

26 March 2026

Your request for information under the Freedom of Information (Scotland) Act 2002 (“the Act”)

Thank you for your email which was received by VisitScotland on 15 March 2026 at 1.38am requesting the below information:

I am looking for information on the recruitment of the advertised position of: Senior Business Partner – Financial Planning and Oracle at VisitScotland. This was advertised until 16 November 2025.

Please provide the following information about this recruitment exercise:

1. The total number of applications received for the role.
2. The number of applicants who passed the initial sift/shortlisting stage.
3. The number of candidates invited to interview.
4. The number of candidates who attended interview.
5. The number of candidates placed on any reserve list, if applicable.
6. Whether the role was successfully filled, and if so whether the successful candidate was internal or external.
7. The composition of the interview panel by job title or grade.
8. The scoring method used at sift and interview (for example competency scoring matrices or weighting used).

VisitScotland’s response

VisitScotland does hold information regarding your request.

1. The total number of applications received for the role.
15 applications were received
2. The number of applicants who passed the initial sift/shortlisting stage.
8 passed initial CV review and were invited to short 10-minute screening calls
3. The number of candidates invited to interview.
4 candidates invited to interview following the screening calls.
4. The number of candidates who attended interview.
4 candidates attended
5. The number of candidates placed on any reserve list, if applicable.
N/A
6. Whether the role was successfully filled, and if so whether the successful candidate was internal or external.
Successfully filled by an external candidate
7. The composition of the interview panel by job title or grade.
Financial Planning and Analysis Manager, Financial Controller and Assistant HR Business Partner

8. The scoring method used at sift and interview (for example competency scoring matrices or weighting used).
Initial shortlisting based on match against essential skills outlined on the job description. At interview candidates are scored on competency, technical and situational questions identifying if the applicant had fully, partly, or not answered the questions as asked.

Please note that an anonymised version of this response will be made publicly available on VisitScotland's website.

Your right to request a review

If you wish to request a review of your application under either the Freedom of Information (Scotland) Act 2002 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

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

A link to the Commissioner's website which provides further information can be found here: [Homepage | Scottish Information Commissioner](#)

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