



Non-Executive Board Member Recruitment Pack

September 2025



**Our vision is to become the
UK's first net zero port by
2040, offering world class
facilities and services,
at the heart of the nation's
energy transition efforts.**

Welcome from the Chair

Thanks for your interest in Port of Aberdeen. I hope this recruitment pack makes joining our Board a compelling opportunity for you.

Port of Aberdeen is truly unique. As the UK's oldest existing business with the country's newest harbour, we support our customers in energy, trade, and tourism with world-class infrastructure and a commitment to safety, efficiency, and quality service. As a thriving city centre Trust Port and national strategic asset, Port of Aberdeen is at the heart of Scotland's drive for sustainable economic growth and decarbonisation.



Aberdeen South Harbour was the UK's largest marine infrastructure project during construction. Now complete, Aberdeen is the largest berthage port in Scotland. This milestone, along with the progress of our industry-leading 2040 net zero strategy and a record financial performance, marked 2023 as a landmark year for the port.

Our operations' positive impact is set to grow significantly as we reach our full potential. The port's Gross Value Added contribution is expected to rise by 60% to £2.4 billion, while the number of jobs supported will increase by 45% to an impressive 17,500.

The port is ideally positioned to compete for transformative opportunities, such as floating offshore wind, and play a lead role in decarbonising the UK ports and shipping industry.

We are seeking a few Non-Executive Board Members to provide strategic direction and governance to the port. As an independent Trust Port, our Board consists of nine Non-Executives and three Executive members.

We are proud of our past, but our eyes are firmly on exploring new opportunities. To achieve our ambitions, we need diverse and outstanding talent. This year we are seeking candidates with expertise in property, shipping and maritime or strategic human resources.

Applicants will be required to demonstrate ability and track record in their profession and will be required to work with senior and professional staff. An ability to quickly grasp complex issues is important, as is the experience of achieving results in a committee or Board environment.

Please consider the role carefully and if you do choose to apply, I look forward to the prospect of meeting you at the next stage in the process. Thank you for considering Port of Aberdeen.

A blue ink signature of Roy Buchan, consisting of a stylized 'R' and 'B' followed by a horizontal line.

Roy Buchan
Chair

2024 at a glance



£50.7 million
turnover



£24.5 million
operating profit



7,128
vessels handled



116 employees



30
international
trading countries



£114,416
donated to local
charities and
community groups



Cargo tonnage
3,417,836
tonnes



Vessel tonnage
27,387,507
tonnes



207,318
ferry passengers



21,940
cruise guests

About us

Port of Aberdeen is Scotland's leading marine logistics hub and handles 43% of the nation's total vessel traffic annually.

As Europe's premier port for the offshore oil and gas industry, a growing hub for offshore wind, and one of the UK's largest decommissioning facilities, we are at the forefront of offshore energy operations.

The port is a gateway to the North East of Scotland for the cruise industry, with around 100 cruise calls expected annually by 2027. Aberdeen is the principal commercial port serving North East Scotland with a wide range of national and international shipping links, including roll-on/roll-off lifeline ferry and cargo services to the Northern Isles of Orkney and Shetland, and to Scandinavia.

With the development of South Harbour, the expanded Port of Aberdeen now boasts over 7,600 metres of quays for vessels up to 300 metres in length, berths with a maximum depth of -14.8m MHWS, and a laydown area spanning 692,000m².

In 2024 the port handled 3,417,836 tonnes of cargo and 7,128 vessel arrivals, representing 27,387,507 tonnes of shipping. The Board also has a strong financial position with a record turnover in 2024 of £50,700,000 and an operating profit of £24,500,000. All profits are reinvested in the port.



European EcoPort Status



Our mission is to
connect our customers to
what they need, where and
when they need it, through
operational excellence,
sustainability and innovation

Our values

Dynamic

We must all be proactive and energised in implementing change. New ideas and positive change should form part of our daily practices and corporate culture.

Relevant

Ensure we understand the context in which we operate so we stay current with the needs and requirements of our customers and that the organisation is up-to-date in the services and facilities that we provide.

Respectful

Show high regard for each other and everyone that we are in contact with. Any form of aggressive, patronising or bullying behaviour will not be tolerated. All colleagues, customers, contacts and the environment should be treated with respect.

Professional

We shall all apply recognised codes of behaviour and are mature and ethical in the manner in which we conduct ourselves.

Inclusive

All individuals and groups that we come into contact with are treated fairly, equally and respectfully.



Trust Port status

Port of Aberdeen is a trust port authority. There are approximately 100 such port authorities in the UK, autonomous bodies that were created by local Acts of Parliament. Trust ports are not Government-owned and are not treated as part of the public sector.

All trust ports operate on broadly commercial lines but are limited financially to operating from within their revenue, often supplemented by commercial loans up to borrowing limits set in their constitutions. They cannot raise venture capital, and any profits from their activities are reinvested in the port for the benefit of their stakeholders.

The powers of the Board and the constitution thereof are laid down in the Aberdeen Harbour Order Confirmation Act 1960, which provided for the transfer of the undertaking from the former Aberdeen Harbour Commissioners at the end of 1960. This has been amended and updated by subsequent confirmation acts and revision orders.

The port undertaking is vested in the Board as a corporate body, and the 1960 Act charges the Board as being responsible “for the regulation and administration of the harbour undertaking”. In effect, therefore, the Board is a statutory authority operating in a commercial environment.

The recorded history of Port of Aberdeen commenced in 1136 AD, although the port existed before that time. As a consequence, there has been much legislation affecting the port, which applies constraints not applicable in ordinary commercial undertakings. Generally, these do not inhibit the workings of the Board.



About the role

The appointment is part-time, typically up to two days per month exclusive of time required for participation in an induction training programme. For 2026, the Board have agreed to schedule at least eight meetings, although there may be occasions when additional meetings are required. Each Board meeting generally lasts around two hours and Board members are remunerated. At present, this is £14,615 per annum paid monthly in arrears and is subject to review annually.

About the process

The Board consists of twelve members, comprising nine non-executive and three executive members. Non-executive members are appointed for a period of three years and may be eligible for re-appointment for a further term subject to performance.

All appointments are made after a process of selection and interviewing carried out by an appointing panel. The Board is committed to equality of opportunity, encouraging a diverse range of applicants, and to the principle of appointments on the basis of merit, applying openness and transparency of process, in accordance with the Scottish Government's publication 'Modern Trust Ports for Scotland – Guidance for Good Governance'.

In making appointments, the main purpose is to ensure that the Board continues to reflect a complementary range of qualities, skills and competencies, which will allow it to deliver its objectives positively and efficiently. It is therefore important that candidates demonstrate clearly, with examples, any specific knowledge, experience, or abilities they consider would be of value to the Board.

Board members are required to disclose any relevant financial and other interests; are expected to act faithfully and impartially in the best interests of the Board and will also be required to sign a declaration to that effect.



About you

The objective of the selection process is to ensure that the Board continues to have an appropriate balance of skills, competencies, and experience to provide it with leadership and effective strategic direction.

The Board should have:

- Specialist knowledge of subjects which are relevant to the port (e.g. property management, shipping and maritime operations, strategic human resource management).
- Genuine interest in helping to shape the future development of the port.
- Knowledge of relationships between the port and the UK and Scottish Governments.
- An understanding of the legal and statutory framework within which the port operates and the duties and obligations this places on the Board.

Candidates will need to demonstrate the following personal qualities:

- An ability to formulate and discuss strategic subjects in a boardroom environment in a coherent and structured way.
- To be able to contribute effectively and impartially to group discussions involving a wide range of subject matter and people, including specialists and professionals.
- A depth of management or specialist expertise, without personal bias, towards any sector of activity.

The Board is committed to incorporating the standards and objectives of the Scottish Government's publication 'Modern Trust Ports for Scotland – Guidance for Good Governance' which recommends that the annual performance of Board members should be assessed.

A copy of the Guidance document can be viewed on Transport Scotland's website at:

www.transport.gov.scot/publication/modern-trust-ports-for-scotland-guidance-for-good-governance/



Interested in joining us?

To apply, please complete the accompanying application form and equal opportunities monitoring form, accessed through the careers page on our website: <https://www.portofaberdeen.co.uk/about-us/careers#port-vacancies>

Candidates should ensure their application is received by midnight on the closing date of **6th October 2025**. Late applications will not be considered.

Candidates should set out reasons for wishing to be considered for the appointment and what they consider are the qualities and skills that they would bring to the Board.

We encourage candidates to apply even if they do not meet every requirement. As long as candidates can demonstrate most of the skills we need, there is an opportunity to gain some of these skills in the role.

Candidates should note that the appointing panel will only accept completed application forms and up to two accompanying information sheets on A4 paper. Curriculum Vitae or other personal profile documents will not be accepted.



Next steps

Applications will be reviewed and successful candidates will be invited to a face-to-face interview with the appointing panel consisting of a number of current Board members and an independent person.

Interviews will take place on 24th and 25th November 2025.

Candidates selected for interview will be asked to provide evidence of qualifications and will be required to provide details of two references, which will be taken up should a position be offered.



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