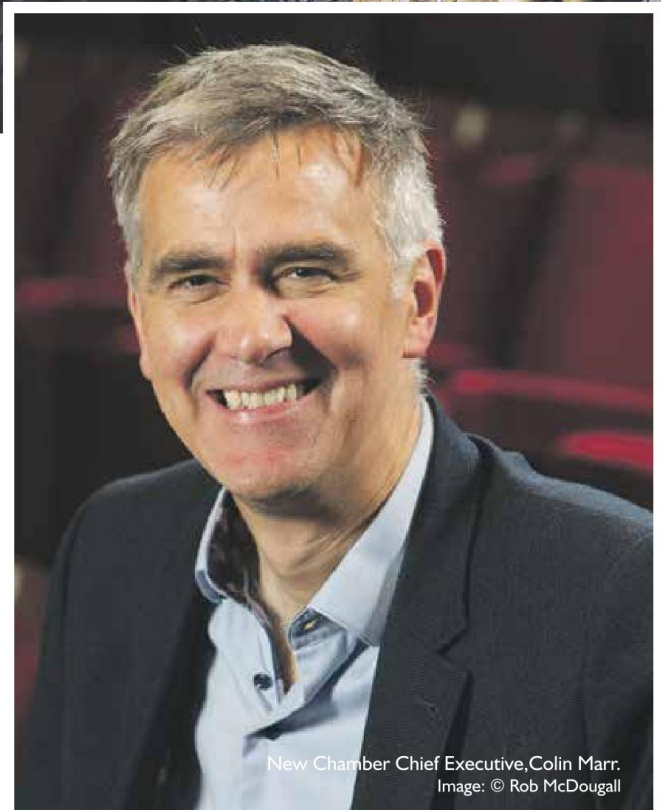


advisory services to private companies, entrepreneurs and not-for-profit entities across Scotland and beyond, including those with international interests. Eunice has worked with businesses across the many sectors that are represented in the Highlands, including aquaculture, infrastructure, oil services and retail. She is known for her pragmatic and hands-on approach to working with clients to achieve their ambitions. Outside of work, Eunice enjoys cooking, curling and catching up with friends and family.

This is also an exciting time to join our Board, and you may be aware we have a new Chief Executive, Colin Marr, joining us in the next few weeks. One of Colin's early tasks will be to lead the Board and organisation through the development of a new five-year strategy, which our Board Directors will have the opportunity to shape. Our current strategy has served the organisation well, though we suspect like many other organisations, it didn't have a section covering our response to a global pandemic....

As some of the current Directors will have reached the end of their term on the Board at the Chamber's 2023 AGM to be held on Friday 21st April, nominations for new Directors are invited from the membership. Anyone with appropriate experience employed with a member business that has been in membership for at least one year is eligible to join the Chamber Board. While interest is welcomed from all Chamber members, the Inverness Chamber of Commerce Board would particularly appreciate female representation as well as representation from the following sectors: renewable energy; environmental; transport; legal services; construction and housing.

Nominations should be submitted on the nomination form, available from: www.inverness-chamber.co.uk/2023/02/nomination-of-board-directors by Thursday 6th April 2023 at 5.00pm.



New Chamber Chief Executive, Colin Marr.
Image: © Rob McDougall

MEET THE MEMBER

Members tell us what benefits they value

Stephen Easton

MANAGING DIRECTOR

SGL CARBON FIBERS LTD

in | Tell us more about SGL Carbon Fibers Ltd?

SGL Carbon's site, located just outside Inverness, is the only UK producer of carbon fibres and oxidised fibres, and is part of a global network of 29 production sites within the SGL Carbon group. In addition to producing continuous tow for customers, we also have the capability to convert this material into chopped, milled, and crimped forms to suit our customer requirements ensuring we have a broad product portfolio in a diverse market sector.

in | What products/services does SGL Carbon Fibers Ltd offer?

The majority of our continuous carbon fibre is used for the structural elements in wind turbine blades but also in automotive and industrial applications. Our Panox is used in a range of applications from flame proofing, to insulating fabrics and brake discs. Most recently it is being used also in battery storage devices. Our chopped and milled products are particularly effective in situations where the mechanical properties and electrical conductivity of a material system are to be enhanced.

in | What makes you most proud/passionate about SGL Carbon Fibers Ltd?

Producing a product that in a direct way is helping to reduce our energy demands on the planet and contributing to the renewable revolution is very rewarding. We have a very experienced and loyal workforce with a high percentage of the team having worked with us for over 15 years, and without their continued dedication, we would not be where we are today.

in | Can you tell us a little about your business focus for 2023?

We have witnessed promising order developments in the last few years, with many end users linked to the renewables sector in some way. For instance, our fibre is used in the structural elements of a wind turbine blade. I can confidently say that some of the windfarm developments off the Cromarty Firth will contain fibre produced at the Muir of Ord site!

Energy is also a big focus for us. As the production of carbon fibre is a thermal process, it's perhaps no surprise that the recent energy price increases has a direct impact on our operational costs. In addition, we have ESG targets to meet, therefore energy reduction and alternative energy measures in general are at the forefront of our minds right now.

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

The networking opportunities that being a Chamber member offers can be very beneficial. SGL received strong support during the peak of the COVID pandemic, where I was able to make direct contact with politicians and policy makers. Through the Chamber I also have routine quarterly consultations with the Bank of England around general business and monetary matters.

SGL are currently recruiting for a range of different roles within their operations, maintenance, engineering and supply chain departments. Any interested parties should contact moorecruitment@sglgroup.com or call 01463 274000 and ask for Human Resources. For more information regarding specific roles, please visit the careers section of their website: www.sglicarbon.com.



MEET THE MEMBER

Members tell us what benefits they value

Rhoda Cameron

OWNER

COACHED BY RHODA

in | Tell us more about Coached by Rhoda?

Coached by Rhoda empowers women to become the best version of themselves, whilst learning the secret to becoming self-accountable.

As much as I love my clients, I don't want to see them again in a year, 2 years, 5 years later.

Because I want to empower them to never need me again!

My clients get wonderful results as I guide, educate and empower each woman to understand her body, how it works and how to care for it without being TOLD all the time.

When you learn to do it for yourself, so that it becomes a NATURAL way of being, and not another chore you are trying to achieve, then you will never need another 'diet' plan again.

I don't even hand out diet plans, nor suggest calorie counting or set gym workouts.

Instead I work on mindset to get to the root of the problem (overeating is rarely out of hunger) and I challenge limiting self-beliefs and self-sabotaging thought patterns.

I promote a balanced, sustainable healthy lifestyle.

in | What services does Coached by Rhoda offer?

My coaching is primarily health and lifestyle coaching, but I offer executive coaching too - so I help women improve their health, finances, careers and relationships. It's the full package, completely tailored to each individual - because we are all different.

My most popular option is the combined health/lifestyle and executive coaching package.

I am also a qualified Style Coach so I can offer help and advice on looking and feeling your best, dressing according to your shape, and improving body confidence.

in | What makes you most proud/passionate about Coached by Rhoda?

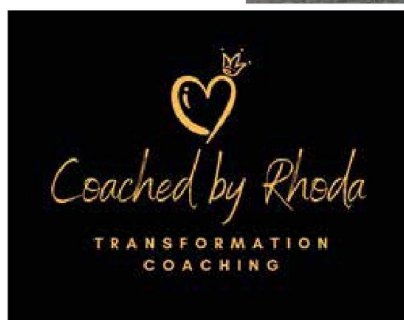
That I empower women to start taking back control of their health, wellbeing, career, relationships and finances. I turned my life around in my early 40s and I want to inspire other women to do so too! The wonderful testimonials I receive from happy clients mean the world to me.

in | Can you tell us a little about your business focus for 2023?

To offer a monthly membership package in addition to the 1:1 and group coaching options I currently have.

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

Getting to meet other local business people at face to face and online events. It's a wonderful opportunity to find out more about local businesses and the faces (and personalities) behind them.



CYBERSECURITY

– INCIDENT RESPONSE PLAN

Chris Smith of Marsh Commercial wrote a piece in the December edition of Executive (<https://bit.ly/ExecutiveDec22>) that offered 6 controls that business should implement to improve their cyber hygiene. We are focusing on one of those recommendations, ‘Incident response plan’, as we typically find many businesses do not address this.

Security means different things to different people, but most people think about hackers when they think of cybersecurity. When in reality the cyber event could be a hacker, but equally it could be loss of power, hardware failure, a software update that went wrong, good old flood/fire/theft or an employee that has maliciously or accidentally corrupted your data. We were all impacted by a forced change in our working practices in 2020 due to a global pandemic; incident response plans help address the impact to your business should an incident happen.

Regardless of the cause, a cyber event results in the loss of access to your data with each type bringing its own challenge with respect to mitigation and recover strategy. There is no magic wand that can be waived as whilst many businesses align to certain recovery plans due to common systems, their incident plan will need to meet their own unique business and technology requirements. Having a response plan written down helps you stay focused on

the task of running your business should an event happen. Testing the response plan for different scenarios gives you confidence that your plan works and helps remove pressures on the many decisions that might need to be made should an event happen.

I would suggest that having a proven backup strategy that meets your own business recovery objectives is critical to a successful recovery.

Final Thoughts

Plan to fail rather than fail to plan when it comes to your security resilience.

Having an untested plan is not much better than having no plan at all.

Please backup your data and regularly check that it works as you don't want to find that it does not when you need it.

Helpful resource: <http://bit.ly/3Y97DW6>

If you would like to learn more about how we can help ensure you have a robust and tested incident response plan please get in touch.

David Massey
Managing Director
The Apprentice Store



the apprentice store
we care about your IT

EMPLOYMENT BENEFITS: REPORTING WINDOW IS JUST AROUND THE CORNER

With the end of the tax year just a few months away, it's time for employers to consider how to report employment benefits. There are three options when it comes to reporting and paying the income tax and National Insurance (NI) due to HM Revenue & Customs (HMRC).

A quick recap - what are employment benefits?

Employers can provide their employees with a variety of benefits on top of a basic salary, such as medical insurance, gym memberships, company cars and interest-free loans.

PIID Forms

PIID forms are the most common way to report

non-cash benefits provided to employees. There is only a short window for the preparation and submission of these forms, as PIID forms for the tax year ended 5 April 2023 need to be submitted by 6 July 2023.

PAYE Settlement Agreement (PSA)

An employer can enter into a PAYE Settlement Agreement (PSA) with HMRC to report certain types of benefits. However, this can prove to be expensive as the total of the income tax and NI due (Class 1B NI at 14.53% for 2022/23) can be as much as the cost of the benefit itself (in the case of higher rate and additional rate taxpayers). However, this is the best method for reporting minor benefits like staff entertaining, where an employer does not wish to burden their employees with any tax due. HMRC must be notified before the 6 July after the tax year end for which you first wish the PSA to be in place.

Payrolling benefits

It is possible to opt for 'payrolling benefits in kind', with the income tax due collected via the payroll in monthly instalments. If you wish to payroll benefits for the tax year ending 5 April 2024 you should act to put this in place before 5 April 2023.

This is an abridged version of a fuller article that can be found at www.chiene.co.uk. If you require any assistance with the reporting of taxable employment benefits please contact a member of the Chiene + Tait team at mail@chiene.co.uk as soon as possible.

Chantelle Martinez
Employment Tax Manager
Chiene + Tait



HIGHLAND BUSINESS DINNER 2023

GUEST SPEAKER ANNOUNCED

A renowned Scottish filmmaker and award-winning wildlife presenter is to be the guest speaker at the 2023 Highland Business Dinner.

Gordon Buchanan MBE has spent 30 years filming wild and wonderful creatures in remote areas of the planet and has a reputation for relishing dangerous and tough assignments.

Gordon has presented the Family & Me series since it began in 2016 with Elephant Family & Me and has since presented Gorilla Family & Me, Snow Wolf Family & Me, Reindeer Family & Me as well as The Polar Bear Family & Me and The Bear Family & Me for which he received a Royal Television Society award for his presenting work.

Gordon's other recent productions include Equator from the Air, Life in Polar Bear Town and the highly acclaimed Tribes, Predators and Me series, all on BBC Two and Life in the Snow and Super Cute Animals all for BBC One.

Gordon Buchanan is a spellbinding storyteller who can captivate an audience with his fund of wild and wonderful tales about the natural world, while at the same time educating and informing on topical issues.

In 2019 Gordon was awarded an Honorary Fellowship by the Royal Scottish Geographical Society in recognition of services to the Society and to the wider discipline of geography and in 2020 was awarded with an MBE in the New Year Honours for services to charity and wildlife conservation.

Commenting on the announcement, Paula Nicol, Deputy Chief Executive at Highland Business Dinner organisers Inverness Chamber of Commerce, said: "We're delighted to have Gordon as our guest speaker at the 2023 Highland Business Dinner. Having spent



his life and career filming wildlife across the globe, Gordon has taken part in some of the most challenging expeditions, highlighting the fragility of the world's endangered species and habitats. Guests can expect a fascinating and informative evening as he shares his experiences."



inverness
CHAMBER OF COMMERCE

highland business dinner

By aligning with the Highland Business Dinner, sponsors can demonstrate their commitment to maintaining a strong, diverse and vibrant economy in the region whilst increasing their profile and brand awareness. For details on sponsorship opportunities please contact events@inverness-chamber.co.uk

PRINCIPAL SPONSORS



ASSOCIATE SPONSOR



MEMBERS' NEWS



01 Mark Kelman (left), chairman of Nairn County, and Ian MacIntosh, Managing Director of CFN Solutions.



02 Plans for new key worker accommodation



03 Left to Right: Paul Adams (WJM), Dorothy Pritchard (Chair and Director of Melness Crofters' Estate), Wilma Robertson (Director of Melness Crofters' Estate) and John Smart (WJM)

01 **CFN Solutions**
 Ian MacIntosh, Managing Director at telecommunications firm CFN Solutions has teamed up with two Breendon Highland League football clubs, Inverurie Locos and Nairn County, to boost their income by becoming a service partner to supporters, corporate sponsors and directors.

Through the innovative scheme, any requests to CFN Solutions for one of its free telecoms audits which results in a deal for products or services, such as office telephone systems, mobile and internet, will generate cash for the relevant football club. New clients can also save money by switching their existing telecoms services.

Mr MacIntosh – a former under-17 level football coach – has agreed for CFN Solutions to take pitchside advertising at both Inverurie and Nairn, while the company will also sponsor a player from each team.

Commenting on the new partnership, Ian said: “Both Inverurie and Nairn have now signed, sealed and delivered on the initiative – with directors and chairmen loving the concept. Now, we have got to go and deliver it.

“We are paying for all signage, banners, flying, marketing and graphics, so – from the clubs’ perspective – it’s very much a zero-cost exercise for them. It is probably anything between £1,000-£2,000 per club we are investing in the hope, obviously, they can get the reward and we will continue to grow as a business.”

02 **Parklands**
 Plans for new key worker accommodation in Inverness have been given the green light. Highland Councilors have approved a planned development of 24 affordable rental properties by Parklands Care Homes.

With affordable housing in the city at a premium, and the cost of living crisis making home ownership more difficult, the new homes will be offered to Parklands employees in Inverness, where the company is planning a multi-million pound investment.

Built over several phases, it will also include a 58 bed care home, currently under construction, and a later living village comprising of 11 two bedroom bungalows for sale.

Ron Taylor, Managing Director of Parklands Care Homes said: “We are delighted that The Highland Council has approved our new key worker housing development, which will be a vital part of our integrated care hub for the city. This is an exciting project quite unlike anything in the Highlands.

“This project will greatly enhance a gap site that has lain empty for years and provide much needed affordable accommodation for key workers at a time when quality rental accommodation is at a premium.”

If there is capacity, the homes may also be offered to NHS employees and other key workers.

03 **Wright, Johnston & Mackenzie**
 Wright, Johnston & Mackenzie LLP’s (WJM) Inverness team has been involved in two high-profile Highlands deals in recent months. The firm’s team of solicitors, led by Partners John Smart and Paul Adams, has been working with Melness Crofters’ Estate to oversee the lease of its land where the Sutherland Spaceport will now be developed.

WJM has been advising the organisation, which is run by a voluntary group of directors, over the last four years to oversee and facilitate agreements with Highlands and Islands Enterprise (HIE), who now leases the site and will oversee the development of the Spaceport.

The firm has also overseen the sale of the Loch Ness Centre and Museum for brothers Robbie and David Bremner, who recently sold the facility to Continuum Attractions.

Continuum Attractions has taken over the visitor experience and committed a £1.5m investment into the facility which is set to reopen to the public in spring 2023.

Ensuring the operation stays true to its roots for years to come was of paramount importance to Robbie and David before any sale could be considered, and Paul Adams, Partner and Commercial Property Solicitor at WJM worked closely with both parties to embed this need into the sale contract.

MEMBERS' NEWS

04 Johnston Carmichael

Leading accountancy and business advisory firm Johnston Carmichael has unveiled a state-of-the-art refurbishment at its Inverness office.

The revamped space at Cradlehall Business Park aims to support and optimise the wellbeing and professional development of the 56 strong Inverness team including four partners, five directors and 15 students on training programmes. The open plan layout has been designed to support collaborative working and learning.

Inverness Office Head and Business Advisory Partner, Rosalind Catto said: "We're thrilled to officially launch our refurbished Inverness office. With delays due to Covid and getting materials it's been a long time coming and everyone is very excited to be here making the most of our stunning new environment. The main driver for these changes was our clients and people and a desire to make the environment as welcoming, motivating, and convenient as possible, so they can do their best work and look forward to coming to the office each day.

"We are grateful to our clients in the Highlands and Islands for their continued support and for seeking the advice of our business advisers and accountants. With our upgraded office we can offer a state-of-the-art location to meet in person, whilst also providing opportunities to connect with other local businesses through networking events."

The team works with some of the region's key businesses across the property and construction, agriculture, hospitality and tourism sectors.

05 Bridges Worldwide (UK) Ltd

Bridges Worldwide provides airport to airport network and delivered to door solutions to the courier, express and logistics sector using both commercial airlines and regional freighters.

It is no secret that the Highlands and Islands suffers from inferior delivery and collection service levels to the rest of the UK due to only long transit times being achievable by road sprinter from the existing English hubs and Southern Scottish airports. Bridges plan to help solve this with the operation of a new cargo flight from East Midlands Airport to Inverness Airport to bring delivery and collection improvements to the Highlands & Islands that match the service levels of other areas of the UK.

This service will allow for next day morning deliveries and extended collection cut-off times for shipments originating and destined between England and the Highlands & Islands with access to Inverness Airport, as opposed to utilising trucking and Southern Scottish airports.

Bridges is launching the first stage of this new regional network operation from East Midland to Inverness (and return) later this year. This will include being able to offer services from beyond East Midlands to other domestic and international destinations.

Subsequently Bridges will look at freighter connectivity to different Scotland Islands utilising Inverness Airport as a hub.

For further information, please contact Tony Miller, 07801 334441.



04 Johnston Carmichael's newly renovated office.

06 Highlands and Islands Enterprise

After four years, January saw the return of Scotland's mountain railway, owned by Highlands and Islands Enterprise. The 2km funicular railway will run a regular service taking snowsports enthusiasts to the top of the Cairngorm slopes in around 5 minutes.

Dave Macleod, Head of Property and Infrastructure with HIE, said: "It's wonderful to see the mountain railway back in action again. This will make a huge improvement to the customer experience at Cairngorm and strengthen the appeal of the wider area to attract visitors throughout the year."

Engineering firm Balfour Beatty were instrumental in the reopening. Dozens of workers tackled the elements, including 106mph winds and swarms of midges, and 800 tonnes of concrete were lifted by thousands of helicopter trips. Particular care was taken not to damage the natural mountain environment during the intensive works.

07 Ollie Stewart Racing

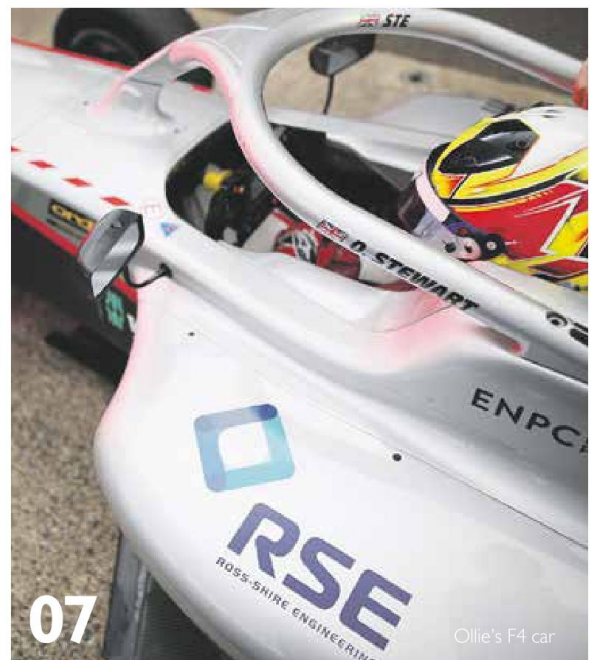
Ollie Stewart is a bright young motorsport talent from Beaulieu who performed impressively in 2022, just his first season in car racing. Ollie received the opportunity to move to cars at just 14 years old, after becoming British LGM Champion, British Kartmasters GP winner, and Vice World Karting Champion in 2021. As a 15-year-old he finished tenth in the F4 British Championship Drivers' standings, claimed an overall victory, and was third in the Rookie Cup with four wins and 16 further podiums to his name. Ollie is one of motorsport's rising stars, and he now has the chance to compete in GB3, if he receives the required sponsorship.

Would you like to join Simon Kelman, CDMIM UK, and other great local businesses in sponsoring one of Britain's brightest talents on his journey towards the top echelons of motorsport? Whether it be growing brand awareness or creating memorable experiences for your employees, motorsport sponsorship provides the tools to help meet your business goals. Get in touch with j.stewart17@btinternet.com to learn more about how sponsoring Ollie Stewart Racing can benefit your business!

05 Bridges



The Cairngorm funicular.



Ollie's F4 car

movers &shakers

Inverness Chamber of Commerce

Inverness Chamber of Commerce are delighted to welcome Talia Bagnall to the team as Membership Manager.

Talia grew up in Inverness, and studied languages at the University of St Andrews. She graduated in 2020 and worked with the Scottish Ambulance Service during the Covid pandemic.

She joins us from Johnstons of Elgin, where she worked in luxury fashion management, and looked after French Couture client accounts.

Commenting on her new role Talia said: "I am very excited to use my experience to support local businesses in Inverness, and hope to build lasting and rewarding relationships with our members."



Talia Bagnall



Nell Rodger

Morven Walker

Alice Prentice

Developing the Young Workforce Inverness & Central Highland

DYWICH are delighted to welcome Nell Rodger, Alice Prentice and Morven Walker to the team as School Coordinators at Millburn Academy, Dingwall Academy and Culloden Academy.

Nell joins from Calman Trust, having previously worked with Enable Scotland and Shirle Project. She brings expertise in supporting employment; helping young people to gain and sustain full time employment within one of the biggest school transitional programmes in Europe. Nell spoke very positively about the challenge ahead commenting: "I'm overjoyed to become part of the DYWICH team. I'm really looking forward to becoming part of the solution to help our young people overcome the many challenges in front of them."

Alice joins from a very creative background having worked with Highland News & Media as Digital Audience Development Manager. She studied Art and Design at the University of Dundee then spent time in Amsterdam honing her craft before starting her own very successful printing business locally. Alice will bring a new perspective to developing young people by tapping into their creative abilities to help find a way past the many challenges ahead for our young people.

Morven joins from The Highland Council Employability Team, with previous positions in employer engagement and employability with Barnardo's. She has a proven track record at building strong employer relationships, developing young people, and working effectively with partners. Morven said of her new position: "I am really excited to work with the future work force in our area. I feel my skills and experience will help develop the key skills and partnerships to improve the prospects of all our young people."

Fiona Robertson



Blythwood Care

Blythwood Care are pleased to welcome Fiona Robertson onto their Executive Team as Head of People, Communication and Compliance.

Fiona has worked for Blythwood since April 2019 as Digital Marketing Officer and has now taken on leading the Human Resources, Compliance and Marketing teams.

After graduating from University Fiona worked in the personnel and training field before moving into community development. As a Project Management Consultant Fiona worked with communities in the European Northern Periphery and Scottish Highlands to deliver partner projects to develop their economic, social and environmental potential. Formerly a Highland Councillor, she is passionate about improving the quality of life for local people.



Robert Murray

Kenny Simpson

EY

EY welcomes its latest recruits to its Private Tax team based in Inverness.

Robert Murray and Kenny Simpson both join as Assistant Tax Advisors. They will work on some of the biggest global partnerships and with high net worth individuals, and they will both study towards their professional tax qualifications.

Kenny, a graduate of UHI, said: "I am delighted to be presented with such a fantastic opportunity to progress my career with EY and am excited as to where it will lead."

Robert, recently graduated with a degree in Accounting & Finance at UHI said: "I look forward to continuing to develop my knowledge through collaborating with the team."

Wright, Johnston & Mackenzie

Scottish law firm Wright, Johnston & Mackenzie LLP (WJM) has strengthened its commercial property team with the appointment of Yasmin Myles, who has joined the firm's Inverness office as a Solicitor.

Yasmin has been in the commercial property industry for over 10 years and has previously worked for CMS Solicitors and Inverness legal practice, Macleod & MacCallum. In her new role at WJM, Yasmin will be working with the firm's extensive client base in the Highlands and focusing on driving growth.



Yasmin Myles



Kevin Staines

Ness Walk

Kevin Staines has joined Ness Walk having worked with Kingsmills Group for a number of years, and looks forward to continuing the hotel's reputation as one of the best hospitality experiences in the Highlands. He has a passion for delivering warm customer service, and with his love for exceptional culinary experiences, he is excited to be working on the Spring editions of our Torrish Supper Club which launched at the end of 2022 to great success!



Lisa Law

Ledingham Chalmers

Renowned private client lawyer Lisa Law has joined Ledingham Chalmers as Partner in Inverness, underpinning the firm's ambitious growth plans.

Mrs Law takes up this senior role as Ledingham Chalmers looks to double its turnover to £25million by 2025.

She is one of only ten solicitors accredited by the Law Society of Scotland as a specialist in incapacity and mental disability law — and the only one based in the Highlands.

Having lived and worked in the Highlands all her life, she was most recently a legal director, based in Dingwall and Inverness, with another nationwide law firm.



Donald Morrison

Parklands

Parklands Care Homes has appointed a new Director of Communications.

Donald Morrison is an award-winning communications professional with more than 25 years' experience in media relations and public affairs. He was previously head of media at Glasgow Airport, before setting up his own PR consultancy in 2009.

Originally from Inverness, he has previously worked in a freelance capacity for Simpsons Garden Centre, HIAL and Parklands itself. Managing Director Ron Taylor said: "Donald has been a superb asset to Parklands over the past decade and we are delighted to have him join our team on a more formal basis."

Inverness Harbour Trust

Inverness Harbour Trust is delighted to announce the appointment of two new Trustees and the re-appointment of one following an extensive recruitment programme. Mark Patterson and Eddie Scott will join the board and Catriona Maclean has been reappointed. The appointments are effective from 1st February 2023.

Aberdeen businessman Mark brings his extensive knowledge and understanding gained from having 43-years in the oil & gas industry, with extensive experience in the marine and global subsea business sectors. He is currently CEO of Carbon Neutral Energy Ltd who operate in the green energy mobile storage market.

Eddie is a Director of Hydrosafe, a health and safety consultancy business specialising in marine renewable energy projects, particularly offshore wind, wave, tidal energy and hydro power generation. Originally from Ayrshire, he has worked in the marine sector for over 40-years holding senior HSE roles in renewable energy, power conversion and marine construction companies.

Catriona has previously served two terms as a Trustee and has been reappointed for her third and final term.

Commenting on the appointments, George Macleod IHT Chair said: "We are delighted to have appointed Mark and Eddie as well as reappointing Catriona. Collectively their wealth of experience will be invaluable in shaping the future strategic direction."



Mark Patterson

Catriona Maclean

Eddie Scott

Welcome to **new** members

Coaching

Dynamic Training Services Ltd

Phone: 07365 805428

Website:

www.johnmaxwellgroup.com/washingtongwenzi/

Highland Clarity

Phone: 07538 106314

Website: www.highlandclarity.com

Lead2Leap

Phone: 07541 517228

Website: www.cristianvoinea.com

Construction

Bancon Construction Ltd

Phone: 01330 827300

Website: www.banconconstruction.co.uk

Birlinn Offshore Limited

Phone: 0333 050 0030

Website: www.birlinnoffshore.com

Sports & Leisure

Camanchd Association

Phone: 07803 427321

Website: www.shinty.com

Third Sector

Centred

Phone: 01463 236507

Website: www.centred.scot

Transport & Logistics

Bridges Worldwide (UK) Ltd

Phone: 07801 334441

Website: www.bridgesworldwide.co.uk

J&D Cowper Ltd

Phone: 01349 831113

Website: www.jdcowper.co.uk

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

Inverness Chamber EXECUTIVE PARTNERS

Inverness Chamber gratefully acknowledges the support of its Executive Partners:

Platinum Partners:



Fred. Olsen Renewables



Balfour Beatty



Gold Partners:



Inverness Chamber Executive Partners give extra support to enable the Chamber to play a full part in the economic development of the area.
If you are interested in becoming an Executive Partner, please contact Clare Armstrong on 07563 381637.