

**The table below details the salaries of senior staff at Scottish Enterprise**

Employee Name	Position	Grade	Pay rate at 23/07/2025*
Adrian Gillespie	Chief Executive	Chief Executive	£190,000-£194,999
Kerry Sharp	Chief Finance & Investment Officer	Grade 1	£125,000-£129,999
Gill McNeill	Chief People Officer	Grade 1	£140,000-£144,999
Jane Martin	Managing Director	Grade 1	£145,000-£149,999
Reuben Aitken	Managing Director	Grade 1	£135,000-£139,999
Rhona Allison	Managing Director	Grade 1	£135,000-£139,999
Anke Heggie	Director	Grade 2	£105,000-£109,999
David McLay	Director#	Grade 2	£90,000-£94,999
Derek Shaw	Director	Grade 2	£105,000-£109,999
Dinker Bhardwaj	Director	Grade 2	£90,000-£94,999
Elaine Morrison	Director	Grade 2	£95,000-£99,999
Gary Stewart	Director	Grade 2	£100,000-£104,999
Jacqueline Anderson	Director	Grade 2	£105,000-£109,999
Jan Robertson	Director	Grade 2	£100,000-£104,999
Maria Bradshaw	Director	Grade 2	£110,000-£114,999
Mark Hallan	Director	Grade 2	£110,000-£114,999
Michelle Kinnaird	Director	Grade 2	£90,000-£94,999
Rachel Ducker	Director	Grade 2	£90,000-£94,999
Stuart Lewis	Director	Grade 2	£95,000-£99,999
Suzanne Sosna	Director	Grade 2	£105,000-£109,999
Vicky Carmichael	Director	Grade 2	£105,000-£109,999

**NOTES:**

\*Pay rate shown reflects FTE (full-time equivalent) rate

# represents an interim role

Last updated: 28 August 2025