

The following table details the salaries of senior staff at Scottish Enterprise

Employee name	Position	Grade	Pay rate at 6 January 2026*
Adrian Gillespie	Chief Executive	Chief Executive	£195,000 - £199,999
Gill McNeill	Chief People Officer	Grade 1	£150,000 - £154,999
Jane Martin	Managing Director	Grade 1	£155,000 - £159,999
Kerry Sharp	Chief Finance & Investment Officer	Grade 1	£130,000 - £134,999
Reuben Aitken	Managing Director	Grade 1	£145,000 - £149,999
Rhona Allison	Managing Director	Grade 1	£145,000 - £149,999
Anke Heggie	Director	Grade 2	£110,000 - £114,999
Derek Shaw	Director	Grade 2	£115,000 - £119,999
Dinker Bhardwaj	Director	Grade 2	£95,000 - £99,999
Elaine Morrison	Director	Grade 2	£105,000 - £109,999
Gary Stewart	Director	Grade 2	£110,000 - £114,999
Jacqueline Anderson	Director	Grade 2	£115,000 - £119,999
Jan Robertson	Director	Grade 2	£110,000 - £114,999
Maria Bradshaw	Director	Grade 2	£115,000 - £119,999
Mark Hallan	Director	Grade 2	£115,000 - £119,999
Michelle Kinnaird	Director	Grade 2	£100,000 - £104,999
Nicola Anderson	Director	Grade 2	£110,000 - £114,999
Rachel Ducker	Director	Grade 2	£100,000 - £104,999
Stuart Lewis	Director	Grade 2	£105,000 - £109,999
Suzanne Sosna	Director	Grade 2	£110,000 - £114,999
Vicky Carmichael	Director	Grade 2	£115,000 - £119,999

Notes:

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

Last updated: 5 March 2026