

Architecture & Design Scotland

Ailtearachd is Dealbhadh na h-Alba

Chair Recruitment: information session



25 February 2026



Chair information session: Agenda

Welcome, purpose of session and house keeping

Event chair Neena Mahal, MBE DL, independent panel member

Scottish Government – What is Architecture and Design Scotland?

Scottish Government Chief Architect Sandy Robinson, chair of recruitment panel

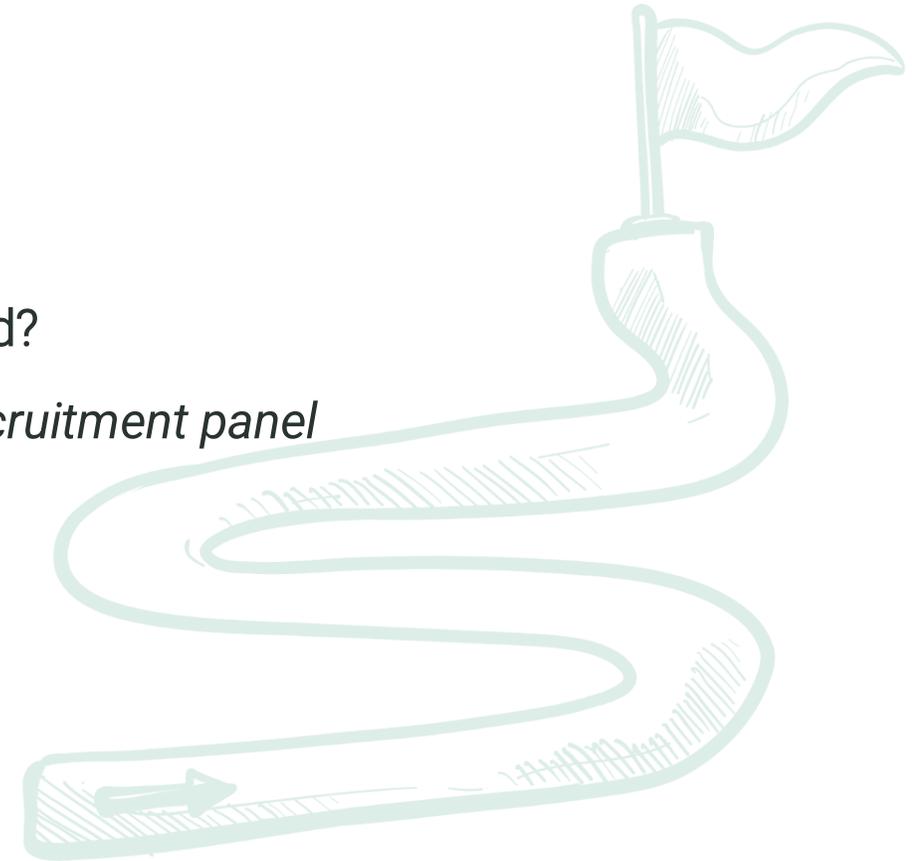
A&DS – our purpose and priorities

A&DS Chief Executive, Jim MacDonald

Practical information – What are we looking for, how to apply

Questions and Answers

Chaired by Neena Mahal, Questions from Q&A function



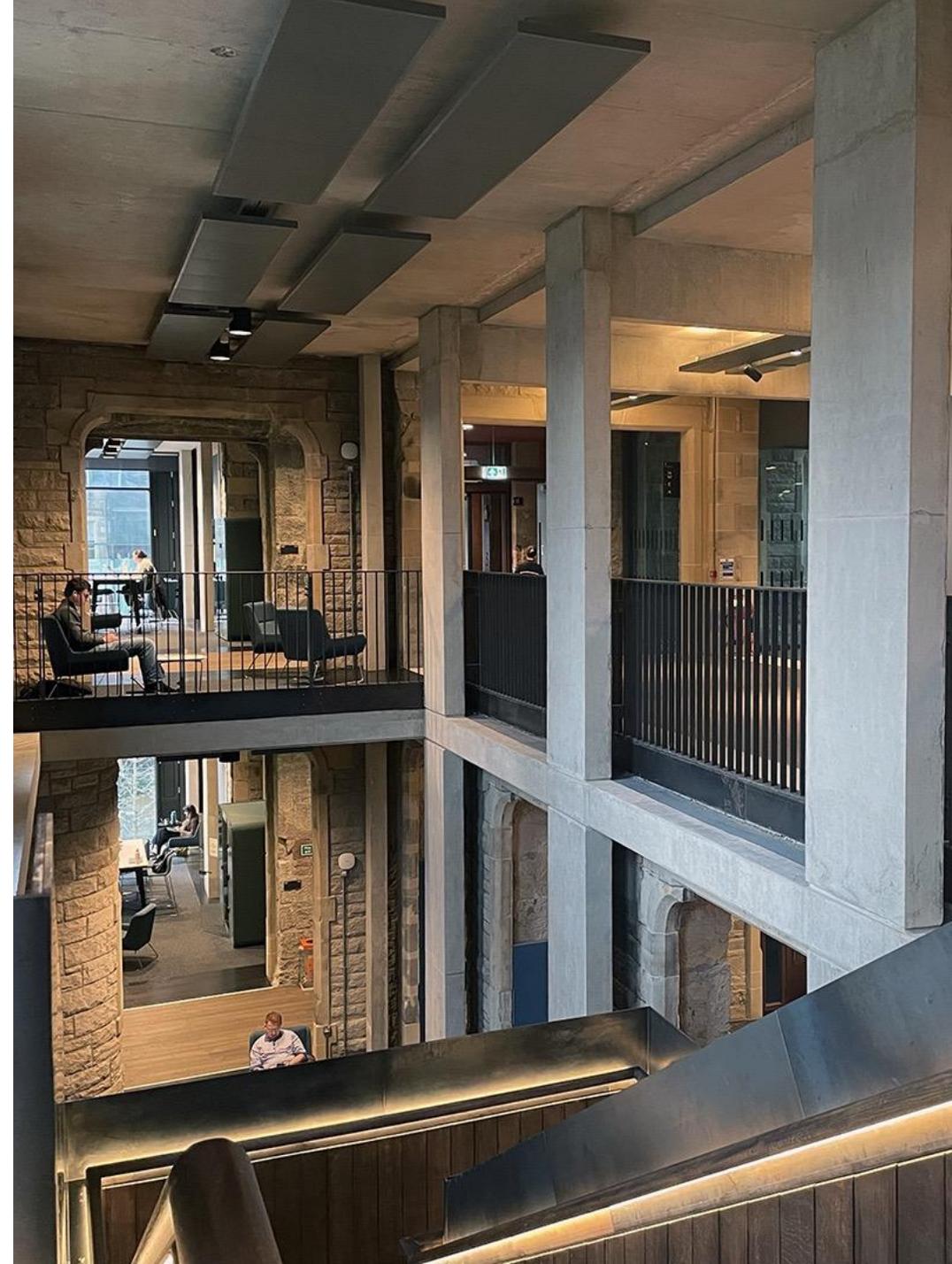
A&DS role

Role of A&DS

- Relationship to Scottish Government
- Governance and Board structure

Context

- A&DS Review
- Public Service Reform



Architecture and Design Scotland



Who we are

We are Scotland's national champion for the design of the built environment. As a public body, we support those who plan, fund, and use Scotland's buildings and places.



Our vision

A Scotland whose places are healthy, sustainable and thriving, where everyone works together to shape their future.



Our role

Supporting the sector to grow, promoting the value of design and providing strategic advice.

Sector Development

Working with partners to **remove barriers to growth, increase capacity and create opportunities** in the architecture and built environment sectors through focused areas of activity



Housing

Creating the conditions to build **better, faster and more affordable housing** through piloting new design-led models that challenge the status quo



Public sector capital investment

Evidencing **design impact** through our work in **Healthcare** and the **Learning Estate** to improve delivery and outcomes in the **wider public sector capital investment** and support Public Service Reform



Climate and Digital integration

Embedding **net-zero principles** and **climate resilience** throughout our work

Using **digital innovation** to amplify A&DS's impact by **combining data-driven approaches** and **digital tools** with our core design expertise



Chair recruitment: What we are looking for – skills and experience

You must meet all of the following:

Priority Criterion (priority criterion is weighted over the essential criteria)

- Leading through Strategic Change

Essential Criteria

1. Understanding the value and impact of Architecture and Design
2. Ability to chair a Board
3. Relationships, Influencing and Communication

A tailored career history (no more than 500 words)

Chair recruitment: Assessment process

At application stage

Maximum **1,500** words statement of evidence demonstrating how you meet

- Leading through change
- Understanding the value and impact of Architecture and Design
- Ability to chair a Board

And

A tailored career history (no more than 500 words)

If shortlisted,

- Questions about all of the above including Essential Criteria 3 : Relationships, Influencing and Communication
- An assessment exercise – details provided before interview

Chair recruitment: Time commitment & remuneration

Time commitment: around **4 days/month**
(role involves a blend of virtual and physical presence)

Appointment: up to **4 years** in first instance
(please note recommendations of 2025 review
- any changes to structure of A&DS may impact on tenure)

Remuneration: £218.38/day (Full £10,482.24/annum)

The Appointments process

- The appointment is regulated by the Ethical Standards Commissioner (ESC)
- Appointments are made by the Cabinet Secretary for Constitution, External Affairs and Culture
- Selection Panel:

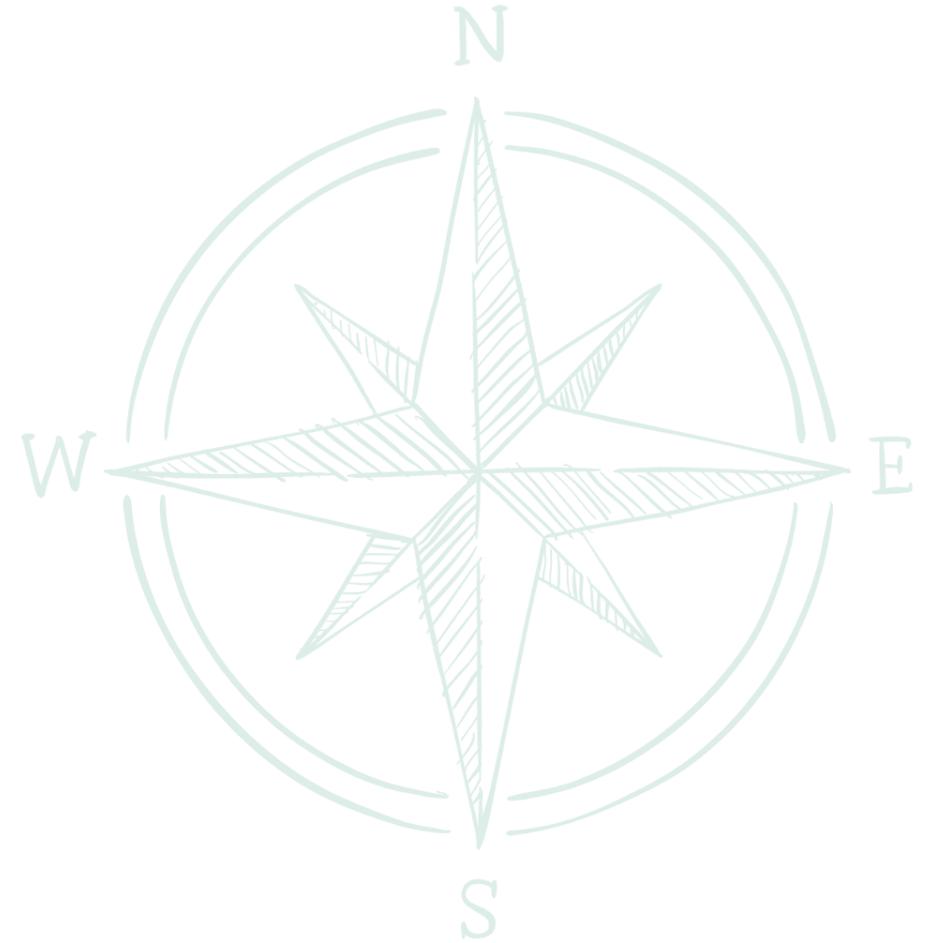
Panel Chair: Sandy Robinson, Chief Architect, Scottish Government

Independent Panel Member: Neena Mahal MBE DL

Representative from the ESC: Di Airey, Public Appointments Advisor

Chair Recruitment: Key dates & timeline

- Closing date: 23 March
- Applicants will hear w/c 20 April
- Interviews: In person 11 May, Edinburgh
- Ministerial decision: End of May
- Estimated start date: July 2026



Chair Recruitment: Application pack

Advert and Information pack available

<https://bit.ly/3MLjJoy>

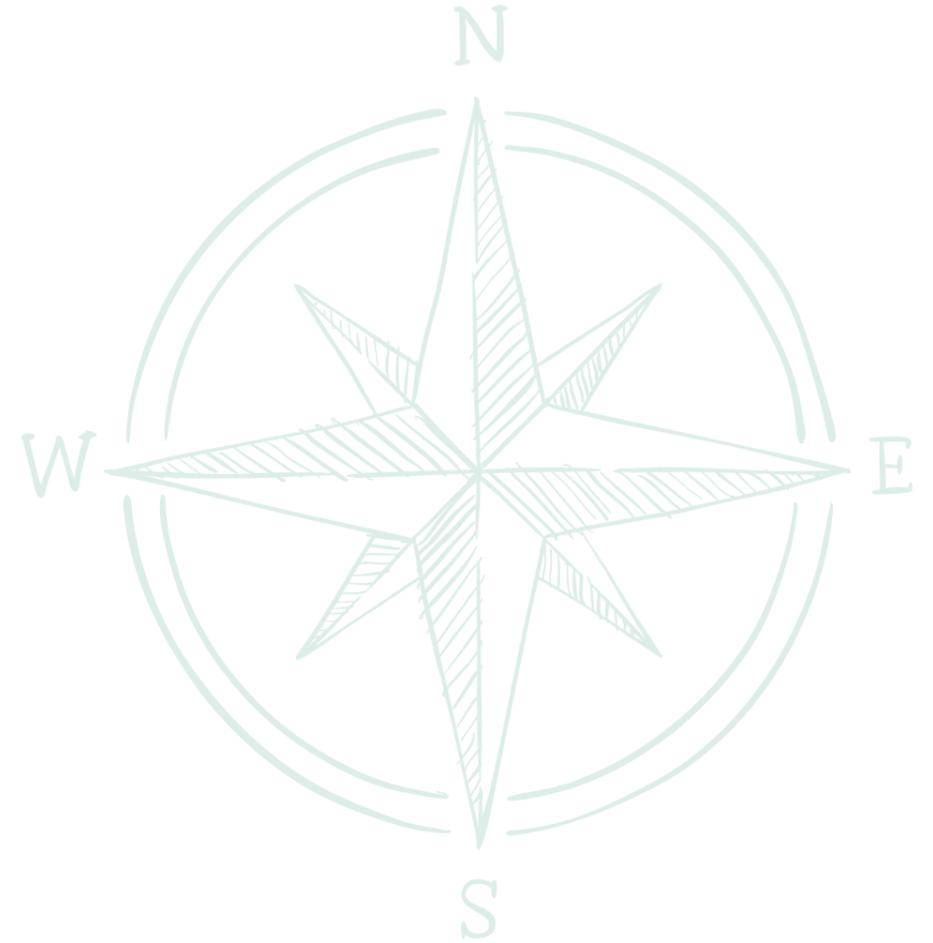
Deadline for applications:

23 March 2026



Chair Recruitment: Questions and Answers

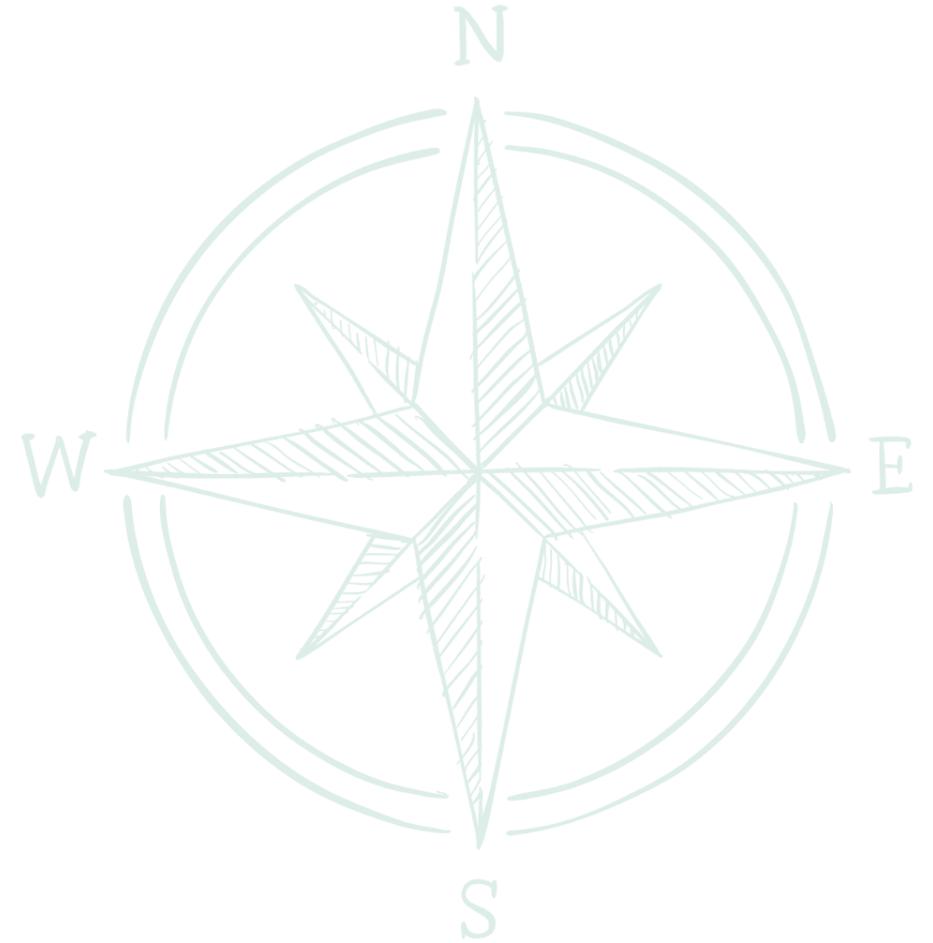
*Please post your questions and comments in
the Q&A section of this call.*



Chair Recruitment: Further information

For an informal discussion about the role please get in touch to arrange a call with Jim MacDonald.

Please contact info@ads.org.uk to arrange.



Architecture & Design Scotland

Ailtearachd is Dealbhadh na h-Alba

Website: www.ads.org.uk

Find us on social:

LinkedIn: [Architecture and Design Scotland \(A&DS\)](#)

Facebook: [@ArcDesSco](#)

Instagram: [@arcdessco](#)