

ORGANISATIONAL CHART (as at January 2010) Contact: firstname.lastname@snh.gov.uk



Related Links to: [Management Team: Allocation of Responsibilities](#)
[Nominated Liaison Officers - Home](#)

Chief Executive
Ian Jardine

Senior Management Group
Head of Senior Management Unit: Carole Wells
Head of Development: Alan Mowle
SNH Development Team: Peter Hutchinson

Strategy & Communications
Director: John Thomson
Director Support: Jenny Simmonds
Head of Communications & Information: Kenneth Fowler
Head of Strategic Engagement: Roddy Fairley

Strategic Direction & Context
Bill Band: Corporate Strategy and policy liaison
Working with other bodies to link our work to wider political priorities and inform policy development

Business & Customer Performance
Andy Dorin: Corporate Plan; business planning and performance management; risk management and customer care, efficient government programme, equality and Diversity

External Relations
Karen Wright: Oversight of SNH's relationships and interests in Scottish Government and Parliament; Local Government; Westminster and European Union.
Calum MacFarlane: Public Relations strategy and action plans. Maintaining and managing our media profile at area and national levels. Developing PR links with other agencies and producing corporate magazines and in-house newsletters

Internal Communications
Lindsey Gibb: Senior Management Communications, staff communications, Intranet, events, internal

Communications Services & Campaigns
Richard Davison: Publishing, Design & Brand, Web & on-line. Campaigns: NNRs, Access, Gaelic Plan, Sharing Good Practice, Events and sponsorship.

Information Management
Alan McKirdy: Managing corporate and natural heritage information; Freedom of Information; electronic Records and Data Management

Operations South
Director: Andrew Bachell
Director Support: Ian Bray
Delivery of the full range of our work locally, including casework advice, site management, grants and partnerships

Joint Projects
Acting: Stuart MacQuarrie
Provides Scotland-wide support to all operational units in the delivery of grants, funding, partnerships and project working.

Tayside & Clackmannanshire Area
Phil Gaskell

Strathclyde & Ayrshire Area
Ross Johnston

Dumfries & Galloway Area
Chris Miles

Argyll & Stirling Area
Angus Laing

Forth & Borders Area
Iain Rennick

Operations North
Director: Susan Davies/Andrew Bachell
(NB: Areas highlighted in yellow will be covered by Andrew Bachell until further notice)
Director Support: Graham Neville

Managed Sites
John Burlison
Provides Scotland-wide support to all operational units for managed sites. Includes site condition monitoring, National Nature Reserves, Natural Care, implementing the Nature Conservation (Scotland) Act.

Western Isles Area
David MacLennan

Grampian Area
David Bale

Northern Isles Area
John Uttley

West Highland Area
Including Rum
Kristin Scott

East Highland Area
George Hogg

North Highland Area
Lesley Cranna

Corporate Services
Director: Joe Moore
Director Support: Catriona Burns

Human Resource Services
Ross Jones
Recruitment & selection; training, staff appraisal, payroll, terms & conditions, equality and diversity; welfare

Information System Services
Scott Lindsay
Information Communication Technology infrastructure and software; Geographic Information solutions and services

Business Support Services
Jane Macdonald
Health & safety, Greening the Workplace; procurement, security, property and office support services

Audit & Consultancy
Malcolm Lowrey
Internal audit and internal consultancy

Finance Services
Donella Steel
Budgets, financial accounting & reporting, treasury, annual accounts, decision support, finance systems & transaction services

Security Services
Kenny MacLean
Protecting SNH staff, information & security

Policy & Advice
Director: Susan Davies
Director Support: Rob Threadgould
Head of Policy & Advice: Ron Macdonald

Evidence Base, Research & Monitoring
Phil Boon: quality assurance; advice and casework support.
Des Thompson: Research programme and strategy and Scientific Advisory Committee
Ed Mackey: developing the evidence base for policy through Trends and Indicators.

Sustainable Land Use
Jane Clark: Head of Sustainable Land Use Planning, Strategic Environmental Assessment, renewable energy, Sustainable land use, rural development (farming, forestry, tourism)
Peter Pitkin: Programme Manager for Land & Freshwater Use; sustainable use and rural development programme

Statutory Framework
Nigel Smith
Interpretation of the law on designated sites and protected species; policies and procedures on site selection and designation (SSSI and Natura). Species licensing and wildlife crime.

Quality of Life
Peter Rawcliffe
Promoting people's understanding, experience and enjoyment of the natural heritage. Landscapes, recreation, access, greenspace and settlements. Local & National Parks.

Coastal & Marine Ecosystems & Use
Dominic Counsell: Coastal and marine ecosystems including sand dune systems and machair and fisheries management.

Terrestrial Ecosystems
Greg Mudge: Uplands, peatlands, earth sciences, biodiversity
John Baxter: Species management (Species Action Framework) freshwaters & wetlands, climate change and pollution