

27th March 2025

## Your Freedom of Information (Scotland) Act 2002 (“the Act”) request

Thank you for your email which was received by VisitScotland on 7<sup>th</sup> March 2025 at 11.03am requesting :-

1. *High level organogram outlining organisational structure with the number of personnel in each role aligned to any internal organisational units.*
2. *List of employees organised by role and pay band*

### Visit Scotland’s response

The following have been sent to you as attachments by email along with this letter:-

- Structure chart – Chief Executive’s Office
- Structure chart – Chief Executive’s Office - direct reports
- Structure chart – Corporate Services
- Structure chart- Industry and Events
- Structure chart – Marketing and Digital
- Structure chart – Strategy and Competitive Intelligence
- Roles and Grades – Chief Executive’s Office
- Roles and Grades – Corporate Services
- Roles and grades - Industry and Events
- Roles and grades – Marketing and Digital
- Roles and grades – Strategy and Competitive Intelligence.
- VisitScotland pay grades

We have not included the names of employees below senior management level. It is VisitScotland’s policy to redact the personal information of colleagues below this level.

We consider that it would be unfair to release personal information on staff members below this level as these colleagues would have a greater expectation of privacy and would not expect their personal data to be processed in this manner. Disclosing their personal data would contravene the data protection principles in Article 5(1) of the UK General Data Protection Regulation and accordingly this information is considered by us to be exempt under Section 38 (1) (b) of the Act.

Information relating to senior management names, roles and remuneration has already been published publicly and can be found by following this link here:-

<https://www.visitscotland.org/about-us/annual-corporate-reports/our-disclosures#remuneration>

## Your right to seek a review

If you wish to request a review of your application under either the Act or the Environmental Information (Scotland) Regulations 2004, your request should be submitted to us in writing, or another permanent format (for example e-mail or voice recording) to:

Ms Vicki Miller  
Chief Executive  
VisitScotland  
Waverley Court  
4 East Market Street  
Edinburgh  
EH8 8BG

Telephone: 0131 473 3603

E-mail: [vicki.miller@visitscotland.com](mailto:vicki.miller@visitscotland.com)

The request for a review should be received by us within 40 days of the date of this letter. Any request for a review should also set out, in as much detail as possible, the reasons why you are not satisfied with our response or the manner in which we have dealt with your application

If you are not satisfied with the result of the review, then you have the right to appeal to the Scottish Information Commissioner.

You can contact the Scottish Information Commissioner at:

Scottish Information Commissioner  
Kinburn Castle  
Doubledykes Road  
St Andrews  
Fife  
KY16 9DS

Telephone: 01334 464610

Fax: 01334 464611

Email: [enquiries@itspublicknowledge.info](mailto:enquiries@itspublicknowledge.info)

You also have the right to appeal to the Court of Session in Scotland on a point of law concerning our response.

Human Resources  
Head of People and Culture

Human Resources  
People Manager - Outplacement, Tasks & Projects

Human Resources  
Inclusion, Wellbeing and HR Policy Manager

Information  
Regional Manager - Information (West)

Human Resources  
HR Business Engagement Manager

Human Resources  
Reward, Benefits & MI Manager

Information  
Senior Retail Manager

Human Resources  
Senior L&OD Business Partner



Human Resources  
People Manager - Outplacement,  
Tasks & Projects

Tasks and Projects  
Tasks & Projects - Events Change  
Programme



Information  
Senior Retail Manager

Information  
Assistant EPOS Manager

Information  
Retail Manager (Shop Local)

Information  
Quality & Tourism Advisor (EPOS)



Human Resources  
HR Business Engagement Manager

Human Resources  
Senior HR Business Partner - Stirling

Human Resources  
Senior HR Business Partner



Human Resources  
Reward, Benefits & MI Manager

Human Resources  
HR Reward and MI Analyst

Human Resources  
HR Reward and MI Analyst



Information  
Regional Manager - Information (West)

Information  
Area iCentre Manager - West

Information  
Area iCentre Manager - South

Information  
Area iCentre Manager - East



Human Resources  
Senior L&OD Business Partner

Human Resources  
Graduate - Human Resources

Tasks and Projects  
Tasks & Projects - L&OD Admin

Human Resources  
L&OD Assistant Business Partner



Information  
Area iCentre Manager - West

Information  
Assistant iCentre Manager - Fort William

Information  
Assistant iCentre Manager - Glasgow



Information  
Area iCentre Manager - South

Information  
Assistant iCentre Manager - Kirkwall

Information  
Assistant iCentre Manager - Portree

Information  
Assistant iCentre Manager - Rothesay

Information  
Assistant iCentre Manager - Craignure



Information  
Area iCentre Manager - East

Information  
Assistant iCentre Manager - Edinburgh

Information  
Assistant iCentre Manager - Inverness



Human Resources  
Senior HR Business Partner - Stirling

Human Resources  
HR Administrator

Human Resources  
Assistant HR Business Partner



Human Resources  
Senior HR Business Partner

Human Resources  
Assistant HR Business Partner



Information  
Assistant iCentre Manager - Kirkwall

Information  
Visitor Services Advisor - Kirkwall

Information  
Visitor Services Advisor - Kirkwall

Information  
Cleaner (Local Office)



Information  
Assistant iCentre Manager - Portree

Information  
Visitor Services Advisor - Portree

Information  
Visitor Services Advisor - Portree

Information  
Visitor Services Advisor - Portree



Information  
Assistant iCentre Manager - Fort  
William

Information  
Visitor Services Advisor - Fort William

Information  
Visitor Services Advisor - Fort William

Information  
Visitor Services Advisor - Fort William



Information  
Assistant iCentre Manager - Edinburgh

Information  
Visitor Services Advisor - Ballater

Information  
Visitor Services Advisor - Ballater

Information  
Seasonal Visitor Services Advisor - Ballater

Information  
Seasonal Visitor Services Advisor - Ballater



Information  
Assistant iCentre Manager - Glasgow

Information  
Visitor Services Advisor - Glasgow

Information  
Visitor Services Advisor - Glasgow

Information  
Seasonal Visitor Services Advisor - Glasgow

Information  
Visitor Services Advisor - Brodick

Information  
Visitor Services Advisor - Glasgow

Information  
Visitor Services Advisor - Glasgow

Information  
Seasonal Visitor Services Advisor - Glasgow



Information  
Assistant iCentre Manager - Inverness

Information  
Seasonal Visitor Services Advisor -  
Aviemore

Information  
Seasonal Visitor Services Advisor -  
Inverness

Information  
Visitor Services Advisor - Inverness

Information  
Visitor Services Advisor - Aviemore

Information  
Seasonal Visitor Services Advisor -  
Aviemore

Information  
Visitor Services Advisor - Inverness

Information  
Visitor Services Advisor - Inverness



Information  
Assistant iCentre Manager - Rothesay

Information  
Cinema Projectionist

Information  
Visitor Services Advisor - Rothesay

Information  
Visitor Services Advisor - Rothesay

Information  
Visitor Services Advisor - Rothesay

Information  
Seasonal Visitor Services Advisor -  
Rothesay

Information  
Visitor Services Advisor - Rothesay



Information  
Assistant iCentre Manager - Craignure

Information  
Seasonal Visitor Services Advisor -  
Craignure

Information  
Visitor Services Advisor - Craignure

Information  
Visitor Services Advisor - Craignure



Chief Executive Office  
Chief Executive

Strategy and Competitive Intelligence  
Director of Strategy and Competitive Intelligence

Chief Executive Office  
Senior Advisor to CEO

Corporate Services  
Director Of Corporate Services

Industry and Events  
Director Of Industry & Events

Chief Executive Office  
Chairman

Human Resources  
Head of People and Culture

Marketing & Digital  
Director Of Marketing & Digital



Corporate Services  
Director Of Corporate Services

Legal  
Head of Legal

Legal  
Interim Head of Legal

Financial Services  
Head of Financial Services

Estates and Resilience  
Head Of Estates and Resilience

Corporate Governance & Perfor  
Head of Corporate Governance &  
Performance

IT  
Head Of IT And Project Delivery

Procurement  
Head Of Group Procurement



Legal  
Interim Head of Legal

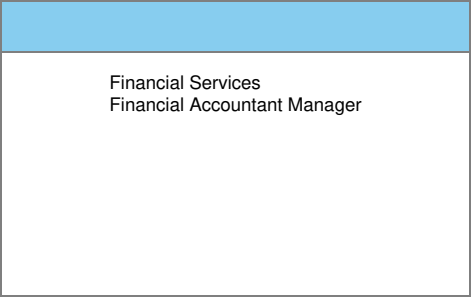
Legal  
Legal Administrator

Legal  
Solicitor

Legal  
Data Strategy and Information Governance  
Officer

Legal  
Solicitor





Procurement  
Head Of Group Procurement

Procurement  
Procurement Executive

Procurement  
Procurement Manager



Corporate Governance & Performance  
Head of Corporate Governance & Performance

Corporate Governance & Performance  
Senior Portfolio, Risk and Performance  
Manager

Corporate Governance & Perfor  
Digital Product Owner

Corporate Governance & Performance  
Governance Manager

Corporate Governance & Performance  
Financial Planning Analysis and Reporting  
Manager

Corporate Governance & Perfor  
Oracle Programme Manager



IT  
Head Of IT And Project Delivery

IT  
Infrastructure & Systems Support Manager

IT  
IT Service Delivery Manager

IT  
Business Systems Manager



Estates and Resilience  
Head Of Estates and Resilience

Estates and Resilience  
Internal Sustainability Manager

Estates and Resilience  
Business Resilience Manager

Estates and Resilience  
Facilities Manager

Estates and Resilience  
Health And Safety Manager

Estates and Resilience  
Project Lead - Facilities



Corporate Governance & Performance  
Senior Portfolio, Risk and Performance  
Manager

Corporate Governance & Performance  
Portfolio Manager

Corporate Governance & Perfor  
Risk & Compliance Officer

Corporate Governance & Performance  
Project Manager - Scrum Master (Portfolio  
Office)



Financial Services  
Financial Accountant Manager

Financial Services  
Payroll Lead

Financial Services  
Accounts Payable Supervisor

Financial Services  
Cashier

Financial Services  
Finance Executive - Dumfries



Corporate Governance & Performance  
Financial Planning Analysis and  
Reporting Manager

Corporate Governance & Performance  
Senior Business Partner - Financial  
Planning and Oracle

Corporate Governance & Perfor  
Senior Business Partner - Financial  
Planning (Strategic Change)

Corporate Governance & Performance  
Oracle ERP (Finance and Procurement)  
Product owner

Corporate Governance & Performance  
Senior Business Partner - Financial  
Planning and Oracle



Financial Services  
Financial Controller

Financial Services  
Graduate - Finance Analyst



IT  
Infrastructure & Systems Support  
Manager

IT  
Infrastructure Project Engineer

IT  
Cyber Security Specialist

IT  
Infrastructure Systems Architect

IT  
3rd Line Systems Support Engineer

IT  
IT Infrastructure Engineer



Estates and Resilience  
Facilities Manager

Estates and Resilience  
Assistant Facilities Manager



Legal  
Data Strategy and Information  
Governance Officer

Legal  
Data Protection Analyst - OneTrust

Tasks and Projects  
Tasks & Projects - Data Protection - Admin

Tasks and Projects  
Tasks & Projects - Legal - Asset Register



Procurement  
Procurement Manager

Procurement  
Assistant Procurement Manager

Procurement  
Assistant Procurement Manager



IT  
IT Service Delivery Manager

IT  
IT Service Delivery Lead - Edinburgh

IT  
Senior Business Systems Support  
Engineer (Office 365)

IT  
User Support Engineer

Tasks and Projects  
Tasks & Projects - IT Admin

Tasks and Projects  
Tasks & Projects - IT - Admin

IT  
IT Service Delivery Lead

IT  
IT Service Delivery Lead



IT  
Business Systems Manager

IT  
Software Developer

IT  
Senior Developer

IT  
Senior Business Systems Development &  
Support Engineer



Corporate Governance & Performance  
Portfolio Manager

Corporate Governance & Performance  
Project Manager

Corporate Governance & Perfor  
Business Analyst



Corporate Governance & Performance  
Senior Business Partner - Financial  
Planning (Strategic Change)

Financial Services  
Financial Planning & Oracle Executive



Legal  
Data Protection Analyst - OneTrust

Tasks and Projects  
Tasks & Projects - Legal - Archiving

Tasks and Projects  
Tasks & Projects - Legal - Archiving

Tasks and Projects  
Tasks & Projects - Legal - Archiving



IT  
Cyber Security Specialist

IT  
IT Infrastructure Engineer

IT  
Graduate - IT Security



Financial Services  
Accounts Payable Supervisor

Financial Services  
Accounts Payable Processor Home Based

Financial Services  
Accounts Payable Processor



IT  
IT Service Delivery Lead - Edinburgh

IT  
User Support Engineer - Rothesay



Estates and Resilience  
Assistant Facilities Manager

Estates and Resilience  
Corporate Administrator - Ayr

Estates and Resilience  
Property & Facilities Coordinator

Estates and Resilience  
Corporate Administrator - Kirkwall

Estates and Resilience  
Corporate Administrator - Lerwick

Estates and Resilience  
Facilities Property Executive



IT  
Senior Business Systems Support  
Engineer (Office 365)

Tasks and Projects  
Tasks and projects - M365



IT  
IT Service Delivery Lead

IT  
User Support Engineer

IT  
Modern Apprentice - User Support  
Engineer



Corporate Governance & Performance  
Senior Business Partner - Financial  
Planning and Oracle

Corporate Governance & Performance  
Financial Planning & Oracle Executive



Industry and Events  
Director Of Industry & Events

Industry Engagement  
Head of Industry Engagement

EventScotland  
Head Of EventScotland

Destination Development  
Head of Destination Development



Industry Engagement  
Head of Industry Engagement

Industry Engagement  
Film & Creative Industries Manager

Industry Engagement  
Senior Tourism Sector Engagement  
Manager

Industry Engagement  
Senior Events Manager - Development  
Events Industry

Industry Engagement  
Senior Industry Engagement &  
Development Manager



EventScotland  
Head Of EventScotland

EventScotland  
Business Manager

EventScotland  
Senior Events Manager - EventScotland

EventScotland  
Event Marketing Manager

EventScotland  
Senior Events Manager - EventScotland



Destination Development  
Head of Destination Development

Destination Development  
Destination Development Manager

Destination Development  
Destination Development Director – South  
of Scotland

Destination Development  
Destination Development Director –  
Highlands and Islands

Destination Development  
Destination Development Director –  
Central, NE and SW

Industry Development  
Rural Tourism Infrastructure Fund  
Manager

Destination Development  
Business Enquiry and Support Manager

Destination Development  
Rural Tourism Infrastructure Fund Manager



EventScotland Business Manager

Tasks and Projects Tasks & Projects - Events Admin

EventScotland Events Administrator



EventScotland  
Senior Events Manager -  
EventScotland

EventScotland  
Events Manager - EventScotland

EventScotland  
Events Manager - EventScotland - Selkirk



Destination Development  
Business Enquiry and Support  
Manager

Destination Development  
Business Support Services Manager

Destination Development  
Business Support Administrator

Destination Development  
Business Support Administrator

Destination Development  
Business Enquiry Assistant Manager

Destination Development  
Business Support Administrator



Industry Engagement  
Senior Industry Engagement &  
Development Manager

Industry Engagement  
Events Industry Development Manager

Tasks and Projects  
Tasks & Projects - Industry Engagement



Industry Engagement  
Senior Tourism Sector Engagement  
Manager

Industry Engagement  
Tourism Sector Engagement Assistant  
Manager

Industry Engagement  
Tourism Sector Engagement Manager

Industry Engagement  
Tourism Sector Engagement Assistant  
Manager



Industry Engagement  
Senior Events Manager - Development  
Events Industry

Industry Engagement  
Events Manager - Development Events  
Industry

Industry Engagement  
Events Co-Ordinator

Industry Engagement  
Events Manager - Development Events  
Industry



EventScotland  
Senior Events Manager -  
EventScotland

EventScotland  
Events Manager - EventScotland

EventScotland  
Events Manager - EventScotland - Perth

EventScotland  
Events Manager - EventScotland



Destination Development  
Destination Development Director -  
Highlands and Islands

Destination Development  
Regional Director - Oban

Destination Development  
Development Manager - Orkney

Destination Development  
Development Manager - Outer Hebrides

Destination Development  
Island Manager



Destination Development  
Destination Development Director -  
Central, NE and SW

Destination Development  
Regional Director - Aberdeen

Destination Development  
Destination Development Executive - East

Destination Development  
Regional Director - Glasgow City Region

Destination Development  
Regional Development Executive - West

Destination Development  
Regional Director - Perth

Destination Development  
Regional Director - Ayrshire and Forth  
Valley



EventScotland  
Events Manager - EventScotland

EventScotland  
Events Executive - EventScotland



Industry Engagement  
Events Manager - Development Events  
Industry

Industry Engagement  
Events Executive - Development Events  
Industry

Industry Engagement  
Events Executive - Development Events  
Industry



Industry Engagement  
Events Manager - Development Events  
Industry

Industry Engagement  
Events Executive - Development Events  
Industry - Glasgow



Marketing & Digital  
Director Of Marketing & Digital

Business Development and Intermediary  
Marketing  
Head of Business Development and  
Intermediary Marketing

Brand & Global Marketing  
Senior Manager Global PR

Digital Delivery  
Head of Digital Delivery

Business Events  
Head Of Business Events

Brand & Global Marketing  
Senior Manager Creative Studio

Performance Marketing  
Head Of Performance Marketing



Business Events  
Head Of Business Events

Business Events  
Senior Business Events Manager  
(Associations and Sectors)

Business Events  
Marketing Director - The Americas

Business Events  
Senior C&I Business Development  
Manager UK & Europe



Brand & Global Marketing  
Senior Manager Global PR

Brand & Global Marketing  
PR Manager - North America

Brand & Global Marketing  
PR Manager - Europe

Tasks and Projects  
T&Ps - PR Market Support

Brand & Global Marketing  
PR Manager - UK & Ireland

Brand & Global Marketing  
PR Manager - China and Emerging

Brand & Global Marketing  
PR Manager - Europe

Brand & Global Marketing  
PR Manager - North America



Digital Delivery  
Head of Digital Delivery

Digital Delivery  
Solutions Architect

Digital Delivery  
Digital QA & Test Senior Manager

Digital Delivery  
Web Operations Senior Manager

Digital Delivery  
Digital Development Senior Manager

Digital Delivery  
Senior Programme Manager

Digital Delivery  
Senior Product Owner

Digital Delivery  
UX Senior Manager

Digital Delivery  
Senior Product Owner



Business Development and Intermediary Marketing  
Head of Business Development and Intermediary Marketing

Business Development and Intermediary Marketing  
Senior Market Development Manager - Short Haul

Business Development and Inte  
Senior Global Partnerships Development Manager

Business Development and Intermediary Marketing  
Senior Market Development Manager - APME

Business Development and Intermediary Marketing  
Senior Market Development Manager - North America

Business Development and Inte  
Senior Manager - Business Growth & Development



Brand & Global Marketing  
Senior Manager Creative Studio

Brand & Global Marketing  
Design Team Leader

Brand & Global Marketing  
Design Team Leader

Brand & Global Marketing  
Studio Operations Manager

Brand & Global Marketing  
Senior Creative Lead



Performance Marketing  
Head Of Performance Marketing

Performance Marketing  
Senior Email Marketing Manager

Performance Marketing  
Senior Manager Content

Performance Marketing  
Senior Manager Global Marketing

Performance Marketing  
Senior Performance Marketing Manager



Business Events  
Senior Business Events Manager  
(Associations and Sectors)

Business Events  
Business Events Marketing Manager

Business Events  
Business Events Policy Engagement  
Manager

Business Events  
Assistant Business Events Manager - St  
Andrews



Business Development and  
Intermediary Marketing  
Senior Market Development Manager -  
North America

Business Development and Intermediary  
Marketing  
Market Development Manager - USA

Business Development and Inte  
Market Development Manager - North  
America



Business Development and  
Intermediary Marketing  
Senior Global Partnerships  
Development Manager

Business Development and Intermediary  
Marketing  
B2B Marketing Manager

Business Development and Inte  
Global Intermediary Manager



Brand & Global Marketing  
Senior Creative Lead

Brand & Global Marketing  
Video Production Manager

Brand & Global Marketing  
Image Production Manager and Principle  
Photographer

Brand & Global Marketing  
Production Manager

Brand & Global Marketing  
Post Production Manager



Brand & Global Marketing  
PR Manager - Europe

Tasks and Projects  
Tasks & Projects - EU PR - Admin



Brand & Global Marketing  
PR Manager - Europe

Brand & Global Marketing  
Assistant PR Manager - Europe



Brand & Global Marketing  
Design Team Leader

Brand & Global Marketing  
Designer - Glasgow

Brand & Global Marketing  
Digital Designer Graduate



Digital Delivery  
Digital QA & Test Senior Manager

Digital Delivery  
Test QA Engineer - Perth

Digital Delivery  
Test QA Engineer



Digital Delivery  
Digital Development Senior Manager

Tasks and Projects  
Tasks & Projects - Digital Delivery

Digital Delivery  
Senior Software Engineer

Digital Delivery  
UI Developer

Digital Delivery  
Senior UI Developer

Digital Delivery  
UI Developer - Glasgow

Digital Delivery  
UI Developer - Glasgow

Digital Delivery  
Senior Software Engineer

Digital Delivery  
Senior Full Stack Developer



Brand & Global Marketing  
PR Manager - UK & Ireland

Brand & Global Marketing  
UK & Ireland Assistant PR Manager



Performance Marketing  
Senior Performance Marketing  
Manager

Performance Marketing  
Digital Performance Manager

Performance Marketing  
Senior Social Media & Influencer Manager



Performance Marketing  
Senior Manager Content

Performance Marketing  
Senior Content Editor

Performance Marketing  
Content Editor

Performance Marketing  
SEO Manager

Performance Marketing  
Content Editor



Business Development and  
Intermediary Marketing  
Senior Market Development Manager -  
APME

Business Development and Intermediary  
Marketing  
Assistant Market Development Manager -  
Asia, Pacific & Middle East

Business Development and Inte  
Intermediary Manager - China & East Asia



Digital Delivery  
Web Operations Senior Manager

Digital Delivery  
Web Operations Engineer

Digital Delivery  
Senior Web Infrastructure Engineer

Digital Delivery  
Senior Software Engineer



Brand & Global Marketing  
Design Team Leader

Brand & Global Marketing  
Senior Artworker

Brand & Global Marketing  
Designer



Performance Marketing  
Senior Manager Global Marketing

Performance Marketing  
Senior North Regions & Sectors Marketing  
Manager

Performance Marketing  
Senior Brand Marketing Manager

Performance Marketing  
Senior South Regions & Sectors Marketing  
Manager



Business Development and  
Intermediary Marketing  
Senior Market Development Manager -  
Short Haul

Business Development and Intermediary  
Marketing  
Market Development Manager - Europe  
and UK



Brand & Global Marketing  
PR Manager - North America

Brand & Global Marketing  
North America Assistant PR Manager



Digital Delivery  
UX Senior Manager

Digital Delivery  
Junior UX Designer

Digital Delivery  
UX Designer - Edinburgh

Digital Delivery  
UX Designer - Edinburgh

Digital Delivery  
UX Designer - Edinburgh



Business Events  
Senior C&I Business Development  
Manager UK & Europe

Business Events  
Assistant Business Events Manager - C&I

Business Events  
Business Development Manager - UK &  
Ireland - Glasgow

Business Events  
Business Development Manager - UK &  
Ireland - St Andrews



Digital Delivery  
Senior Programme Manager

Digital Delivery  
Senior Project Manager

Digital Delivery  
Digital Service Desk Manager

Digital Delivery  
Senior Scrum Master

Digital Delivery  
Senior Project Manager

Digital Delivery  
Senior Business Analyst - Digital Delivery



Business Development and Intermediary Marketing  
Senior Manager - Business Growth & Development

Business Development and Intermediary Marketing  
Intermediary Business Development Manager

Business Development and Inte  
Responsible Tourism - Net Zero Manager

Business Development and Intermediary Marketing  
Business Development Manager - Advice

Business Development and Intermediary Marketing  
Inclusive Tourism Manager



Performance Marketing  
Senior Email Marketing Manager

Performance Marketing  
Marketing Automation Manager

Performance Marketing  
Email Marketing Specialist

Performance Marketing  
Email Marketing Manager



Business Development and  
Intermediary Marketing  
B2B Marketing Manager

Tasks and Projects  
Tasks and Projects IM - Itineraries

Tasks and Projects  
Tasks & Projects - Intermediary Marketing,  
Travel Trade



Business Development and Intermediary Marketing  
Market Development Manager - Europe and UK

Business Development and Intermediary Marketing  
Assistant Market Development Manager - France

Business Development and Inte  
Market Development Executive - South Europe

Business Development and Intermediary Marketing  
Assistant Market Development Manager - Germany



Performance Marketing  
Marketing Automation Manager

Performance Marketing  
Marketing Automation Specialist



Performance Marketing  
Senior North Regions & Sectors  
Marketing Manager

Performance Marketing  
Regions & Sectors Marketing Manager -  
Perth

Performance Marketing  
Regions & Sectors Marketing Manager -  
Inverness



Business Development and  
Intermediary Marketing  
Market Development Manager - USA

Business Development and Intermediary  
Marketing  
Assistant Market Development Manager -  
Americas

Business Development and Inte  
Assistant Market Development Manager -  
USA



Performance Marketing  
Content Editor

Performance Marketing  
Content Executive (French)

Performance Marketing  
Content Executive (Spanish)

Performance Marketing  
Content Executive (Spanish)

Performance Marketing  
Content Executive (Italian)

Performance Marketing  
Content Executive (German)

Performance Marketing  
Content Executive



Performance Marketing  
Senior Brand Marketing Manager

Performance Marketing  
Connections Marketing Manager

Performance Marketing  
Partnerships Marketing Manager



Brand & Global Marketing  
Video Production Manager

Brand & Global Marketing  
Video Producer



Business Events  
Business Events Marketing Manager

Business Events  
Events Graduate



Brand & Global Marketing  
Image Production Manager and  
Principle Photographer

Brand & Global Marketing  
Multimedia Production Executive



Performance Marketing  
Senior Social Media & Influencer  
Manager

Performance Marketing  
Global Influencer Marketing Manager

Performance Marketing  
Social Media Channels Manager

Performance Marketing  
Social Media Operations Manager

Performance Marketing  
Social Media Channels Manager

Performance Marketing  
Social Media Content Creator Manager



Business Development and  
Intermediary Marketing  
Business Development Manager -  
Advice

Tasks and Projects  
Tasks & Projects - Business Development  
Advice

Business Development and Inte  
Assistant Business Development Manager  
- Advice

Destination Development  
Industry Relationship Manager - Portree

Business Development and Intermediary  
Marketing  
Assistant Manager Digital Distribution



Business Development and  
Intermediary Marketing  
Market Development Manager - North  
America

Business Development and Intermediary  
Marketing  
Market Development Executive - North  
America



Brand & Global Marketing  
Production Manager

Brand & Global Marketing  
Digital Asset Production Executive

Brand & Global Marketing  
Digital Asset Manager



Performance Marketing  
Email Marketing Manager

Performance Marketing  
Email Marketing Executive - Dumfries

Performance Marketing  
Email Marketing Executive - Edinburgh



Performance Marketing  
Content Editor

Performance Marketing  
Content Executive

Performance Marketing  
Content Editor



Business Development and  
Intermediary Marketing  
Global Intermediary Manager

Business Development and Intermediary  
Marketing  
Assistant Global Intermediary Manager



Performance Marketing  
SEO Manager

Performance Marketing  
Content & SEO Executive

Performance Marketing  
SEO Analyst



Performance Marketing  
Senior Content Editor

Performance Marketing  
Content Editor

Tasks and Projects  
Tasks & Projects - Content - Admin

Performance Marketing  
Content Executive

Performance Marketing  
Content Editor

Performance Marketing  
Content Executive



Performance Marketing  
Senior South Regions & Sectors  
Marketing Manager

Performance Marketing  
Regions & Sectors Marketing Manager -  
Glasgow

Performance Marketing  
Regions & Sectors Marketing Manager



Brand & Global Marketing  
Post Production Manager

Brand & Global Marketing  
Production Executive



Digital Delivery  
Senior Business Analyst - Digital  
Delivery

Digital Delivery  
Associate Business Analyst



Business Development and  
Intermediary Marketing  
Intermediary Business Development  
Manager

Tasks and Projects  
Tasks & Projects - Business Development  
Industry

Business Development and Inte  
Assistant Business Development Manager  
- Regions and Sectors

Business Development and Intermediary  
Marketing  
Assistant Business Development Manager  
- Regions and Sectors



Business Development and  
Intermediary Marketing  
Intermediary Manager - China & East  
Asia

Business Development and Intermediary  
Marketing  
Market Executive - China



Performance Marketing  
Connections Marketing Manager

Performance Marketing  
Assistant Marketing Manager

Performance Marketing  
Assistant Marketing Manager



Business Development and  
Intermediary Marketing  
Assistant Market Development  
Manager - France

Business Development and Intermediary  
Marketing  
Marketing Executive - Southern Europe



Performance Marketing  
Social Media Channels Manager

Performance Marketing  
Social Media Executive

Performance Marketing  
Social Media Executive



Performance Marketing  
Partnerships Marketing Manager

Performance Marketing  
Partnership Assistant Manager



Performance Marketing  
Social Media Operations Manager

Tasks and Projects  
Tasks & Projects - Digital Community  
Assistant

Tasks and Projects  
Tasks & Projects - Digital Community  
Assistant

Performance Marketing  
Social Media Operations Executive



Business Development and  
Intermediary Marketing  
Assistant Global Intermediary Manager

Business Development and Intermediary  
Marketing  
Trade Assistant

Business Development and Inte  
Trade Assistant



Strategy and Competitive Intelligence  
Director of Strategy and Competitive Intelligence

Corporate Communications  
Head Of Corporate Communications

Strategy  
Senior Sustainable Growth Manager

Strategy  
Strategy Lead

Insight  
Senior Marketing Insight Manager



Corporate Communications  
Head Of Corporate Communications

Corporate Communications  
Strategic Communications and  
Engagement Manager

Corporate Communications  
Government & Parliamentary Affairs  
Manager

Corporate Communications  
Internal Communications Manager

Corporate Communications  
Senior Corporate Press & Social Media  
Manager

Corporate Communications  
Industry Communications Manager

Corporate Communications  
Government & Parliamentary Affairs  
Manager



Strategy  
Strategy Lead

Strategy  
Senior Sustainable Growth Manager



Insight  
Senior Marketing Insight Manager

Insight  
Senior Tourism Insight Manager

Insight  
Lead Economist

Insight  
Senior Data Manager

Insight  
Insight Manager



Strategy  
Senior Sustainable Growth Manager

Strategy  
International Partnerships Manager



Corporate Communications  
Strategic Communications and  
Engagement Manager

Corporate Communications  
PR & Media Manager



Corporate Communications  
Internal Communications Manager

Corporate Communications  
Internal Communications Executive



Corporate Communications  
Senior Corporate Press & Social Media  
Manager

Corporate Communications  
Corporate Press Officer - Stirling

Corporate Communications  
Press Manager



Insight  
Senior Data Manager

Insight  
CRM Data Manager

Insight  
Data Scientist

Insight  
Data Scientist



Corporate Communications  
Industry Communications Manager

Corporate Communications  
Regional Industry Communication  
Manager

Corporate Communications  
Corporate Content Editor



Corporate Communications  
Government & Parliamentary Affairs  
Manager

Corporate Communications  
Graduate - Corporate Communications

Corporate Communications  
External Affairs Manager



Insight  
Senior Tourism Insight Manager

Insight  
Insight Analyst

Insight  
Insight Manager

Insight  
Data Analyst



Corporate Communications  
Regional Industry Communication  
Manager

Corporate Communications  
Industry Communications Executive -  
Glasgow

Corporate Communications  
Industry Communications Executive -  
Aberdeen



Insight  
CRM Data Manager

Insight  
Data Analyst - Glasgow



Corporate Communications  
Press Manager

Corporate Communications  
Corporate Press Officer - Glasgow

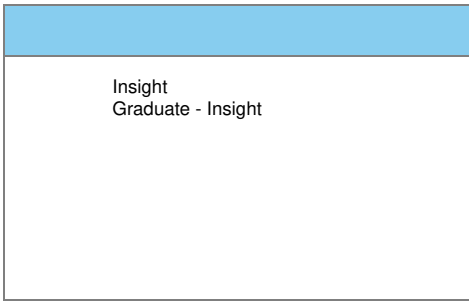
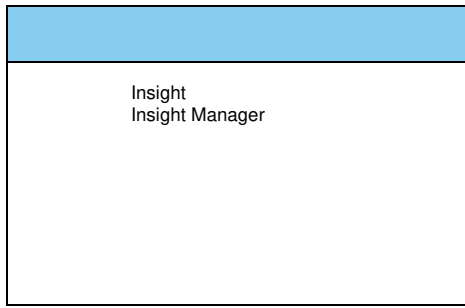
Corporate Communications  
Regional Press Officer - Aberdeen



Corporate Communications  
Corporate Content Editor

Corporate Communications  
Corporate Content Executive





## Roles and Grades Chief Executive's Office

Position	Grade	Department Name	Directorate (Description)
Chief Executive	Non Graded	Chief Executive Office	Chief Executives Office Directorate
Personal Assistant - IDD	Grade C	Chief Executive Office	Chief Executives Office Directorate
Senior Advisor to CEO	Grade I	Chief Executive Office	Chief Executives Office Directorate
Assistant HR Business Partner	Grade E	Human Resources	Chief Executives Office Directorate
Assistant HR Business Partner	Grade E	Human Resources	Chief Executives Office Directorate
Graduate - Human Resources	Non Graded	Human Resources	Chief Executives Office Directorate
Head of People and Culture	Grade K	Human Resources	Chief Executives Office Directorate
HR Administrator	Grade C	Human Resources	Chief Executives Office Directorate
HR Business Engagement Manager	Grade I	Human Resources	Chief Executives Office Directorate
HR Reward and MI Analyst	Grade E	Human Resources	Chief Executives Office Directorate
HR Reward and MI Analyst	Grade E	Human Resources	Chief Executives Office Directorate
Inclusion, Wellbeing and HR Policy Manager	Grade H	Human Resources	Chief Executives Office Directorate
L&OD Assistant Business Partner	Grade E	Human Resources	Chief Executives Office Directorate
People Manager - Outplacement, Tasks & Projects	Grade I	Human Resources	Chief Executives Office Directorate
Reward, Benefits & MI Manager	Grade I	Human Resources	Chief Executives Office Directorate
Senior HR Business Partner	Grade H	Human Resources	Chief Executives Office Directorate
Senior HR Business Partner - Stirling	Grade H	Human Resources	Chief Executives Office Directorate
Senior L&OD Business Partner	Grade H	Human Resources	Chief Executives Office Directorate
Area iCentre Manager - East	Grade G	Information	Chief Executives Office Directorate
Area iCentre Manager - South	Grade G	Information	Chief Executives Office Directorate
Area iCentre Manager - West	Grade G	Information	Chief Executives Office Directorate
Assistant EPOS Manager	Grade C	Information	Chief Executives Office Directorate
Assistant iCentre Manager - Craignure	Grade C	Information	Chief Executives Office Directorate
Assistant iCentre Manager - Edinburgh	Grade C	Information	Chief Executives Office Directorate
Assistant iCentre Manager - Fort William	Grade C	Information	Chief Executives Office Directorate

Assistant iCentre Manager - Glasgow	Grade C	Information	Chief Executives Office Directorate
Assistant iCentre Manager - Inverness	Grade C	Information	Chief Executives Office Directorate
Assistant iCentre Manager - Kirkwall	Grade C	Information	Chief Executives Office Directorate
Assistant iCentre Manager - Portree	Grade C	Information	Chief Executives Office Directorate
Assistant iCentre Manager - Rothesay	Grade C	Information	Chief Executives Office Directorate
Cinema Projectionist	Grade A	Information	Chief Executives Office Directorate
Cleaner (Local Office)	Grade A	Information	Chief Executives Office Directorate
Quality & Tourism Advisor (EPOS)	Grade D	Information	Chief Executives Office Directorate
Regional Manager - Information (West)	Grade I	Information	Chief Executives Office Directorate
Retail Manager (Shop Local)	Grade F	Information	Chief Executives Office Directorate
Seasonal Visitor Services Advisor - Aviemore	Grade A	Information	Chief Executives Office Directorate
Seasonal Visitor Services Advisor - Aviemore	Grade A	Information	Chief Executives Office Directorate
Seasonal Visitor Services Advisor - Ballater	Grade A	Information	Chief Executives Office Directorate
Seasonal Visitor Services Advisor - Ballater	Grade A	Information	Chief Executives Office Directorate
Seasonal Visitor Services Advisor - Craginure	Grade A	Information	Chief Executives Office Directorate
Seasonal Visitor Services Advisor - Glasgow	Grade A	Information	Chief Executives Office Directorate
Seasonal Visitor Services Advisor - Glasgow	Grade A	Information	Chief Executives Office Directorate
Seasonal Visitor Services Advisor - Inverness	Grade A	Information	Chief Executives Office Directorate
Seasonal Visitor Services Advisor - Rothesay	Grade A	Information	Chief Executives Office Directorate
Senior Retail Manager	Grade I	Information	Chief Executives Office Directorate
Visitor Services Advisor - Aviemore	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Ballater	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Ballater	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Brodick	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Craginure	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Craginure	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Fort William	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Fort William	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Fort William	Grade A	Information	Chief Executives Office Directorate

Visitor Services Advisor - Glasgow	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Glasgow	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Glasgow	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Glasgow	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Inverness	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Inverness	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Inverness	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Kirkwall	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Kirkwall	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Portree	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Portree	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Portree	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Rothesay	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Rothesay	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Rothesay	Grade A	Information	Chief Executives Office Directorate
Visitor Services Advisor - Rothesay	Grade A	Information	Chief Executives Office Directorate
T&Ps - PR Market Support	Grade G	Tasks and Projects	Chief Executives Office Directorate
Tasks & Projects - Business Development Advice	Grade E	Tasks and Projects	Chief Executives Office Directorate
Tasks & Projects - Business Development Industry	Grade E	Tasks and Projects	Chief Executives Office Directorate
Tasks & Projects - Content - Admin	Grade E	Tasks and Projects	Chief Executives Office Directorate
Tasks & Projects - Data Protection - Admin	Grade A	Tasks and Projects	Chief Executives Office Directorate
Tasks & Projects - Digital Community Assistant	Grade A	Tasks and Projects	Chief Executives Office Directorate
Tasks & Projects - Digital Community Assistant	Grade A	Tasks and Projects	Chief Executives Office Directorate
Tasks & Projects - Digital Delivery	Grade A	Tasks and Projects	Chief Executives Office Directorate
Tasks & Projects - EU PR - Admin	Grade E	Tasks and Projects	Chief Executives Office Directorate
Tasks & Projects - Events Admin	Grade A	Tasks and Projects	Chief Executives Office Directorate
Tasks & Projects - Events Change Programme	Grade A	Tasks and Projects	Chief Executives Office Directorate
Tasks & Projects - Industry Engagement	Grade G	Tasks and Projects	Chief Executives Office Directorate

Tasks & Projects - Intermediary Marketing, Travel Trade	Grade A	Tasks and Projects	Chief Executives Office Directorate
Tasks & Projects - IT - Admin	Grade C	Tasks and Projects	Chief Executives Office Directorate
Tasks & Projects – IT Admin	Grade A	Tasks and Projects	Chief Executives Office Directorate
Tasks & Projects - L&OD Admin	Grade A	Tasks and Projects	Chief Executives Office Directorate
Tasks & Projects - Legal - Archiving	Grade A	Tasks and Projects	Chief Executives Office Directorate
Tasks & Projects - Legal - Archiving	Grade A	Tasks and Projects	Chief Executives Office Directorate
Tasks & Projects - Legal - Archiving	Grade A	Tasks and Projects	Chief Executives Office Directorate
Tasks & Projects - Legal - Asset Register	Grade A	Tasks and Projects	Chief Executives Office Directorate
Tasks and projects – M365	Grade C	Tasks and Projects	Chief Executives Office Directorate
Tasks and Projects IM - Itineraries	Grade A	Tasks and Projects	Chief Executives Office Directorate

## Roles and grades – Corporate Services

<b>Position</b>	<b>Grade</b>	<b>Department Name</b>	<b>Directorate (Description)</b>
Business Analyst	Grade G	Corporate Governance & Performance	Corporate Services Directorate
Digital Product Owner	Grade H	Corporate Governance & Performance	Corporate Services Directorate
Financial Planning & Oracle Executive	Grade C	Corporate Governance & Performance	Corporate Services Directorate
Financial Planning Analysis and Reporting Manager	Grade I	Corporate Governance & Performance	Corporate Services Directorate
Governance Manager	Grade H	Corporate Governance & Performance	Corporate Services Directorate
Head of Corporate Governance & Performance	Grade K	Corporate Governance & Performance	Corporate Services Directorate
Oracle ERP (Finance and Procurement) Product owner	Grade H	Corporate Governance & Performance	Corporate Services Directorate
Oracle Programme Manager	Grade I	Corporate Governance & Performance	Corporate Services Directorate
Portfolio Manager	Grade I	Corporate Governance & Performance	Corporate Services Directorate
Project Manager	Grade G	Corporate Governance & Performance	Corporate Services Directorate
Project Manager - Scrum Master (Portfolio Office)	Grade G	Corporate Governance & Performance	Corporate Services Directorate
Risk & Compliance Officer	Grade F	Corporate Governance & Performance	Corporate Services Directorate
Senior Business Partner - Financial Planning and Oracle	Grade H	Corporate Governance & Performance	Corporate Services Directorate
Senior Business Partner - Financial Planning and Oracle	Grade H	Corporate Governance & Performance	Corporate Services Directorate
Senior Business Partner – Financial Planning (Strategic Change)	Grade H	Corporate Governance & Performance	Corporate Services Directorate
Senior Portfolio, Risk and Performance Manager	Grade I	Corporate Governance & Performance	Corporate Services Directorate
Director Of Corporate Services	Grade L	Corporate Services	Corporate Services Directorate
Assistant Facilities Manager	Grade E	Estates and Resilience	Corporate Services Directorate
Business Resilience Manager	Grade G	Estates and Resilience	Corporate Services Directorate
Corporate Administrator - Ayr	Grade B	Estates and Resilience	Corporate Services Directorate
Corporate Administrator - Kirkwall	Grade B	Estates and Resilience	Corporate Services Directorate
Corporate Administrator - Lerwick	Grade B	Estates and Resilience	Corporate Services Directorate
Facilities Manager	Grade H	Estates and Resilience	Corporate Services Directorate
Facilities Property Executive	Grade C	Estates and Resilience	Corporate Services Directorate

Head Of Estates and Resilience	Grade K	Estates and Resilience	Corporate Services Directorate
Health And Safety Manager	Grade G	Estates and Resilience	Corporate Services Directorate
Internal Sustainability Manager	Grade G	Estates and Resilience	Corporate Services Directorate
Project Lead - Facilities	Grade D	Estates and Resilience	Corporate Services Directorate
Property & Facilities Coordinator	Grade C	Estates and Resilience	Corporate Services Directorate
Accounts Payable Processor	Grade B	Financial Services	Corporate Services Directorate
Accounts Payable Processor Home Based	Grade B	Financial Services	Corporate Services Directorate
Accounts Payable Supervisor	Grade E	Financial Services	Corporate Services Directorate
Cashier	Grade B	Financial Services	Corporate Services Directorate
Finance Executive - Dumfries	Grade B	Financial Services	Corporate Services Directorate
Financial Accountant Manager	Grade I	Financial Services	Corporate Services Directorate
Financial Controller	Grade I	Financial Services	Corporate Services Directorate
Financial Controller	Grade I	Financial Services	Corporate Services Directorate
Financial Planning & Oracle Executive	Grade C	Financial Services	Corporate Services Directorate
Graduate - Finance Analyst	Non Graded	Financial Services	Corporate Services Directorate
Head of Financial Services	Grade K	Financial Services	Corporate Services Directorate
Payroll Lead	Grade F	Financial Services	Corporate Services Directorate
3rd Line Systems Support Engineer	Grade D	IT	Corporate Services Directorate
Business Systems Manager	Grade I	IT	Corporate Services Directorate
Cyber Security Specialist	Grade H	IT	Corporate Services Directorate
Graduate - IT Security	Non Graded	IT	Corporate Services Directorate
Head Of IT And Project Delivery	Grade K	IT	Corporate Services Directorate
IT Infrastructure Engineer	Grade E	IT	Corporate Services Directorate
IT Infrastructure Engineer	Grade E	IT	Corporate Services Directorate
IT Service Delivery Lead	Grade E	IT	Corporate Services Directorate
IT Service Delivery Lead	Grade E	IT	Corporate Services Directorate
IT Service Delivery Lead - Edinburgh	Grade E	IT	Corporate Services Directorate
IT Service Delivery Manager	Grade I	IT	Corporate Services Directorate
Infrastructure & Systems Support Manager	Grade I	IT	Corporate Services Directorate
Infrastructure Project Engineer	Grade F	IT	Corporate Services Directorate

Infrastructure Systems Architect	Grade F	IT	Corporate Services Directorate
Modern Apprentice - User Support Engineer	Non Graded	IT	Corporate Services Directorate
Senior Business Systems Development & Support Engineer	Grade H	IT	Corporate Services Directorate
Senior Business Systems Support Engineer (Office 365)	Grade G	IT	Corporate Services Directorate
Senior Developer	Grade I	IT	Corporate Services Directorate
Software Developer	Grade G	IT	Corporate Services Directorate
User Support Engineer	Grade C	IT	Corporate Services Directorate
User Support Engineer	Grade C	IT	Corporate Services Directorate
User Support Engineer - Rothesay	Grade C	IT	Corporate Services Directorate
Data Protection Analyst - OneTrust	Grade G	Legal	Corporate Services Directorate
Data Strategy and Information Governance Officer	Grade I	Legal	Corporate Services Directorate
Head of Legal	Grade J	Legal	Corporate Services Directorate
Interim Head of Legal	Grade J	Legal	Corporate Services Directorate
Legal Administrator	Grade C	Legal	Corporate Services Directorate
Solicitor	Grade H	Legal	Corporate Services Directorate
Solicitor	Grade H	Legal	Corporate Services Directorate
Assistant Procurement Manager	Grade E	Procurement	Corporate Services Directorate
Assistant Procurement Manager	Grade E	Procurement	Corporate Services Directorate
Head Of Group Procurement	Grade K	Procurement	Corporate Services Directorate
Procurement Executive	Grade C	Procurement	Corporate Services Directorate
Procurement Manager	Grade H	Procurement	Corporate Services Directorate

## Roles and grades – Industry and Development

<b>Position</b>	<b>Grade</b>	<b>Department Name</b>	<b>Directorate (Description)</b>
Business Enquiry Assistant Manager	Grade E	Destination Development	Industry and Events Directorate
Business Enquiry and Support Manager	Grade G	Destination Development	Industry and Events Directorate
Business Support Administrator	Grade C	Destination Development	Industry and Events Directorate
Business Support Administrator	Grade C	Destination Development	Industry and Events Directorate
Business Support Administrator	Grade C	Destination Development	Industry and Events Directorate
Business Support Services Manager	Grade G	Destination Development	Industry and Events Directorate
Destination Development Director – Central, NE and SW	Grade J	Destination Development	Industry and Events Directorate
Destination Development Director – Highlands and Islands	Grade J	Destination Development	Industry and Events Directorate
Destination Development Director – South of Scotland	Grade I	Destination Development	Industry and Events Directorate
Destination Development Executive - East	Grade E	Destination Development	Industry and Events Directorate
Destination Development Manager	Grade G	Destination Development	Industry and Events Directorate
Development Manager - Orkney	Grade F	Destination Development	Industry and Events Directorate
Development Manager - Outer Hebrides	Grade F	Destination Development	Industry and Events Directorate
Head of Destination Development	Grade K	Destination Development	Industry and Events Directorate
Industry Relationship Manager - Portree	Grade E	Destination Development	Industry and Events Directorate
Island Manager	Grade G	Destination Development	Industry and Events Directorate
Regional Development Executive - West	Grade E	Destination Development	Industry and Events Directorate
Regional Director - Aberdeen	Grade H	Destination Development	Industry and Events Directorate
Regional Director - Ayrshire and Forth Valley	Grade H	Destination Development	Industry and Events Directorate
Regional Director - Oban	Grade H	Destination Development	Industry and Events Directorate
Regional Director - Perth	Grade H	Destination Development	Industry and Events Directorate
Regional Director – Glasgow City Region	Grade H	Destination Development	Industry and Events Directorate
Rural Tourism Infrastructure Fund Manager	Grade F	Destination Development	Industry and Events Directorate
Business Manager	Grade H	EventScotland	Industry and Events Directorate
Event Marketing Manager	Grade F	EventScotland	Industry and Events Directorate

Events Administrator	Grade B	EventScotland	Industry and Events Directorate
Events Executive - EventScotland	Grade E	EventScotland	Industry and Events Directorate
Events Manager - EventScotland	Grade G	EventScotland	Industry and Events Directorate
Events Manager - EventScotland	Grade G	EventScotland	Industry and Events Directorate
Events Manager - EventScotland	Grade G	EventScotland	Industry and Events Directorate
Events Manager - EventScotland - Perth	Grade G	EventScotland	Industry and Events Directorate
Events Manager - EventScotland - Selkirk	Grade G	EventScotland	Industry and Events Directorate
Head Of EventScotland	Grade K	EventScotland	Industry and Events Directorate
Senior Events Manager - EventScotland	Grade I	EventScotland	Industry and Events Directorate
Senior Events Manager - EventScotland	Grade I	EventScotland	Industry and Events Directorate
Director Of Industry & Events	Grade L	Industry and Events	Industry and Events Directorate
Rural Tourism Infrastructure Fund Manager	Grade G	Industry Development	Industry and Events Directorate
Events Co-Ordinator	Grade B	Industry Engagement	Industry and Events Directorate
Events Executive - Development Events Industry	Grade E	Industry Engagement	Industry and Events Directorate
Events Executive - Development Events Industry	Grade E	Industry Engagement	Industry and Events Directorate
Events Executive - Development Events Industry - Glasgow	Grade E	Industry Engagement	Industry and Events Directorate
Events Industry Development Manager	Grade F	Industry Engagement	Industry and Events Directorate
Events Manager - Development Events Industry	Grade F	Industry Engagement	Industry and Events Directorate
Events Manager - Development Events Industry	Grade F	Industry Engagement	Industry and Events Directorate
Film & Creative Industries Manager	Grade I	Industry Engagement	Industry and Events Directorate
Head of Industry Engagement	Grade K	Industry Engagement	Industry and Events Directorate
Senior Events Manager - Development Events Industry	Grade H	Industry Engagement	Industry and Events Directorate
Senior Industry Engagement & Development Manager	Grade I	Industry Engagement	Industry and Events Directorate
Senior Tourism Sector Engagement Manager	Grade I	Industry Engagement	Industry and Events Directorate
Tourism Sector Engagement Assistant Manager	Grade E	Industry Engagement	Industry and Events Directorate
Tourism Sector Engagement Assistant Manager	Grade E	Industry Engagement	Industry and Events Directorate
Tourism Sector Engagement Manager	Grade G	Industry Engagement	Industry and Events Directorate

## Roles and Grades – Marketing and Digital

<b>Position</b>	<b>Grade</b>	<b>Department Name</b>	<b>Directorate (Description)</b>
Assistant PR Manager - Europe	Grade E	Brand & Global Marketing	Marketing & Digital Directorate
Design Team Leader	Grade F	Brand & Global Marketing	Marketing & Digital Directorate
Design Team Leader	Grade F	Brand & Global Marketing	Marketing & Digital Directorate
Designer	Grade E	Brand & Global Marketing	Marketing & Digital Directorate
Designer - Glasgow	Grade E	Brand & Global Marketing	Marketing & Digital Directorate
Digital Asset Manager	Grade F	Brand & Global Marketing	Marketing & Digital Directorate
Digital Asset Production Executive	Grade C	Brand & Global Marketing	Marketing & Digital Directorate
Digital Designer Graduate	Non Graded	Brand & Global Marketing	Marketing & Digital Directorate
Image Production Manager and Principle Photographer	Grade G	Brand & Global Marketing	Marketing & Digital Directorate
Multimedia Production Executive	Grade C	Brand & Global Marketing	Marketing & Digital Directorate
North America Assistant PR Manager	Grade E	Brand & Global Marketing	Marketing & Digital Directorate
PR Manager - China and Emerging	Grade G	Brand & Global Marketing	Marketing & Digital Directorate
PR Manager - Europe	Grade G	Brand & Global Marketing	Marketing & Digital Directorate
PR Manager - Europe	Grade G	Brand & Global Marketing	Marketing & Digital Directorate
PR Manager - North America	Grade G	Brand & Global Marketing	Marketing & Digital Directorate
PR Manager - North America	Grade G	Brand & Global Marketing	Marketing & Digital Directorate
PR Manager - UK & Ireland	Grade G	Brand & Global Marketing	Marketing & Digital Directorate
Post Production Manager	Grade G	Brand & Global Marketing	Marketing & Digital Directorate
Production Executive	Grade C	Brand & Global Marketing	Marketing & Digital Directorate
Production Manager	Grade G	Brand & Global Marketing	Marketing & Digital Directorate
Senior Artworker	Grade E	Brand & Global Marketing	Marketing & Digital Directorate
Senior Creative Lead	Grade H	Brand & Global Marketing	Marketing & Digital Directorate
Senior Manager Creative Studio	Grade I	Brand & Global Marketing	Marketing & Digital Directorate
Senior Manager Global PR	Grade I	Brand & Global Marketing	Marketing & Digital Directorate
Studio Operations Manager	Grade G	Brand & Global Marketing	Marketing & Digital Directorate

UK & Ireland Assistant PR Manager	Grade E	Brand & Global Marketing	Marketing & Digital Directorate
Video Producer	Grade E	Brand & Global Marketing	Marketing & Digital Directorate
Video Production Manager	Grade G	Brand & Global Marketing	Marketing & Digital Directorate
Assistant Business Development Manager - Regions and Sectors	Grade E	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Assistant Business Development Manager - Regions and Sectors	Grade E	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Assistant Business Development Manager – Advice	Grade E	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Assistant Global Intermediary Manager	Grade D	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Assistant Manager Digital Distribution	Grade E	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Assistant Market Development Manager - Americas	Grade D	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Assistant Market Development Manager - Asia, Pacific & Middle East	Grade D	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Assistant Market Development Manager - France	Grade D	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Assistant Market Development Manager - Germany	Grade D	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Assistant Market Development Manager - USA	Grade D	Business Development and Intermediary Marketing	Marketing & Digital Directorate
B2B Marketing Manager	Grade G	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Business Development Manager - Advice	Grade G	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Global Intermediary Manager	Grade G	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Head of Business Development and Intermediary Marketing	Grade K	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Inclusive Tourism Manager	Grade G	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Intermediary Business Development Manager	Grade H	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Intermediary Manager - China & East Asia	Grade F	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Market Development Executive - North America	Grade C	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Market Development Executive - South Europe	Grade C	Business Development and Intermediary Marketing	Marketing & Digital Directorate

Market Development Manager - Europe and UK	Grade G	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Market Development Manager - North America	Grade G	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Market Development Manager - USA	Grade G	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Market Executive - China	Grade C	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Marketing Executive - Southern Europe	Grade C	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Responsible Tourism - Net Zero Manager	Grade G	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Senior Global Partnerships Development Manager	Grade I	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Senior Manager - Business Growth & Development	Grade I	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Senior Market Development Manager - APME	Grade I	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Senior Market Development Manager - North America	Grade K	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Senior Market Development Manager - Short Haul	Grade I	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Trade Assistant	Grade A	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Trade Assistant	Grade A	Business Development and Intermediary Marketing	Marketing & Digital Directorate
Assistant Business Events Manager - C&I	Grade E	Business Events	Marketing & Digital Directorate
Assistant Business Events Manager - St Andrews	Grade E	Business Events	Marketing & Digital Directorate
Business Development Manager - UK & Ireland - Glasgow	Grade F	Business Events	Marketing & Digital Directorate
Business Development Manager - UK & Ireland - St Andrews	Grade F	Business Events	Marketing & Digital Directorate
Business Events Marketing Manager	Grade F	Business Events	Marketing & Digital Directorate
Business Events Policy Engagement Manager	Grade F	Business Events	Marketing & Digital Directorate
Events Graduate	Non Graded	Business Events	Marketing & Digital Directorate
Head Of Business Events	Grade K	Business Events	Marketing & Digital Directorate
Marketing Director - The Americas	Grade I	Business Events	Marketing & Digital Directorate
Senior Business Events Manager (Associations and Sectors)	Grade I	Business Events	Marketing & Digital Directorate

Senior C&I Business Development Manager UK & Europe	Grade H	Business Events	Marketing & Digital Directorate
Senior Product Owner	Grade I	Digital Delivery	Marketing & Digital Directorate
Associate Business Analyst	Grade E	Digital Delivery	Marketing & Digital Directorate
Digital Development Senior Manager	Grade I	Digital Delivery	Marketing & Digital Directorate
Digital QA & Test Senior Manager	Grade I	Digital Delivery	Marketing & Digital Directorate
Digital Service Desk Manager	Grade D	Digital Delivery	Marketing & Digital Directorate
Head of Digital Delivery	Grade K	Digital Delivery	Marketing & Digital Directorate
Junior UX Designer	Grade D	Digital Delivery	Marketing & Digital Directorate
Senior Business Analyst - Digital Delivery	Grade H	Digital Delivery	Marketing & Digital Directorate
Senior Full Stack Developer	Grade H	Digital Delivery	Marketing & Digital Directorate
Senior Product Owner	Grade I	Digital Delivery	Marketing & Digital Directorate
Senior Programme Manager	Grade I	Digital Delivery	Marketing & Digital Directorate
Senior Project Manager	Grade H	Digital Delivery	Marketing & Digital Directorate
Senior Project Manager	Grade H	Digital Delivery	Marketing & Digital Directorate
Senior Scrum Master	Grade H	Digital Delivery	Marketing & Digital Directorate
Senior Software Engineer	Grade H	Digital Delivery	Marketing & Digital Directorate
Senior Software Engineer	Grade H	Digital Delivery	Marketing & Digital Directorate
Senior Software Engineer	Grade H	Digital Delivery	Marketing & Digital Directorate
Senior UI Developer	Grade H	Digital Delivery	Marketing & Digital Directorate
Senior Web Infrastructure Engineer	Grade I	Digital Delivery	Marketing & Digital Directorate
Solutions Architect	Grade I	Digital Delivery	Marketing & Digital Directorate
Test QA Engineer	Grade F	Digital Delivery	Marketing & Digital Directorate
Test QA Engineer - Perth	Grade F	Digital Delivery	Marketing & Digital Directorate
UI Developer	Grade F	Digital Delivery	Marketing & Digital Directorate
UI Developer - Glasgow	Grade F	Digital Delivery	Marketing & Digital Directorate
UI Developer - Glasgow	Grade F	Digital Delivery	Marketing & Digital Directorate
UX Designer - Edinburgh	Grade G	Digital Delivery	Marketing & Digital Directorate
UX Designer - Edinburgh	Grade G	Digital Delivery	Marketing & Digital Directorate

UX Designer - Edinburgh	Grade G	Digital Delivery	Marketing & Digital Directorate
UX Senior Manager	Grade I	Digital Delivery	Marketing & Digital Directorate
Web Operations Engineer	Grade G	Digital Delivery	Marketing & Digital Directorate
Web Operations Senior Manager	Grade I	Digital Delivery	Marketing & Digital Directorate
Director Of Marketing & Digital	Grade L	Marketing & Digital	Marketing & Digital Directorate
Assistant Marketing Manager	Grade E	Performance Marketing	Marketing & Digital Directorate
Assistant Marketing Manager	Grade E	Performance Marketing	Marketing & Digital Directorate
Connections Marketing Manager	Grade F	Performance Marketing	Marketing & Digital Directorate
Content & SEO Executive	Grade D	Performance Marketing	Marketing & Digital Directorate
Content Editor	Grade E	Performance Marketing	Marketing & Digital Directorate
Content Editor	Grade E	Performance Marketing	Marketing & Digital Directorate
Content Editor	Grade E	Performance Marketing	Marketing & Digital Directorate
Content Editor	Grade E	Performance Marketing	Marketing & Digital Directorate
Content Editor	Grade E	Performance Marketing	Marketing & Digital Directorate
Content Editor	Grade E	Performance Marketing	Marketing & Digital Directorate
Content Executive	Grade D	Performance Marketing	Marketing & Digital Directorate
Content Executive	Grade D	Performance Marketing	Marketing & Digital Directorate
Content Executive	Grade C	Performance Marketing	Marketing & Digital Directorate
Content Executive	Grade C	Performance Marketing	Marketing & Digital Directorate
Content Executive (French)	Grade D	Performance Marketing	Marketing & Digital Directorate
Content Executive (German)	Grade D	Performance Marketing	Marketing & Digital Directorate
Content Executive (Italian)	Grade D	Performance Marketing	Marketing & Digital Directorate
Content Executive (Spanish)	Grade D	Performance Marketing	Marketing & Digital Directorate
Content Executive (Spanish)	Grade D	Performance Marketing	Marketing & Digital Directorate
Digital Performance Manager	Grade H	Performance Marketing	Marketing & Digital Directorate
Email Marketing Executive - Dumfries	Grade C	Performance Marketing	Marketing & Digital Directorate
Email Marketing Executive - Edinburgh	Grade C	Performance Marketing	Marketing & Digital Directorate
Email Marketing Manager	Grade G	Performance Marketing	Marketing & Digital Directorate
Email Marketing Specialist	Grade E	Performance Marketing	Marketing & Digital Directorate
Global Influencer Marketing Manager	Grade G	Performance Marketing	Marketing & Digital Directorate

Head Of Performance Marketing	Grade K	Performance Marketing	Marketing & Digital Directorate
Marketing Automation Manager	Grade H	Performance Marketing	Marketing & Digital Directorate
Marketing Automation Specialist	Grade E	Performance Marketing	Marketing & Digital Directorate
Partnership Assistant Manager	Grade E	Performance Marketing	Marketing & Digital Directorate
Partnerships Marketing Manager	Grade G	Performance Marketing	Marketing & Digital Directorate
Regions & Sectors Marketing Manager	Grade F	Performance Marketing	Marketing & Digital Directorate
Regions & Sectors Marketing Manager - Glasgow	Grade F	Performance Marketing	Marketing & Digital Directorate
Regions & Sectors Marketing Manager - Inverness	Grade F	Performance Marketing	Marketing & Digital Directorate
Regions & Sectors Marketing Manager - Perth	Grade F	Performance Marketing	Marketing & Digital Directorate
SEO Analyst	Grade D	Performance Marketing	Marketing & Digital Directorate
SEO Manager	Grade G	Performance Marketing	Marketing & Digital Directorate
Senior Brand Marketing Manager	Grade H	Performance Marketing	Marketing & Digital Directorate
Senior Content Editor	Grade H	Performance Marketing	Marketing & Digital Directorate
Senior Email Marketing Manager	Grade I	Performance Marketing	Marketing & Digital Directorate
Senior Manager Content	Grade I	Performance Marketing	Marketing & Digital Directorate
Senior Manager Global Marketing	Grade I	Performance Marketing	Marketing & Digital Directorate
Senior North Regions & Sectors Marketing Manager	Grade G	Performance Marketing	Marketing & Digital Directorate
Senior Performance Marketing Manager	Grade I	Performance Marketing	Marketing & Digital Directorate
Senior Social Media & Influencer Manager	Grade H	Performance Marketing	Marketing & Digital Directorate
Senior South Regions & Sectors Marketing Manager	Grade G	Performance Marketing	Marketing & Digital Directorate
Social Media Channels Manager	Grade G	Performance Marketing	Marketing & Digital Directorate
Social Media Channels Manager	Grade G	Performance Marketing	Marketing & Digital Directorate
Social Media Content Creator Manager	Grade G	Performance Marketing	Marketing & Digital Directorate
Social Media Executive	Grade C	Performance Marketing	Marketing & Digital Directorate
Social Media Executive	Grade C	Performance Marketing	Marketing & Digital Directorate
Social Media Operations Executive	Grade C	Performance Marketing	Marketing & Digital Directorate
Social Media Operations Manager	Grade G	Performance Marketing	Marketing & Digital Directorate



## Roles and grades – Strategy and Competitive Intelligence

<b>Position</b>	<b>Grade</b>	<b>Department Name</b>	<b>Directorate (Description)</b>
Corporate Content Editor	Grade E	Corporate Communications	Strategy and Competitive Intelligence Directorate
Corporate Content Executive	Grade C	Corporate Communications	Strategy and Competitive Intelligence Directorate
Corporate Press Officer - Glasgow	Grade E	Corporate Communications	Strategy and Competitive Intelligence Directorate
Corporate Press Officer - Stirling	Grade E	Corporate Communications	Strategy and Competitive Intelligence Directorate
External Affairs Manager	Grade F	Corporate Communications	Strategy and Competitive Intelligence Directorate
Government & Parliamentary Affairs Manager	Grade I	Corporate Communications	Strategy and Competitive Intelligence Directorate
Government & Parliamentary Affairs Manager	Grade I	Corporate Communications	Strategy and Competitive Intelligence Directorate
Graduate - Corporate Communications	Non Graded	Corporate Communications	Strategy and Competitive Intelligence Directorate
Head Of Corporate Communications	Grade K	Corporate Communications	Strategy and Competitive Intelligence Directorate
Industry Communications Executive - Aberdeen	Grade E	Corporate Communications	Strategy and Competitive Intelligence Directorate
Industry Communications Executive - Glasgow	Grade E	Corporate Communications	Strategy and Competitive Intelligence Directorate
Industry Communications Manager	Grade I	Corporate Communications	Strategy and Competitive Intelligence Directorate
Internal Communications Executive	Grade E	Corporate Communications	Strategy and Competitive Intelligence Directorate
Internal Communications Manager	Grade H	Corporate Communications	Strategy and Competitive Intelligence Directorate
PR & Media Manager	Grade G	Corporate Communications	Strategy and Competitive Intelligence Directorate
Press Manager	Grade G	Corporate Communications	Strategy and Competitive Intelligence Directorate
Regional Industry Communication Manager	Grade G	Corporate Communications	Strategy and Competitive Intelligence Directorate
Regional Press Officer - Aberdeen	Grade E	Corporate Communications	Strategy and Competitive Intelligence Directorate
Senior Corporate Press & Social Media Manager	Grade I	Corporate Communications	Strategy and Competitive Intelligence Directorate
Strategic Communications and Engagement Manager	Grade I	Corporate Communications	Strategy and Competitive Intelligence Directorate
CRM Data Manager	Grade G	Insight	Strategy and Competitive Intelligence Directorate
Data Analyst	Grade E	Insight	Strategy and Competitive Intelligence Directorate
Data Analyst - Glasgow	Grade E	Insight	Strategy and Competitive Intelligence Directorate
Data Scientist	Grade G	Insight	Strategy and Competitive Intelligence Directorate
Data Scientist	Grade G	Insight	Strategy and Competitive Intelligence Directorate

Graduate - Insight	Non Graded	Insight	Strategy and Competitive Intelligence Directorate
Insight Analyst	Grade E	Insight	Strategy and Competitive Intelligence Directorate
Insight Manager	Grade G	Insight	Strategy and Competitive Intelligence Directorate
Insight Manager	Grade G	Insight	Strategy and Competitive Intelligence Directorate
Lead Economist	Grade I	Insight	Strategy and Competitive Intelligence Directorate
Senior Data Manager	Grade I	Insight	Strategy and Competitive Intelligence Directorate
Senior Marketing Insight Manager	Grade I	Insight	Strategy and Competitive Intelligence Directorate
Senior Tourism Insight Manager	Grade I	Insight	Strategy and Competitive Intelligence Directorate
International Partnerships Manager	Grade H	Strategy	Strategy and Competitive Intelligence Directorate
Senior Sustainable Growth Manager	Grade I	Strategy	Strategy and Competitive Intelligence Directorate
Senior Sustainable Growth Manager	Grade I	Strategy	Strategy and Competitive Intelligence Directorate
Strategy Lead	Grade J	Strategy	Strategy and Competitive Intelligence Directorate
Director of Strategy and Competitive Intelligence	Grade L	Strategy and Competitive Intelligence	Strategy and Competitive Intelligence Directorate

<b>Grade</b>	<b>Entry Point</b>	<b>Point 1</b>	<b>Point 2</b>	<b>Point 3 (Target Grade A)</b>	<b>Point 4</b>	<b>Target</b>	<b>Buffer Zone</b>
<b>A</b>	24,259	24,909	25,128	25,346		25,346	28,515
<b>B</b>	25,900	26,256	26,611	26,964	27,319	27,674	31,383
<b>C</b>	28,804	29,308	29,812	30,316	30,820	31,324	35,526
<b>D</b>	31,638	32,106	32,575	33,044	33,512	33,978	40,290
<b>E</b>	34,014	34,822	35,630	36,438	37,246	37,898	44,695
<b>F</b>	38,125	39,004	39,882	40,762	41,640	42,081	48,996
<b>G</b>	42,081	43,138	44,195	45,469	46,292	47,095	55,960
<b>H</b>	47,095	48,037	49,439	50,842	52,244	53,647	64,376
<b>I</b>	54,707	56,724	58,739	60,755	62,770	64,785	76,263
<b>J</b>	66,136	68,392	70,592	72,742	74,891	77,039	90,070
<b>K</b>	77,258	79,480	81,703	83,925	86,148	88,369	104,751
<b>L</b>	111,042	113,609	116,175	118,742	121,308	123,875	
<b>A Hourly Rate</b>	13.28	13.63	13.75	13.87			