

UHI Inverness – Members of the Board of Management

The number of members on the UHI Inverness Board of Management can range between 13 and 18. Thirteen members are independent non-executive members appointed to the position. In addition, the Principal of the College is a member and there are elected support staff, teaching staff, student members and trade unions representatives. Non-executive and support and teaching staff members and trade union representatives are generally appointed for 4 years with the option to seek an extension and then further appointment. The student members are nominated for a one-year term, with the option of re-appointment for a further one term. The Principal of the College is a member of the Board if he/she holds that position. All non-executive positions are voluntary and unremunerated. The College has also appointed co-opted members with specific skills and experience relevant to the Committee onto which they have been co-opted.

	<p>Chair of the Board of Management – Victoria Erasmus</p> <p>Victoria is the Sustainability Director of the Glen Mhor Hotel, Uile-Bheist Distillery and Brewery, and the J&R Group Hotels, bringing over 25 years of experience in both hospitality and education. A qualified teacher, she is dedicated to blending these sectors to promote lifelong learning.</p> <p>Victoria has led the charge in sustainable tourism, notably unveiling Scotland’s first River Source Energy Centre in 2022, a £8 million project providing sustainable heating and water. This innovation recently earned global recognition at the World Sustainable Hospitality and Travel Awards in 2024.</p> <p>In addition to her sustainability efforts, Victoria champions mental health awareness, diversity, equity, and inclusion. She also founded The South African Children’s Charitable Trust, which supports orphaned and vulnerable children in South Africa. Passionate about accessibility, Victoria has developed sector-leading resources and programs that break down barriers, ensuring educational opportunities are available to all, regardless of background.</p> <p>Victoria also demonstrates exceptional leadership through Non Executive Director roles and Chair of several public and private sector organisations, where she has driven forward initiatives that align business growth with community development and sustainability. Her leadership in these roles has enabled collaboration between industry stakeholders and government bodies, ensuring the long-term viability and inclusivity of Scotland’s tourism, hospitality and education sectors.</p>
	<p>Principal – Professor Christopher O’Neil</p> <p>Professor O’Neil took up the role of Principal and Chief Executive of Inverness College UHI in September 2017. He was previously Executive Dean and Head of Gray’s School of Art at Robert Gordon University, Aberdeen.</p> <p>Professor O’Neil studied Fine Art at Wimbledon School of Art and Fine Art and Philosophy at the Royal College of Art, before moving into teaching. He has worked in academic and executive leadership roles and has a wealth of experience in developing tertiary education models, delivering commercial activity and developing high-quality research clusters. He has also advised local, devolved and UK Government on the creation of industrial, governmental, and academic partnerships. His research interests are rooted in engineering and manufacture, and he has worked with supply chain companies and high value brands.</p>
	<p>Innis Montgomery – Senior Independent Member & Chair Human Resources Committee</p> <p>Innis is originally from the Isle of Lewis. He spent most of his life working in London in various IT roles and was previously a Technology Director at the Houses of Parliament. In 2014, Innis relocated to Inverness to take up a new role with Cap Gemini to create a technical IT delivery capability and move hi-tech roles into the Highlands.</p> <p>With a BSc (1st Hons) in Information Systems Engineering at University of Westminster, he is a senior IT professional with over 25 years’ experience of leading IT teams of up to 125 staff.</p>
	<p>Dr Dee Bird – Vice Chair of the Board of Management & Chair of LT&R</p> <p>Dee is currently the Secretary General (CEO) of the Scottish Episcopal Church. Previously she spent over 20 years working in UK higher education at institutional and national levels in learning and teaching, academic development and further and higher education funding and policy. She was the Chief Executive of Edinburgh Napier Students’ Association from 2020 - 2024 and before that served as Assistant Director (Learning and Quality) for the Scottish Funding Council. She also led on the creation of the Edinburgh-based Hub for SUCCESS, a service supporting people with experience of the care system to get in, stay in, or return to education.</p>
	<p>Donald MacKenzie – Chair of Finance and General Purposes Committee</p> <p>Donald was born on a family farm near Inverness and attended Inverness Royal Academy before going to Edinburgh University to study Economics and Accounting. Chartered Accountancy training, with what is now EY, followed before going to London for a year or two, but staying for fifteen. Back in Inverness since 2001, Donald and wife Isabelle have four sons. Donald runs Drive Business Services Ltd, providing business advice and accountancy services.</p>



Matthew Millward - Teaching Staff Member

Matthew moved to the Highlands from Manchester in 2016 and has enjoyed getting into the Highland way of life. Matthew is a Lecturer in the Construction Technology subjects, specialising in Civil Engineering and the Built Environment. Matthew enjoyed a career managing construction projects since graduating with a BEng in Civil Engineering in 2003 before joining UHI Inverness. Matthew enjoys teaching across a number of different programmes across our further and Higher education programmes. In his spare time Matthew enjoys playing golf and cricket in his new surroundings of Dornoch and enjoys spending time with his family consisting of 5 children.



Pauline Tuthill – Professional Services Staff Member

Pauline moved to Inverness in 2012 from Ayrshire and has not looked back. She started with Inverness College in September 2012 with the front of house team, who she worked with for 2 years before being transferred to Business Development as their short course coordinator. After a few years with this team the Business Development and Training Contracts team merged to create Business Solutions. Pauline became a Business Solutions Advisor looking after many of the different sectors employing apprentices before taking on the Construction sector. She now manages the construction business solutions team with 3 members of staff, looking after around 470 modern apprentices, 240 construction employers and over 100 Graduate Apprentices in construction. In 2023 Pauline completed her BA (Hons) Business Management degree with Strathclyde University gaining an upper 2nd class degree.



Sally Blyth, Vice Chair of HR Committee & Audit Committee

Sally moved to the Scottish Highlands from Bristol over 30 years ago and currently lives in Glen Affric with her family. She is a professional nature conservationist with a BSc (Hons) in Biological Sciences, and MSc in Conservation and LLM in Environmental law. She has held various roles across the Highlands in a long career with NatureScot where she currently leads Peatland ACTION's Data and Evidence team. She was a voluntary youth group leader for the RPSB for 25 years, educating children about nature, the environment and climate change. A keen advocate of lifelong learning Sally wants to help UHI Inverness continue to offer locally available quality education at tertiary level with all the benefits that provides to Inverness and the surrounding area.

Vice Chair of F&GP Committee - Vacant



Arvinder Kainth – Vice Chair of LT&R Committee

Originally from Glasgow, Arvinder has been living in the Highlands since 1992. He graduated in 1990 with an honours degree in Electrical & Electronic Engineering and two years later completed his teacher training and qualified with a post graduate teaching qualification in maths. During his teaching career of more than 25 years, he has taught all stages and levels from S1 to Advanced Higher and worked with a diverse range of students.

He has undertaken numerous opportunities to develop new skills, improve knowledge and stay up to date with new developments. He started a Masters programme with the University of Strathclyde to work towards becoming a Chartered Teacher. He gained the professional award of Chartered Teacher status from the General Teaching Council (Scotland). The award recognised a commitment to critical self-evaluation & thinking, CPD, enhanced & sustained teaching practice, leading projects, and instigating change.

He has also been involved with the wider community and the Highland Council to promote equality, diversity, and integration by raising awareness through various projects and initiatives.



Rojan Kumar Subramani

Rojan is a passionate social entrepreneur, innovator, and public speaker with over 10 years of experience in university, college, and school governance, the third sector, youth employability, social entrepreneurship, and business development. Driven by a deep commitment to education, youth empowerment, social impact, and community engagement, he has served on various institutional governance boards from a young age.

As the founder of a social enterprise based in Edinburgh, Rojan empowers social impact startups and nurtures new ideas to drive meaningful change. His journey began with his first test location in Fort William, where he implemented his enterprise service in rural areas of the Scottish Highlands. He is dedicated to utilizing cutting-edge technology and social models to support and enhance rural communities.

Rojan's academic background includes a degree in Business Management from Edinburgh Napier University. During his time at university, he held numerous leadership and governance positions, including Student Union President and Vice President, University Court Governor, Trustee of the Student Union, and member of several prominent advisory boards such as the QAA UK Students Advisory Board and NUS Scotland SEC. Additionally, he served as Secretary of the Trade Union BMC and was part of the office for students National Student Survey – NSS subgroup.

His recent focus has been on construction social impact, where he collaborates with industry leaders to connect young people in the Lothians and Borders region with valuable employment and apprenticeship opportunities in the construction industry. With a commitment to the United Nations Sustainable Development Goals (SDGs), Rojan's consulting work revolves around creating innovative services for the third sector, fostering purpose-driven organizational development, and advancing sustainability.

	<p>Wendy Grindle</p> <p>Wendy is a PR, marketing and communications professional with a background in journalism. She has written for the Times Educational Supplement Scotland and edited Teaching Scotland, the GTCS magazine. At Learning and Teaching Scotland (now Education Scotland) Wendy led communications and engagement for the review of Scotland's curriculum, and development of Curriculum for Excellent. She later moved to Hostelling Scotland where she managed the marketing department and supported the charity's youth development and outdoor learning activity. Wendy returned to the education sector as Head of Marketing and Development at College Development Network (CDN). There, she was involved in development of the Professional Standards for Lecturers in Scotland's Colleges and the College Awards, and initiated College Expo and the Choose College campaign. Currently, she is Director of Communications, Engagement and Marketing at the John Muir Trust, where she has oversight of the John Muir Award.</p>
	<p>Janette Campbell – Chair of the Audit Committee</p> <p>Janette is a Chartered Accountant and a member of ICAS. Janette has over 20 years of experience in Financial Services, where she has held a variety of Global Leadership roles, with BlackRock, Citi Bank, & Franklin Templeton. She has in depth experience in Fund Accounting & Investment Operations, working in Edinburgh, Florida & California. She has a track record for creating diverse and inclusive teams, focused on client delivery through, robust controls, technology efficiencies and process improvements. Janette has a Board position as a Non-Executive Director with Student Loans Company. Originally from Fort-William, Janette supports charities in the Highlands, promoting Financial Services in secondary schools. She has an MA Economics & Accounting, from the University of Edinburgh.</p>
	<p>Jane Davidson – Co-opted Member of the Finance & General Purposes Committee and HR</p> <p>Jane is a Chartered Accountant with a strong background in financial and risk management built up over many years. She has been a Non Executive in various organisations since 2010 and has experience of developing effective systems of governance to support critical decision making. As a Chief Executive of a large successful social enterprise in the Highlands, she contributed to the local community, tackling exclusion in areas of high deprivation, and learned more about the charity sector; she is particularly interested in the areas of criminal justice and education, and she supports various charities and provide consultancy advice. Prior to that, she spent many years in the National Health Service and government, in various finance and governance roles including Director of Finance, and as Chief Executive.</p>
	<p>Barbara Nelson</p>
	<p>David Stewart</p> <p>David Stewart is a well-known Highland politician, who retired from the Scottish Parliament in 2021. He has served in the North as a Councillor, MP and MSP. David was elected to Westminster in 1997, becoming the first Labour MP for the old Inverness East, Nairn and Lochaber constituency. He served two terms as an MP till 2005 and then worked for the Scottish Council for Voluntary Organisations as Assistant Director, based in Inverness. In 2007, he was elected as Labour MSP for the Highlands and Islands list, where he served for three terms. During his 14 years in the Scottish Parliament, he has served in a variety of roles, from Labour Chief Whip to Convenor of the Public Petitions Committee, to Shadow Public Health Minister. David writes a fortnightly political column in the Inverness Courier and graduated from Edinburgh University in 2023 with a taught Masters Degree, where he studied the Highlands and Islands Medical Service of 1913.</p>
	<p>Dr Paul Shanks – Teaching Trade Union Representative</p>
	<p>Professional Services - Trade Union Representative - Vacant</p>

Elizabeth Keegan – Student President

Liz moved to Inverness from the Wirral in December 2019 and fell in love with the relaxed way of life and the beautiful environment of the Highlands. Returning to education at age 26, Liz began her journey at UHI Inverness by studying Computing and Cyber Security level 6 in 2021, before switching to the Social Science level 6 in 2022, continuing through the HNC and now studies Sociology and Criminology BAH.

Liz was first elected as HISA president in 2022, commencing her role in 2023 and was successfully re-elected for the following year. Her role includes planning and promoting events, recruiting and meeting with Student Voice Representatives, and being an approachable face for students that have any questions or issues. Liz also helped to spearhead HISA's mental health campaign, and contributed to updating the student mental health policy following a survey of students support needs across the partnership. Mental health and disability awareness are causes Liz holds very close, as she has ADHD and fibromyalgia and believes the more we talk about it, the less stigmatised and the more widely understood it will be for others in similar situations.

Holly Pearce – Student Representative

Holly moved to the Highlands in 2013 from Glasgow and attended Grantown Primary, followed by Grantown Grammar School. Holly started attending UHI Inverness in 2021, where she pursued Level 6 and HNC studies in the social sciences. She is presently enrolled in her third year of Criminology BAH and she wants to continue working in student advocacy or law enforcement after she graduates. She was chosen by the students to serve as the Inverness Depute President of Education in 2022, and in early 2024 she was re-elected to serve as the Depute President. Because Holly is hard of hearing (HOH) and has experienced academic difficulties, she applied to be a HISA officer to advocate for equal access to education for all students. Holly's duties as a HISA Officer consist of overseeing the Student Voice Representatives, planning and promoting student events and being available for students to contact with any questions or issues they may have. Holly's focus this year as an officer is on Networked students. As a networked student herself, she has knowledge in this area and wants to help develop the structure of online learning.