

Information Pack for the Appointment of a Commissioner to the Scottish Fiscal Commission



The Deputy First Minister and Cabinet Secretary for Finance and Local Government is seeking to appoint one additional Commissioner to the Scottish Fiscal Commission.

The Deputy First Minister particularly welcomes applications from women, disabled people, LGBT+ people, young people and people from minority ethnic communities. In order to carry out its work effectively, the Scottish Fiscal Commission values diversity of thought, skill and insight. It would welcome applications from a wide range of backgrounds who are capable of enhancing its competence in economic analysis and who will work well with the other Commissioners and the staff to deliver on that ambition.

The appointments process for this vacancy follows the [Code of Practice for Public Appointments](#) and is regulated by the [Ethical Standards Commissioner](#).

Please note these appointments are also subject to approval by the Scottish Parliament. More information about this is provided at page 10.

Key dates for this appointment round

Closing date	Monday, 7 September 2026 at 5:00 pm.
Webinar	Tuesday, 18 August at 5:00 pm (full details are at page 10).
Sift of applications	Friday, 18 September 2026,
Date applicants will hear about the outcome of their application	w/b 21 September 2026.
Interviews	Wednesday, 30 September 2026. Interviews will be online.
Ministerial decision	October 2026.
Start date	1 November 2026 (although a later date or a phased start may be considered depending on the circumstances of appointee).

5 August 2026

Dear applicant,

Appointment of a Commissioner to the Scottish Fiscal Commission

I would like to thank you for considering the opportunity to become a Commissioner at the Scottish Fiscal Commission. The Commission is a non-ministerial office, accountable to the Scottish Parliament and independent of the Scottish Government and Scottish Ministers.

The Commission plays a key role in enhancing transparency in Scotland and improving public debate. It provides the Scottish Government with the forecasts and reports it needs to produce the Scottish Budget each year. It also supports the work of the Scottish Parliament and the public in scrutinising Scottish Government fiscal policy and the public finances.

In recent years, the Commission has been doing more to explore how Scotland's public finances might look in the long term in the light of structural changes in the economy and society including the adoption of new technology, climate change and an ageing population. Over the coming years it intends to expand its coverage of public spending issues and communicating its economic and fiscal analysis to a broader range of people and organisations.

I see it as important that the Commission continues to enhance its role as Scotland's Independent Fiscal Institution, further establishing itself as a voice of authority and enriching the fiscal policy debate in Scotland.

The panel are seeking to appoint a fourth Commissioner who is capable of enhancing our competence in economic analysis and who will work well with the other Commissioners and the staff to deliver on that ambition. Although you would need to develop an understanding of the Scottish economy and public finances you need not have this on appointment but would be expected to develop it during the first year of your term.

At the Scottish Fiscal Commission we value diversity of thought, skill and insight and welcome applications from a wide range of backgrounds.

Yours sincerely

A handwritten signature in black ink, reading 'Graeme Roy'. The signature is written in a cursive style with a large 'G' and 'R'.

Professor Graeme Roy, Chair, Scottish Fiscal Commission

Information about the Commissioner role

Remuneration	£378.00 per day. This is due to increase to £390.00 per day from 1 April 2027. Reasonable expenses incurred will be reimbursed. The role is non-pensionable.
Time commitment	An average of 78 days annually. The work varies in intensity and is not spread evenly through the year. There are two periods of greater intensity lasting about ten weeks in the run up to the Scottish Budget usually in December or January and for the Scottish Government's Medium Term Financial Strategy usually in late May. Some daily work and reviewing draft reports in the evenings or weekends is likely to be required towards the end of these periods. There are also two shorter four week periods in late February or early March and August when reviewing draft reports will be required, possibly at weekends. Throughout the year there is a timetabled weekly online call of three hours which Commissioners are expected to attend unless holiday and other personal or work commitments preclude this. Commissioners are also expected throughout the year to review reports in the run up to publication, to read and comment on analytical papers produced by the staff and participate in events including giving evidence to the Scottish Parliament.

	The selection panel is willing to consider applications from candidates who wish to preserve some periods of the year during which they do not participate in the ongoing work of the Commission to accommodate other activities.
Length of appointment term	The appointment is for four years from 1 November 2026. There is the possibility of reappointment - up to a maximum of eight years in total - subject to evidence of effective performance and satisfying the skills and knowledge required at the time of reappointment and beyond.
Location of meetings	The Commission is based in central Edinburgh. Most duties can be carried out remotely, however, some travel will be required to Edinburgh for Parliamentary and other events. In a typical year this may involve about six essential trips.
Disqualifications	Under section 16 of the Scottish Fiscal Commission Act 2016, exclusions apply in relation to appointments as a Commissioner. Please visit Scottish Fiscal Commission Act 2016 for detailed information on these restrictions. A member of the Scottish Parliament cannot also hold a public appointment for public bodies listed in the Schedule to the Scottish Parliament (Disqualification) Order 2025. Former ministers and senior crown servants (Director General level and above) should seek advice from the Advisory Committee

on Business Appointments (ACOBAs) before applying for this role.

The Charities (Regulation and Administration) (Scotland) Act 2023 came into force on 31 August 2025, and the updated automatic disqualification criteria for charity trustees will apply.

Applicants will also be ineligible to apply for this appointment if they have already served a total of eight years as a Commissioner.

The Scottish Fiscal Commission

[The Scottish Fiscal Commission's](#) official, independent economic, tax and social security forecasts, alongside forecasts from the Office for Budget Responsibility (OBR), inform the overall size of the Scottish Budget. They provide independent forecasts and assess the Scottish Government's borrowing twice a year, usually alongside the Scottish Budget and Medium Term Financial Strategy. As part of these publications the Commission provides commentary on the funding and spending plans of the Government and the fiscal pressures it is facing. As part of the forecasts they are responsible for the official costings of devolved tax and social security policies. The Commission can also choose to report on anything that influences the resources available to the Scottish Government.

Following a recommendation by the OECD the Commission has published Fiscal Sustainability Reports that include long term (50 - year) projections of funding and spending alongside analysis of structural trends in the economy and in specific policy areas such as health and climate change. This analysis is part of the work to broaden and deepen its work on public spending following our second OECD evaluation.

In order to carry out its work effectively, the Scottish Fiscal Commission needs a strong capability in economic analysis to feed into its work on public spending, tax and public finance issues as well as its economic forecasts.

Because of the Commission's unique role, the Scottish Fiscal Commission Act 2016 provides that appointments to the Commission will be made by Scottish Ministers, regulated by the Ethical Standards Commissioner, and are subject to the approval of the Scottish Parliament.

The role of the Commissioner

Forecasting and analysis

- you would be collectively responsible for the delivery and quality of the Commission's reports, forecasts and commentary;
- you would work collaboratively with the senior management team in utilising the Commission's staff to ensure that the Commission carries out its functions effectively and efficiently; and meets its aims and objectives as laid out in its Corporate Plan;
- you would develop an understanding of the Scottish devolved public finances and the Scottish economy (you need not have this on appointment but would be expected to develop this understanding during the first year of your term).

Communication and engagement

- you would help to communicate widely the work of the Scottish Fiscal Commission, promoting its aims and objectives;
- you would protect and enhance public confidence in the work and independence of the Commission;
- with your colleagues, foster and maintain strong working relationships between the Commission, the Scottish Parliament, the Scottish Government and other key organisations including the Office for Budgetary Responsibility.

Leadership and governance

- together with the other Commissioners form the Governance Board of the Commission;
- as a Governance Board ensure compliance with statutory and administrative requirements specified in the Scottish Public Finance Manual for the use of public funds;
- provide leadership and commitment to the development and promotion of effectiveness, efficiency, best value and equality through the Commission, and ensure compliance with all legal responsibilities;
- with your colleagues, help set the strategic direction of the Commission through developing its Corporate Plan and other strategic documents.

To find out more about the role, you can watch a video

<https://youtube.com/shorts/9E9iVNOjBCE> and read a blog written by two of our Commissioners on their work: [31 July 2026 – What's it like being a Scottish Fiscal Commissioner? | Scottish Fiscal Commission](#)

You can also register to attend a webinar on Tuesday, 18 August at 5:00 pm where you will hear from the Chair of the Scottish Fiscal Commission and the Director of Exchequer Strategy at the Scottish Government. You will have an opportunity to ask them questions. A member of the Government's Public Appointments Team will also be available to answer questions on the application and selection process.

<https://www.eventbrite.co.uk/e/1996644486407?aff=oddtcreator>

If you would like to speak in person with our Chair about the role please email Commissioner.Recruitment@fiscalcommission.scot

Parliamentary Approval of the Appointment

As part of the appointment process of Commissioners, Scottish Ministers are required to seek the approval from the Scottish Parliament of the appointment of the individual chosen as the most able by Ministers (“the nominee”).

The Ministers’ recommendation is considered by the Scottish Parliament’s Finance and Public Administration Committee. In submitting their recommendation, Ministers will provide a report which will include information from the nominee’s application and a summary of the evidence from the assessment process about how the nominee’s skills contribute to the requirement on the Scottish Ministers that the Scottish Fiscal Commission, appointments are approved by the Scottish Parliament as set out in [Scottish Fiscal Commission Act 2016](#). The Report will confirm the candidate’s suitability for public appointment, including the results of the fit and proper person test.

Following receipt of the Report the Committee may wish to meet with the nominee to discuss the recommendation. It may decide to meet as part of one of the meetings in its public meeting schedule which would mean the meeting is broadcast online via Scottish Parliament TV.

Following its consideration of the Ministers’ recommendation the Committee reports its findings to the Scottish Parliament. A motion for approval is then lodged separately for the Scottish Parliament to consider and vote upon in the Parliament’s chamber. The nominee is not expected to attend the parliamentary session dealing with the motion and vote.

The Report will have all personal contact details redacted. Information on protected characteristics from the Public Appointments monitoring form such as age, ethnic grouping, disability and sexual orientation etc, will not be shared. If the nominee is requested to attend a meeting with the Committee, the nominee’s contact details, email address and phone number will be shared with the Clerk to the Committee to issue the invitation and explain the arrangements for the meeting. **By submitting an application for this role, applicants consent to sharing their personal data for that purpose.**

The Selection Panel

Chair	Professor Graeme Roy, Chair of the Scottish Fiscal Commission
Independent panel member	Professor Sir Anton Muscatelli, Honorary Professor in the Adam Smith Business School and Senior Fellow in the Centre for Public Policy at the University of Glasgow
Panel member	Jennie Barugh, Director Exchequer Strategy, Scottish Government

Please note that applicants will be asked to declare if they know any members of the selection panel. The selection panel will also declare if they know any applicants. Any actual or perceived conflicts of interest will be managed in line with the [Ethical Standards Commissioners Code of Practice for Public Appointments](#).

Person Specification

The Deputy First Minister is looking for a Commissioner who can put their skills, knowledge, understanding and experience to good use at the Commission. The table below sets out the priority criteria and the four essential criteria and explains how each criterion will be tested.

To be considered for appointment you must demonstrate, by the end of the process, that you meet the priority criterion and the essential criteria. You can draw on examples from your working life, your personal life, or through your participation with a private, public, voluntary, charity or community organisation.

Priority Criteria

The candidates who provide the strongest evidence against the priority and essential criteria will be considered most able for the role. In the event that candidates provide evidence of equal merit against the priority criteria; to determine the person most able for the role, the selection panel will take into account the strength of the evidence presented against the essential criteria.

Priority Criteria	Example indicators	How this will be assessed
1. Economic analysis, interpretation and judgement	• Able to analyse and interpret complex information and data to inform decision-making. • Able to apply economic analysis, including economic forecasting, behaviours and policy delivery. • Exercise sound judgement when faced with incomplete, complex, or conflicting information. • Understand the wider strategic and political environment and its influence on decision-making.	In your online application: Please demonstrate how you meet this criterion as part of your supporting statement. Your combined response should be no more than 1500 words. If shortlisted for interview, you will be asked questions as well as providing a presentation to give you a further opportunity to demonstrate evidence of this criterion.

Essential Criteria

We are looking for individuals who can demonstrate evidence of each of the areas listed below. Please ensure your supporting statement is no more than 1500 words and provides information for all five essential criteria.

Essential Criteria	Example indicators	How this will be assessed
2. Knowledge of public spending, taxes and public finance	• Experience working at a senior level on public spending, tax, or public finance issues. • Able to critique complex information, grasp issues that underlie developments in public spending including social security, taxation, public finance and budgetary issues. • Demonstrate an appreciation of policy development. • Able to demonstrate an appreciation of fiscal landscapes, the risks involved and how they may evolve over time.	In your online application: Please demonstrate how you meet this criterion as part of your supporting statement. Your combined response should be no more than 1500 words. If shortlisted for interview, you will be asked questions to give you a further opportunity to demonstrate evidence of this criterion.
3. Communication and influencing	• Ability to communicate complex information effectively. • Experience in adapting your style to a range of different audiences such as, Members of the Scottish and UK Parliaments, journalists and commentators, third sector organisations and the general public as well as more technical audiences.	In your online application: Please demonstrate how you meet this criterion as part of your supporting statement. Your combined response should be no more than 1500 words. If shortlisted for interview, you will be asked questions to give you a further opportunity to demonstrate evidence of this criterion. We will also test the

	• Evidence of credibility and ability to influence in your chosen field.	criterion through your presentation.
4. Independence and integrity	• Understand the responsibilities of an independent organisation which scrutinises and is scrutinised in a politically sensitive context. • Able to demonstrate the use of independent judgement to challenge and respond to challenge in order to reach a consensus. • Able to demonstrate objectivity when operating in a politically sensitive context, including an awareness of potential conflicts of interest. • Able to demonstrate enthusiasm for public service and experience of collective decision-making.	In your online application: Please demonstrate how you meet this criterion as part of your supporting statement. Your combined response should be no more than 1500 words. If shortlisted for interview, you will be asked questions to give you a further opportunity to demonstrate evidence of this criterion.
5. Experience of governance	• Experience of effective corporate governance, collective responsibility, and public accountability, for example as a senior manager, principal investigator or a board member in the third, public or private sector. • Able to demonstrate constructive working with your peers and others to reach collective judgements.	In your online application: Please demonstrate how you meet this criterion as part of your supporting statement. Your combined response should be no more than 1500 words. If shortlisted for interview, you will be asked questions to give you a further opportunity to demonstrate evidence of this criterion.

The Application Process

1. Download and save this applicant information pack to refer to.
2. Read the 'person specification' section in this pack. You have 1500 words in total for your personal statement. You should provide examples of the priority criterion and each of the four essential criteria, clearly indicating throughout your statement which of the criteria you are evidencing.
3. In addition to your supporting statement, you should also submit a tailored CV. This should be no more than two pages and tailored to the role and the criteria set out in the person specification. This will be used by the selection panel in conjunction with the supporting statement to provide evidence against each of the criteria listed.
4. Save a copy of your supporting statement and tailored CV to your device on **one PDF document** ready for upload.
5. Navigate back to the job advert and click 'apply'.
6. Complete the personal information and conflict of interest questions.
7. Attach your **one PDF document**. Your PDF should be uploaded using the 'Drop Resume Here' box that appears on the Supporting Documents and URLs section, or you can use the link function.
8. Submit your online application by **5.00 pm on Monday, 7 September 2026**.
9. **Please Note:** you do not have the option to edit your application once you click 'submit'. You must have all your information and attachments to hand before submitting your application.

Please note that any content exceeding the stated word limits will not be considered by the selection panel.

Late applications will not be accepted by the selection panel.

The online system has been extensively tested for compatibility with a range of assistive technologies. However, should you experience any difficulties accessing or using the system, please contact the Public Appointments Team at: Public.appointments@gov.scot

Guaranteed interviews

This appointment round will provide guaranteed interviews for disabled people who meet the criteria for the role being tested at the application stage. The selection panel will not know which applicants have requested a guaranteed interview until the shortlisting is complete.

The Assessment Process

1. The selection panel will assess all application forms against the criteria for appointment (see the person specification). Those who demonstrate evidence that most closely meets the criteria tested at this stage will be shortlisted for interview.
2. The selection panel will interview candidates. The questions they ask will relate directly to the criteria for appointment. As part of the interview, candidates will be asked to prepare a presentation demonstrating evidence of the priority criterion. Further details will be provided to those shortlisted.
3. The selection panel will also ask questions relevant to the fit and proper person test (see below) which will include questions about the [Principles of Public Life in Scotland](#).
4. The selection panel will review the evidence provided and agree on which candidate or candidates have most closely met the criteria for selection and should be recommended to the Deputy First Minister.
5. The Deputy First Minister will make a decision about whom to appoint based on evidence from the selection panel.
6. The Deputy First Minister may request to meet with the candidate or candidates before making a final decision.
7. The candidate nominated by the Deputy First Minister for appointment is considered by the Scottish Parliament's Finance and Public Administration Committee with final approval from the Scottish Parliament (further detail on this is set out at page 11).
8. The appointee will be asked to complete pre-appointment checks which will include a Disclosure Check (there is no charge for this). Appointment is conditional on satisfactory completion of these.

Fit and proper person checks

In the context of public appointments, a fit and proper person is someone who is suitable because they meet the requirements of the role, and their past or present activities and behaviour mean they are suitable. Tests are built into different stages of the appointment process to ensure that:

- Conduct to date has been compatible with the public appointment;
- Membership is not barred by the body's constitution e.g., criminal record or bankruptcy (see disqualifications);
- There are no unmanageable conflicts of interest;
- Political activity is declared;
- There is agreement to abide by the Principles of Public life in Scotland. Please see the link [above](#);

- There is confirmation that the time commitment required for the role can be met.

Online/Social media checks for candidates invited to interview

The selection panel may consider publicly available information posted by candidates on social media or information that is reported in the media. Any findings that the selection panel agree are pertinent to the role or that may call into question suitability for the appointment, credibility of the appointments process or the public body will be discussed with candidates at interview. Consideration of any issues will take place openly and transparently to establish the facts. Candidates will be given an opportunity to respond to any concerns. This information will be handled in line with the Privacy Notice for public appointments: [Privacy notice - Public appointments: guide - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/privacy-notice-public-appointments/pages/1-to-4.aspx).

Gender Representation on Public Boards (Scotland) Act 2018

The Gender Representation on Public Boards (Scotland) Act 2018 sets a gender representation objective that 50% of non-executive members of public boards should be women.

Where two or more candidates are assessed as equally qualified for appointment, and at least one candidate is a woman and one is not, section 4(3) of the Act requires the appointing Minister to appoint the woman where this would help the board achieve, or make progress towards achieving, the gender representation objective*.

Once you apply, the Scottish Government will write to you to collect the required information regarding your sex.

*To note, under section 4(4) of the Act, the appointing Minister may instead appoint a candidate who is not a woman where another characteristic or circumstance appropriately justifies doing so.

Common Questions and Answers

Who can I contact to speak about this role?	For more information about the role, please contact Professor Graeme Roy at commissioner.recruitment@fiscalcommission.scot . Further information about the Scottish Fiscal Commission can be found at Scottish Fiscal Commission .
Who can I speak to about a disability related reasonable adjustment?	Please contact the Public Appointments Team Email: Public.appointments@gov.scot Deaf, deafblind and BSL users can contact the team via contactSCOTLAND-BSL .
I am having a problem with the application process who can I speak with?	Please contact the Public Appointments Team (see contact details above).
Do you have any advice for candidates attending interviews?	Yes. More information is provided here: Introduction - Public appointments: guide - gov.scot (www.gov.scot) .
I can't attend the interview in person, can I attend remotely?	Yes. You can request to attend the interview using MS teams. Please contact the Public Appointments Team. Email: Public.appointments@gov.scot .
Will you reimburse expenses for attending an interview?	Yes. You can claim reasonable expenses. A claim form will be issued with your invitation to interview, along with instructions.
What does 'appointed on merit' mean?	Appointed on merit means that the people who are appointed most closely meet the criteria that is sought for the board vacancy at a point in time. People are assessed on the evidence that they present in the appointments process and the findings of the fit and proper person test.
What role does the Ethical Standards Commissioner (ESC) have in the appointments process?	The ESC regulate and monitor the public appointments process . The Commissioner plays a role in ensuring appointments are made on merit and use fair methods. More information about the Commissioner's role is provided here: Public appointments Information leaflet Ethical Standards Commissioner .

Can I apply if I am not a British citizen?	Yes. You can apply for and be appointed to the Boards of Public Bodies if you are not a British citizen. However you must be legally entitled to work in the UK.
Would remuneration for a public appointment impact on my benefits?	Possibly. Taking up a remunerated public appointment may affect benefits payments. This will depend on individual circumstances and you should seek advice from your benefits provider. More information is provided here: Public appointments and welfare benefits: information - gov.scot (www.gov.scot)
Do the selection panel see information from the diversity monitoring form?	No. Diversity monitoring information provided by applicants is not shared with the selection panel. If applicants opt for a guaranteed interview this information will be shared with the selection panel. Information about a reasonable adjustment may be shared with the selection panel to ensure that requirements are met (e.g. if a BSL interpreter is required).
Do I need to provide an email address and contact details at application stage?	Yes. You must provide your contact details, including an email address, when submitting your application. This information is required so that we can contact you regarding your application and, if you are successful, to support the appointment process. As part of the Baseline Personnel Security Standard (BPSS) requirements, the Scottish Government may need to verify the identity and credentials of candidates who are recommended for appointment. Contact details are also needed by the public body to arrange induction. Applications submitted without the required contact information will be rejected.
How will my personal information be handled?	All personal information will be handled with great care and in line with UK GDPR and data protection requirements. Further information can be found in the Privacy Notice .

Can I get feedback on my application or interview?	Yes. You can request feedback. Candidates have 20 working days from the date of notification of the outcome of their application to make the request in writing.
Is any training provided if I am offered and take up an appointment?	Yes. Each board has their own induction process and training offer, they will make contact directly should you be appointed. New appointees are also invited to attend an induction day hosted by the Public Bodies Support Unit of the Scottish Government.
Is it possible to hold more than one public appointment?	Yes. It is possible to have more than one public appointment. However, please check the disqualification section in this pack for further details related to this specific board. You should also check that you can make the time commitment for an additional appointment and that there are no unmanageable conflicts of interest.
Are public appointments announced?	Yes. Every appointment is announced here: Public appointments: news releases - gov.scot (www.gov.scot) The board may also announce new appointments on their own website and social media platforms. Information published will include a biography and details of any political activity within the last 5 years.
What standards are expected of board members?	The conduct expected of board members of Scottish public boards is set out here: Members of devolved public bodies: model code of conduct - December 2021 - gov.scot (www.gov.scot) (this includes the Principles of Public Life). The SFC Code of Conduct is set out here: SFC Code of Conduct .
How can I complain about the public appointments process?	Further information about the complaints process for public appointments can be found here: How to apply - Public appointments: guide - gov.scot (www.gov.scot) . Anyone concerned about public appointments can raise a complaint and have it independently investigated by the Ethical Standards Commissioner. Investigation process public appointments Ethical Standards Commissioner .

For further information

Please contact the Public Appointments Team, Scottish Government

Email: public.appointments@gov.scot

Deaf, deafblind and BSL users can contact the team via [contactSCOTLAND-BSL](#)



Scottish Government
Riaghaltas na h-Alba