

Oriam
SCOTLAND'S SPORTS
PERFORMANCE CENTRE

For the Appointment of
Non-Executive Board Members



Message from our Chair

Oriam stands at an exciting point in its development.

Over the past decade, we have established ourselves as Scotland's Sports Performance Centre, creating an environment where sport, education, health and wellbeing come together to deliver meaningful impact. Working alongside Heriot-Watt University, our performance partners and the wider community, we have built a strong platform for long-term success.

As we enter our second decade, our focus is firmly on the future. The recent approval of Strategy 2035 provides a clear and ambitious vision for the next stage of Oriam's journey. It sets out how we will strengthen our position as a leading destination for sport, deepen our partnerships, enhance the experiences of those who use our facilities, and increase our contribution to communities, health and wellbeing across Scotland.

Delivering these ambitions will require bold thinking, effective governance and a diverse range of perspectives around the Board table. As Chair, I believe that one of our greatest strengths is our willingness to continually evolve and challenge ourselves to be better. It is for this reason that we are seeking to appoint two new Non-Executive Board Members to join us at this important stage in our development.

We are looking for individuals who can bring strategic insight, professional expertise and constructive challenge. Equally important is a genuine commitment to our purpose and a desire to contribute to an organisation that has a positive impact on people and communities every day.

The role of the Board is not simply to oversee performance. It is to help shape the future direction of the organisation, support innovation and growth, and ensure that Oriam remains relevant, sustainable and ambitious in an increasingly dynamic environment. The appointments we make through this process will play an important role in helping us achieve that.

Joining the Oriam Board offers a unique opportunity to contribute to one of Scotland's most distinctive sporting organisations. Whether your expertise lies in commercial growth, brand development, strategic partnerships, sports leadership, innovation or community impact, your expertise can help influence the next chapter of our success.

On behalf of the Board, I thank you for your interest in Oriam and invite you to consider how your experience, perspective and leadership could help us deliver our ambitions for 2035 and beyond.

Mike Tumilty
Chair

About Oriam

Oriam is Scotland's Sports Performance Centre and a wholly owned subsidiary company of Heriot-Watt University. Located on the University's Edinburgh campus, Oriam was developed through a landmark investment partnership involving the Scottish Government, **sportscotland**, the City of Edinburgh Council and Heriot-Watt University, creating a national facility designed to support sport, education, health and wellbeing across Scotland.

Since opening in 2016, Oriam has grown into one of Scotland's leading sporting destinations, supporting elite athletes, national governing bodies, professional clubs, students, schools, community groups and members of the public through world-class facilities, specialist expertise and strong partnerships.

Today, Oriam is a successful and growing organisation with annual turnover well in excess of £4 million. We employ more than 70 staff directly and, together with a wider network of self-employed coaches, instructors and specialists, support a workforce of over 100 people delivering services across performance sport, participation, health and wellbeing.

Our role extends beyond the provision of facilities. We work at the intersection of performance sport, education, health, research and community engagement, creating opportunities that generate meaningful impact for individuals, organisations and communities across Scotland.

Partnership is central to our success. We work closely with governing bodies, professional sports organisations, educational institutions, public sector partners and community groups to create opportunities for participation, performance and development. These relationships allow us to innovate, broaden our reach and continually enhance the value we provide.

As we enter our second decade, Oriam is focussed on delivering the ambitions set out in Strategy 2035. The strategy provides a clear framework for growth, innovation and impact, ensuring we continue to evolve while remaining responsive to the needs of students, partners, customers and communities.

Why Join the Board Now?

The launch of Strategy 2035 marks an important moment in Oriam's development. We have established strong foundations during our first decade and are now focused on delivering an ambitious vision for the future.

At the same time, organisations across sport, leisure, education and wellbeing are operating within an increasingly complex environment, shaped by evolving customer expectations, financial pressures, workforce challenges and changing funding landscapes. As a wholly owned subsidiary of Heriot-Watt University, Oriam's long-term success is closely linked to the wider higher education sector, making strong governance, commercial resilience and strategic partnerships more important than ever. The Board will play an important role in helping Oriam navigate these challenges while continuing to deliver sustainable growth and impact.

To support this next phase, the Board is seeking to strengthen its collective expertise through the appointment of two new Non-Executive Board Members.

These appointments will bring fresh perspectives, additional experience and complementary skills to support effective governance, strategic decision-making and organisational development. We are looking for individuals who can provide constructive challenge, support innovation and help ensure Oriam continues to deliver impact for all those we serve.

This is an opportunity to help shape the future of Scotland's Sports Performance Centre and contribute to the successful delivery of our ambitions for 2035 and beyond.



The Opportunity

As a Non-Executive Board Member, you will contribute to the strategic leadership and governance of Oriam.

Working alongside fellow Board Members and the Executive Team, you will help guide the organisation through its next phase of development, supporting the successful delivery of Strategy 2035 while ensuring strong governance, accountability and long-term sustainability.

You will bring independent judgement, strategic insight and constructive challenge to Board discussions, helping to shape decisions that drive Oriam's continued success and impact.

We are seeking individuals who can combine strategic thinking with a willingness to contribute positively, challenge constructively and help shape the organisation's continued growth and development. We are particularly interested in strengthening the Board's expertise in commercial growth, brand development, marketing, audience engagement and strategic sports operations. However, we welcome applications from individuals who can demonstrate how their experience, skills and perspectives would add value to the Board and contribute to Oriam's future success.



Role Profile

Strategic Leadership

Support the development and delivery of Oriam's long-term strategic vision and ambitions, ensuring the organisation continues to grow its impact, reputation and contribution to sport, education, health and wellbeing.

Governance and Assurance

Provide oversight of governance, risk management, compliance and organisational performance, ensuring Oriam operates to the highest standards as a wholly owned subsidiary company.

Independent Insight and Challenge

Contribute independent thinking, sound judgement and constructive challenge to Board discussions and decision-making.

Partnership Development

Support the strengthening of strategic relationships across sport, education, health, community and commercial sectors, helping Oriam maximise opportunities for collaboration and growth.

Commercial and Organisational Growth

Provide strategic insight that supports sustainable growth, brand development, customer engagement, income generation and the long-term success of the organisation.

Organisational Sustainability

Help guide initiatives that enhance organisational resilience, financial sustainability and long-term growth.

Advocacy and Ambassadorship

Act as a positive ambassador for Oriam, promoting its vision, values and contribution across relevant sectors and networks.

Board Development

Support effective governance, board succession planning, and the continued development of a high-performing Board.

Person Specification

Board Priorities

The Board is seeking to appoint two Non-Executive Board Members and is particularly interested in hearing from individuals who can strengthen our collective expertise in one or more of the following areas:

- Commercial growth, business development and income generation.
- Brand development, marketing and audience engagement.
- Strategic partnerships, sponsorship and stakeholder engagement.
- Senior leadership and strategic operations within sport, leisure or performance environments.

While these areas have been identified as current priorities, we welcome applications from individuals with other skills, experiences and perspectives who can demonstrate how they would add value to the Board and contribute to Oriam's future success.

Essential Experience and Qualities

We welcome applications from individuals who can demonstrate:

- Strategic leadership experience gained at executive, senior management, or board level.
- Experience contributing to organisational strategy, planning, and performance management.
- The ability to provide constructive challenge, independent judgement, and objective oversight.
- A strong understanding of governance, accountability, and effective board decision-making.
- Excellent communication, influencing, and stakeholder engagement skills.
- The ability to work collaboratively and contribute positively within a diverse Board environment.
- A commitment to Oriam's vision and the role that sport, health and wellbeing can play in transforming lives.

Equality, Diversity and Inclusion

Oriam is committed to building a diverse and inclusive Board that reflects the communities we serve.

We welcome applications from people of all backgrounds and experiences and recognise that diversity of thought, perspective and lived experience strengthens governance and decision-making. We particularly encourage applications from individuals whose voices are currently underrepresented within board leadership roles.

What You'll Gain

Serving as a Non-Executive Board Member at Oriam provides a unique opportunity to contribute to the strategic direction and long-term success of Scotland's Sports Performance Centre.

As a Board Member, you will work alongside experienced leaders from a range of sectors, helping to shape decisions that influence sport, education, health and wellbeing across Scotland. Your expertise, insight and challenge will directly support the delivery of Oriam's Strategy 2035 and future ambitions.

Board Members are supported through a comprehensive induction programme and have access to ongoing learning and development opportunities to strengthen their governance and leadership skills.

Most importantly, you will have the opportunity to make a meaningful contribution to an organisation that positively impacts thousands of students, athletes, partners, customers and community users each year, helping to shape the next chapter of Oriam's development and success.

Board Commitment

This is a voluntary position. Reasonable expenses incurred in carrying out Board duties will be reimbursed in accordance with Oriam's policies.

Board Members are expected to contribute actively to the governance and strategic development of Oriam.

The Board typically meets four times per year, with additional strategy and development sessions held periodically throughout the year. Usually, the meetings are one in person meeting and three online meetings using Microsoft teams.

Board Members may also be asked to participate in committees, working groups or ad hoc meetings where their skills and expertise can add value.

The anticipated time commitment is approximately five days per year, including preparation for meetings and attendance at key events.



Recruitment Process

To apply, please submit:

- A current CV
- A cover letter outlining your interest in the role and the experience you would bring to the board
- Contact details for two referees, we will contact you prior to contacting the referees.

Key Dates

Closing Date: 9th October 2026

Interviews: From 26th October 2026

The recruitment process will include shortlisting, formal interviews, and appointment by the Board.

Further Information

If you would like an informal conversation about the role before applying, please contact:

Lorna Curtis

Director of Operations

l.curtis@oriam.hw.ac.uk

or

Daniel Potter

Sports Officer

d.potter@hw.ac.uk





Supporting Information

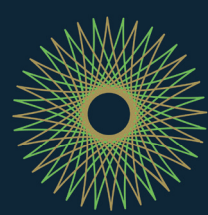
Available on request:

- Annual Report and Financial Information
- Board Terms of Reference
- Board Member Code of Conduct
- Organisation Structure
- Oriam Strategy 2035



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- Main Entrance
- Performance Village
- External Photos



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