

# Julia Miller



**Trustee:** Independent Trustee

**Title:** Chair of Trustees

**Date appointed:** 11/09/2024

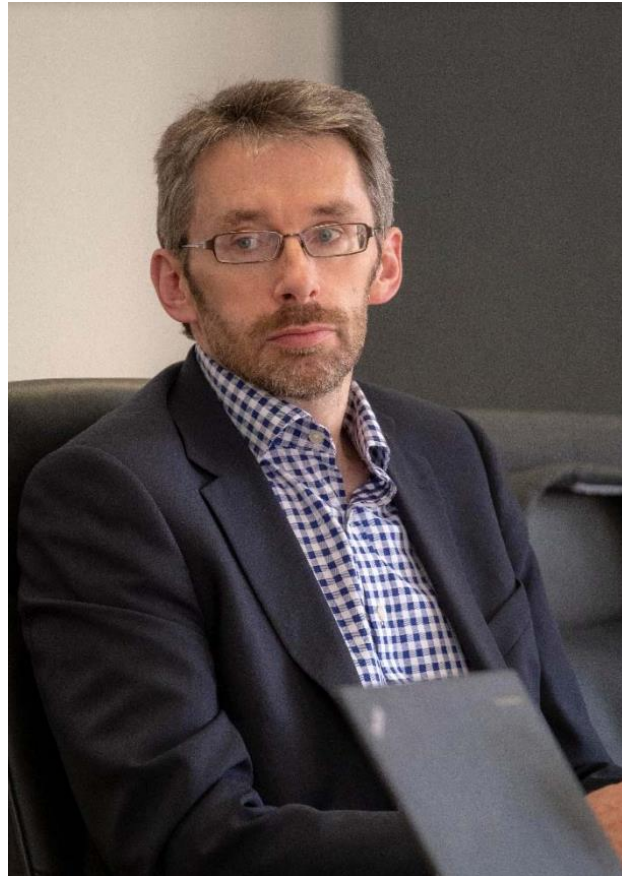
I became independent Chair of the Trustee Board of the SE Pension Scheme in September 2024.

Virtually all my career has been in pensions. I qualified as a lawyer in 1985, and soon specialised in pensions law, in a very different environment from the one we now live and work in – before Robert Maxwell, before the Pensions Regulator and well before auto-enrolment and the Pensions Dashboard. I trained and qualified in London, and worked there for about 18 years, ending up as a partner at specialist law firm, Sackers.

I moved to Scotland in 2001, became a professional trustee shortly afterwards, and have never really looked back. The role continues to give me great fulfilment. It is constantly varied and challenging, and calls on a wide range of skills and attributes. I've worked with all sorts of sponsors, large and small, from duvet manufacturers through plumbers to distillers. I currently Chair the schemes of two Universities which brings yet more challenges and another specialist language and way of doing business.

Working with Scottish Enterprise is proving thoroughly enjoyable. My trustee colleagues are wonderfully engaged, enthusiastic and talented and we are supported by a committed and hard-working set of advisers. I look forward to continuing to chair the Scheme, helping to ensure that it is well run and delivers for its members in an accessible way, while also delivering value for money for Scottish Enterprise as its sponsor in providing this very important benefit.

# Derek Ballantyne



**Trustee:** Employer Nominated Trustee  
**Title:** Team Leader Strategic Acquisitions & Projects  
**Date appointed:** 27/05/2011

I was asked to become a company appointed Trustee as the Trustee Board had a mainly financial focus and I could add a wider (property investment and development) perspective.

I enjoy the extent that Trustees can influence on behalf of the wider membership, particularly in terms of the investments and diversification / de-risking, and also dealing with sensitive issues as a member of the Discretionary Sub-Committee.

By completing the Pensions Regulator's Trustee Toolkit programme I have a much better understanding of pension schemes' funding, investments, law, governance, risks etc, some of which is also helpful in my SE role.

# Leah Pape



**Trustee:** Employer Nominated Trustee  
**Title:** Head of High Growth Services  
**Date appointed:** 25/03/2021

I joined SE in 1993 and have been privileged to work in a range of company facing roles across SE, developing and delivering various programmes, services and business support. Currently, I am Head of Scottish Enterprise's High Growth Services.

I was delighted to join as an employer nominated Trustee in March 2021. In particular, I am keen to develop my pension knowledge and I am currently enjoying completing the Pension Regulators Toolkit modules (and assessments) to give me a good grounding in this complex and ever changing subject. The toolkit covers topics such as pension legislation, trustee responsibilities, how a DB scheme works and how to run one, how to fund a scheme as well as best practice around overall governance and risk management to name a few.

I am looking forward to fully participating in discussions and will seek to learn from the experienced Trustees as well as the professional advisors we have on board to ensure good decision making in all we do for the benefit of all members.

# Ross McKie



**Trustee:** Member Nominated Trustee

**Title:** Deferred member

**Date appointed:** 09/12/2020

I am a CFA (Chartered Financial Analyst) Charterholder leading the development of the Future Proposition team at Royal London. In this role I lead on our propositional strategy, helping to maximise the retirement of 2m members with > £70bn in savings.

As a deferred member of the Scottish Enterprise scheme, I am passionate about having a scheme with strong member engagement and a clear strategy to manage ESG (environmental, social, governance) investment risks.

So far I have really enjoyed being a trustee, the highlight has been working as part of the investment committee to continue to implement our new investment strategy. Looking forward, the Trustee Board will have an important role in continuing to steer the fund through the developing ESG investment landscape, and equally important, making sure we can engage all members in their retirement

# Aileen Hotchkiss



**Trustee:** Employer Nominated Trustee  
**Title:** Head of Colleague Communications  
**Date appointed:** 09/12/2021

I am a communications specialist with more than twenty years of experience delivering communications strategies across a range of public and private sector organisations.

I joined the Scottish Enterprise Communication function in 2003 and enjoyed working with fantastic colleagues across the organisation helping communicate the great work we do and the impact we have.

I was honoured to be asked to join the Trustee Board in October 2021 as an Employer Nominated Trustee. My appointment coincided with Jan Robertson stepping down and came at a time when the Board recognised a need to focus more on communication with key stakeholders.

I thrive on learning new things and with a limited exposure to the pensions industry, I'm really looking forward to raising my knowledge and understanding of the sector with a view to playing a full and active role as a Trustee whilst bringing my skills and expertise in communications to the team.



# Clair Alexander



**Trustee:** Employer Nominated Trustee

**Title:** Head of Financial Accounting

**Date appointed:** 09/09/2020

I am a Chartered Certified Accountant (ACCA) and have worked for Scottish Enterprise since 2000. I am currently the Head of Financial Accounting within the Chief Financial Officer Group.

I was asked to join the Trustee Board in September 2020 as an Employer Nominated Trustee, at the time that Douglas Colquhoun was stepping down from the board following his promotion from Finance Director to Chief Financial Officer of Scottish Enterprise.

I was keen to learn more about the scheme, from both a personal point of view, wanting to know more about how my pension was managed, and also from a work perspective given the impact on the Scottish Enterprise Annual Report and Accounts which I am responsible for in my day job.

I was initially worried about my lack of experience in this area, there has been a significant amount to learn in my first 6 months as a trustee, from pension legislation to scheme rules, which has been very challenging. I have however received strong support from my fellow trustees and scheme advisors and of course this will be an ongoing process where I hope to continually develop and broaden my skills and experience during my time on the board.

I am looking forward to playing my part in making sure the scheme is well funded and administered for the benefit of all the scheme members.

# Catherine Corr



**Trustee:** Member Nominated Trustee

**Title:** Principle Solicitor

**Date appointed:** 09/12/2020

I am a solicitor in the Legal Services team at SE with particular interests in commercial /joint venture contracts, subsidy law and corporate/finance related matters.

It is a privilege to have been nominated as a trustee of the Scottish Enterprise Pension Scheme and I am committed to representing the interests of all members of the scheme, whether active or not.

I think that a pension is one of the most valuable assets a person can have and therefore we have to be constantly focused on protecting and maximising those assets to be the benefit of the members - including keeping under regular review our investment approach in furtherance of that.

I have come fresh to the area of pension law specifically and, as part of my role, enjoy learning more around Investment and pensions.

# Laura Birch



**Trustee:** Employer Nominated Trustee

**Title:** Commercial Team Leader

**Date appointed:** 27/06/2024

I am a qualified accountant, an Associate Member of the Chartered Institute of Management Accountants. I joined Scottish Enterprise in 2008 and provide financial and commercial expertise and advice for our most complex, riskiest, novel or contentious projects and programmes. External to Scottish Enterprise, I spent five years on the Board of Glasgow Kelvin College between December 2017 and December 2022 as a non-executive board member, and during my time on the college board I was the Finance and Resources Committee Chair, Remuneration Committee Vice Chair, Executive Committee member and Nominations Committee member.

I was asked by Scottish Enterprise's CFO to join the Trustee Board in May 2024 as an Employer Nominated Trustee, at the time Derek Shaw was stepping down, and was subsequently asked by the Chair of the Board to join the Investment Committee.

I am very excited about joining both the Trustee Board and Investment Committee. I am looking forward to adding value by utilising my financial and commercial skills and expertise and my experience of operating within a college board and committee environment. I am keen to develop my pension knowledge and I am completing the Pensions Regulator Toolkit training modules and assessments which I am finding interesting.



# Brenda Rankin



**Trustee:** Member Nominated Trustee

**Title:** Deferred member

**Date appointed:** 11/09/2024

I have gained a diverse range of experiences working in the private, public and charity sectors and consider the skills which I developed at Scottish Enterprise, and indeed it's predecessor SDA, as being instrumental in shaping my career.

After graduating I worked in medical and scientific research, initially for a clinical research organisation then the NHS. I subsequently joined the SDA as part of their Management Development Programme, working in Locate in Scotland, (now SDI) with responsibility for securing foreign direct investment projects working both in Scotland and overseas.

Laterally, I worked in the charity sector responsible for the successful delivery of fundraising campaigns, managing client relations and effective stewardship of funders, volunteers and stakeholders. Always motivated by continuous learning,

I hope to further develop my skills as a Member Nominated Trustee and look forward to contributing to the Board with due consideration of all Members of the Scheme.

# David Walton



**Trustee:** Member Nominated Trustee

**Title:** Pensioner

**Date appointed:** 11/09/2024

After studying Economics and Statistics at the London School of Economics, I worked as an economist for a number of FTSE100 companies, analysing the economy and the markets they operated in. I then moved into Business Strategy and Acquisitions and company financial analysis. I was involved in defending the largest takeover to date in the UK, CGF a natural resources company.

I then moved to Scotland to work for Scottish Power, as they were being privatised. I then joined Scottish Enterprise as Business Development Director at SE Glasgow with responsibilities including company support, technology development, and inward investment.

After leaving SE, I worked with a number of early-stage University spin out technology companies, providing commercial advice, often as Chairman. More recently, I have advised businesses in the Energy Conservation and Property development industries.

I have for many years had an interest in investment markets.