

Applicant Information pack for appointment to the Scottish Land Commission – Land and Communities Commissioner



SCOTTISH LAND COMMISSION
COIMISEAN FEARAINN NA H-ALBA

The Cabinet Secretary for Climate Action and Rural Affairs is seeking to appoint a Land and Communities Commissioner to the Scottish Land Commission. The Cabinet Secretary values highly the benefits of having different points of view on the public body and welcomes applications from people from all walks of life.

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

Key dates for this appointment round

Closing date	17:00 on 27 November 2026
Sift of applications	8 December 2026
Date applicants will hear about the outcome of their application	14 December 2026
Interviews	6 and 7 January 2027 Interviews will be held in person, in Inverness. Candidates can request for the interview to be conducted online, on the dates published above, if they are unable to attend in person.

	It is unlikely that we will be able to offer an alternative interview date.
Ministerial decision	February 2027
Parliamentary Consideration	February/early March 2027 The candidate nominated by the Minister may be required to meet with the parliamentary committee during this time period (further details are provided later in this pack).
Start date	April 2027

T: 0300 244 4000
E: scottish.ministers@gov.scot

Dear Applicant,

Thank you for your interest in the important position of Land and Communities Commissioner ('LCC') at the Scottish Land Commission ('the Commission').

Established under the Land Reform (Scotland) Act 2016, the Commission supports the functions of both Land Commissioners and the Tenant Farming Commissioner. The Land Commissioners review the effectiveness and impact of law, policy and practice relating to land in Scotland and make recommendations for change, while the Tenant Farming Commissioner promotes good relations between landlords and tenants and encourages good practice within the tenant farming sector.

The LCC is a new and exciting post at the Commission created by the Land Reform (Scotland) Act 2025. Amongst other things, the 2025 Act will require owners of large landholdings to engage with the local community in the development of publicly available land management plans. The LCC will have a crucial role in ensuring relevant landowners comply with these and other new obligations, and will have the ability to levy fines where appropriate.

The Act also gives Ministers new powers to require that in some cases large landholdings are sold not as one holding, but in multiple lots. This is a policy known as "the transfer test" and the LCC will advise Ministers on when such steps might be suitable.

As a member of the broader Commission, the postholder will also collaborate with the other Commissioners in the exercise of their functions.

This is a distinctive public appointment. As the first LCC, you would be able to shape how the new role operates. In particular, prior to all of the new provisions coming into force, the LCC will work with Scottish Ministers and stakeholders to inform the development of regulations and guidance under the Act.

We are seeking an individual with the expertise, experience and credibility to fulfil these responsibilities. They must have significant expertise or experience in land management and community empowerment. They will also have sound judgement, the ability to work collaboratively at senior levels, the ability to influence and challenge effectively and fairly, and skills in engaging communities, landowners and other interest groups.

Candidates do not need previous experience of serving on a public board. Training and support will be available to the successful candidate.

Scottish Ministers greatly value the benefits of diverse experience and perspectives at the Commission, and we encourage applications from people from all walks of life. We particularly welcome applications from under-represented groups, including women, disabled people, LGBT+ people, people from ethnic minority communities, and people aged under 50.

More information about the Commission is available on its website: [Making more of Scotland's land - Scottish Land Commission](#).

For further information about the role, please contact Michael Russell, Chair of the Commission at Michael.Russell@landcommission.gov.scot or Hamish Trench, Chief Executive of the Commission at Hamish.Trench@landcommission.gov.scot

The Commission are holding an online event to provide further information on the Commission, the Board of Commissioners and the role of the LCC. Interested candidates can register here <https://www.landcommission.gov.scot/land-and-communities-commissioner>

Scottish Land Commission online information event: Tuesday 10 November 2026 at 7pm.

We very much appreciate your consideration of this role and wish you all the best with your application.

Yours sincerely,



GILLIAN MARTIN

Cabinet Secretary for Climate Action and Rural Affairs



MICHAEL RUSSELL

Chair of the Scottish Land Commission

Information about the role

Remuneration	<p>£254.38 per day (non-pensionable) and reasonable expenses. This will be reviewed annually.</p>
Time commitment	<p>This is a new, demand-led role. The time commitment will vary, and a degree of flexibility will be required, particularly as the functions under the Land Reform (Scotland) Act 2025 (the “2025 Act”) are commenced.</p> <p>The expected commitment is initially up to 5 days per month, each of no less than 7.5 hours, until the provisions of the 2025 Act relevant to the Land and Communities Commissioner (LCC) are fully implemented.</p> <p>There may be an interim increase in the time commitment before full implementation, if required, to reflect the phased commencement of the LCC's functions and evolving workload.</p> <p>The commitment will increase up to a maximum of 12 days per month, each of no less than 7.5 hours, on a permanent basis. This is currently expected to be from 2030, in line with the full implementation of the LCC's functions under the 2025 Act, subject to Parliament’s consideration of the relevant provisions of the 2025 Act.</p>

Length of appointment term	<p>Appointment to this role will be made for a term of five years. This appointment is being made during a period of Public Service Reform in Scotland. During this period, and depending on the implementation of future reforms, the appointment may end earlier than anticipated or may be extended, subject to Ministerial decisions and legislative requirements. The successful candidate will, of course, be kept informed of any likely or actual changes to the term length as a result of the changing landscape. Applicants should be aware that this position is held at the discretion of Scottish Ministers and does not constitute employment.</p> <p>To note, there are currently no specific proposals for reform involving the Scottish Land Commission. Candidates should simply be aware that proposals could emerge during the lifetime of this appointment, in which case board members would be kept informed and engaged as appropriate.</p> <p>Applicants who have previously served on this public body should refer to the Q&A section on previous service and term limits.</p>
Location of meetings	<p>The Commission is based in Inverness, with meetings taking place virtually, in-person in Inverness, and at other locations throughout Scotland, as</p>

	required. This may include attendance at public meetings.
Disqualifications	<p>A person is disqualified from appointment, and from holding office, as a member of the Scottish Land Commission as set out in section 12 of the Land Reform (Scotland) Act 2016 (the “2016 Act”). The 2025 Act amends section 12, adding further disqualifications from appointment, and from holding office, as the LCC. While the 2025 Act disqualification amendments are not yet in force, they are due to commence before the successful candidate takes up post. Accordingly, the amended provisions will apply to this appointment.</p> <p>The relevant sections are detailed below for ease of reference:</p> <p>Extract from the 2016 Act, pending amendment by the 2025 Act</p> <p>12. Disqualification from membership (1) A person may not be appointed as a member of the Commission if that person is or has been at any time during the previous 12 months—</p> <ul style="list-style-type: none"> (a) a member of the House of Commons, (b) a member of the Scottish Parliament, (c) a member of the European Parliament, (d) an officer-holder of the Scottish Administration,

(e) a councillor of any local authority.

[(2A) A person may not be appointed as the Land and Communities Commissioner if that person is or, within the year preceding the date on which the appointment is to take effect, has been the owner of land in relation to which section 67H of the Land Reform (Scotland) Act 2003 [as inserted by section 4(2) of the 2025 Act (not yet in force)] applies.]* Please see this link to [section 4\(2\) of the 2025 Act](#) which inserts section 67H into the 2003 Act.

(4) A person's appointment as a member ceases if, during the person's period of appointment, any of subsection (1)(a) to (e) applies to that person.

[(6) A person's appointment as the Land and Communities Commissioner ceases if, during the person's period of appointment, subsection (2A) applies to that person.]*

Provisions marked with * are not yet in force.

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 civil servants (Director General level and above) should

	ensure they comply with any applicable business appointment rules and if needed, seek advice from The Public Appointments Team at Public.appointments@gov.scot before applying for this role.
--	---

The Scottish Land Commission

[The Scottish Land Commission](#) (the “Commission”) is a non-departmental public body (NDPB) established under the Land Reform (Scotland) Act 2016. The Commission currently comprises the Land Commissioners, one of whom is the Chair, together with the Tenant Farming Commissioner (TFC). They are all appointed by Scottish Ministers with the approval of the Scottish Parliament. The Commission is based in Inverness and employs around 18 full-time equivalent staff led by Chief Executive Hamish Trench.

The Commission’s remit extends to all land in Scotland, whether urban or rural, and covers a wide range of matters relating to the ownership, management and use of land. The Commission supports and co-ordinates the exercise of the statutory functions of its members.

The Land Commissioners review the effectiveness and impact of law, policy and practice relating to land in Scotland and make recommendations for change. They also promote informed and constructive debate about land reform. The TFC promotes good relations between landlords and tenants, encouraging good practice, and supporting collaboration and effective dispute resolution within the tenant farming sector.

The 2025 Act establishes the role of the LCC with functions relating to large landholdings. The LCC will be responsible, among other things, for enforcing the new community-engagement obligations and land management plan requirements for large land holdings, and preparing reports for Scottish Ministers to inform their making of lotting decisions for large land holdings. The Act also requires Scottish Ministers to consult the LCC on certain guidance and regulations connected to those functions.

Scottish Ministers are looking to appoint the new LCC in Spring 2027. We value very highly the benefits of having different experience and points of view on our Boards and

we are keen that people from all walks of life apply for public appointments. Scottish Ministers particularly welcome applications from women, disabled people, LGBT+ people, people from ethnic minority communities, people aged under 50 and people from a range of socio-economic backgrounds.

The role of the Land and Communities Commissioner

Scottish Ministers are looking to recruit the first LCC, who will have a central role in implementing the new measures introduced by the 2025 Act relating to large landholdings. This is a new and significant role, offering a unique opportunity to work with Scottish Ministers and stakeholders to inform the development of regulations and guidance, including through the LCC's statutory consultation role. As the first appointment to the role, you will also help establish the role within the Scottish Land Commission, developing priorities, processes and ways of working.

Once the relevant provisions of the 2025 Act are commenced, the LCC will have specific statutory responsibilities relating to large land holdings, including:

- enforcing community-engagement obligations including land management plans for large land holdings, imposed by future regulations (the draft of which the LCC must be consulted on),
- preparing reports for Scottish Ministers to inform their making of lotting decisions,
- collaborating with the Land Commissioners and Tenant Farming Commissioner where their functions relate to those of the LCC, and
- exercising any other functions conferred by enactment.

Scottish Ministers must also consult the LCC before issuing guidance relating to community-engagement obligations and lotting decisions.

The LCC will be expected to engage widely with landowners, land managers, communities and other stakeholders. The LCC will work closely with staff at the Commission and will have the power to delegate functions as deemed appropriate and will have access to training, legal advice and other support necessary to discharge their responsibilities effectively. As a member of the Commission, the LCC will work

collaboratively with fellow Commissioners and staff and share responsibility for the effective governance of the Commission and contributing to the delivery of the Commission's statutory functions.

In appointing the LCC, Scottish Ministers must ensure that the person appointed has appropriate expertise or experience relevant to the Commissioner's functions, including land management and community empowerment, and the appointment must be approved by the Scottish Parliament. More information about this approval process is set out in the Parliamentary Scrutiny and Approval section of this pack.

Scottish Land Commission Commissioner Responsibilities

The role of all the Commissioners, including the LCC, is to provide leadership, direction, support and guidance to ensure the Commission is committed to, and delivers, its functions effectively and efficiently taking account of the aims, policies and priorities of Scottish Ministers. Commissioners have corporate responsibility, under the leadership of the Chair, for the following:

- taking forward the strategic aims and objectives for the Commission agreed by the Scottish Ministers,
- determining the steps needed to deal with changes which are likely to impact on the strategic aims and objectives of the Commission or on the attainability of its operational targets,
- promoting efficient, economic and effective use of staff and other resources by the Commission consistent with the principles of Best Value, including, where possible, participation in shared services arrangements,
- ensuring that effective arrangements are in place to provide assurance on risk management (including in respect of personnel, physical and cyber risks/threats/hazards), governance and internal control. The Commissioners must set up and maintain an audit and risk committee chaired by a Commissioner to provide advice and assurance on the effectiveness of the internal control and risk management systems,
- (in reaching decisions) taking into account relevant guidance issued by the Scottish Ministers,
- approving the annual accounts and ensuring Scottish Ministers are provided with the annual report and accounts to be laid before the Scottish Parliament. The Chief Executive as the Accountable Officer of the public body is responsible for signing the accounts and ultimately responsible to the Scottish Parliament for their actions,
- ensuring that the Commissioners receive and review regular financial information concerning the management and performance of the Commission and are

informed in a timely manner about any concerns regarding the activities of the Commission,

- demonstrating high standards of corporate governance at all times, including openness and transparency in its decision making,
- the work of the Commission is within the remit of the Scottish Parliament Rural Affairs Committee, and it is likely that Commissioners will be invited to give formal, public evidence in the course of the role, and
- adherence to the [Commission's Code of Conduct](#).

The selection panel

Chair	Anna Densham - Deputy Director Land Reform, Rural & Islands Policy, Scottish Government
Independent panel member	Dr Patricia Armstrong - Governance and leadership consultant
Representative from the Ethical Standards Commissioner	Jayam Dalal - Public Appointments Advisor
Panel member	Michael Russell - Chair, Scottish Land Commission

Please note that applicants will be asked to declare if they know any members of the selection panel in this pack. The 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

What skills, experience & personal qualities does the Land and Communities Commissioner need to have?

This section provides information on the skills, experience and knowledge required for the Land and Communities Commissioner (LCC) and how these will be assessed in the recruitment process. The LCC will need to bring specific skills and experience to the role and it is a statutory requirement that the LCC must have expertise or experience in

land management and community empowerment, as set out in section 11(3A) of the 2016 Act, as inserted by [section 7\(6\) of the Land Reform \(Scotland\) Act 2025](#).

Under inserted section 12(2A) of the 2016 Act, as inserted by [section 7\(7\) of the Land Reform \(Scotland\) Act 2025](#), a person may not be appointed as the LCC if that person is or, within the year preceding the date on which the appointment is to take effect, has been the owner of land in relation to which section 67H of the Land Reform (Scotland) Act 2003, as inserted by [section 4\(2\) of the 2025 Act](#), applies.

In practical terms, this means that a person cannot be appointed as the LCC if they currently own, or have owned within the previous 12 months, land that exceeds 1,000 hectares. In certain circumstances, a person whose land is less than 1,000 hectares may also be disqualified; this will depend on ownership and other connections between that land and nearby land which may cumulatively total over 1,000 hectares.

Applicants are asked to share details about their interests in land in the application so this can be considered. The Scottish Government has recently published draft guidance for consultation which may be helpful in understanding what kind of land is a large land holding under the Act: [Draft guidance: Check if you have a large land holding](#).

The appointment panel may also take into account whether an applicant's ownership of land, or other involvement with land through influence or control, including through companies, partnerships or other arrangements, could give rise to actual, potential or perceived conflicts of interest in the exercise of the LCC's functions. This may include interests in, or connections with, a large holding of land under the Land Reform (Scotland) Act 2025.

In providing the evidence sought, you can draw on examples from your working and/or personal life, or through your participation with a private, public, voluntary, charity or community organisation.

We are looking for candidates who meet **both** of the priority criteria and **all** of the essential criteria. The priority criteria carry the greatest weight. The candidate who provides the strongest evidence against both priority criteria will be considered most able to fulfil the role. If candidates provide evidence of equal merit against the priority criteria, the selection panel will then take into account the strength of the evidence against the essential and desirable criteria.

1. **Section A – Priority Criteria:** applicants for Land and Communities
Commissioner **must** be able to demonstrate evidence of **both** of the priority criteria in order to be considered for appointment.
2. **Section B – Essential Criteria:** applicants for Land and Communities
Commissioner **must** be able to demonstrate evidence of **all** of these essential criteria in order to be considered for appointment.
3. **Section C – Desirable Criterion:** it is desirable to appoint a Gaelic speaker to the Board although this is not an essential requirement.

Please note that you must provide evidence against both of the priority criteria listed below at Section A. You must also demonstrate evidence against all of the essential criteria at Section B.

Criterion	Example indicators	How this will be assessed
A. Priority		
1. Expertise or experience in land management	<p>Applicants must be able to demonstrate expertise or experience in land management in the Scottish context.</p> <p>This may have been gained through operational, policy, regulatory, academic, advisory or leadership roles / roles in the public, private, academic, third or voluntary sectors.</p> <p>Examples may include:</p> <ul style="list-style-type: none"> • ownership, management or oversight of rural, urban or community land; • land use planning, • land reform, or land rights; • agriculture, forestry, crofting, estates, conservation or environmental land management; • land governance, 	<p>This will be assessed at application stage and at interview stage.</p> <p>In your online application: Please demonstrate how you meet this criterion. Your response should be no more than 350 words.</p>

	<p>regulation, policy development;</p> <ul style="list-style-type: none"> • research, teaching or professional advisory work relating to land management. 	
2. Expertise or experience in community empowerment	<p>Applicants must be able to demonstrate expertise or experience in community empowerment in the Scottish context.</p> <p>This may include:</p> <ul style="list-style-type: none"> • Understanding the principles and objectives of community empowerment in Scotland. • Supporting communities to influence decisions and outcomes. • Working with community rights, community ownership or participatory decision-making processes. • Experience of community engagement and enabling meaningful participation by communities. 	<p>This will be assessed at application stage and at interview stage.</p> <p>In your online application: Please demonstrate how you meet this criterion. Your response should be no more than 350 words.</p>
B. Essential		
1. Good communication and influencing skills	<p>Examples may include:</p> <ul style="list-style-type: none"> • Able to communicate effectively with different audiences and in public settings. • Able to influence stakeholders, and to adapt 	<p>This will be assessed at application stage and at interview stage.</p> <p>In your online application: Please demonstrate how you</p>

	<p>your style appropriately.</p> <ul style="list-style-type: none"> • Confident in questioning proposals, able to challenge constructively, and able to put forward views in an objective way. • Able to listen to diverse voices and respect different views. 	<p>meet this criterion. Your response should be no more than 300 words.</p>
<p>2. Teamwork and collaboration skills</p>	<p>Examples may include:</p> <ul style="list-style-type: none"> • Experience of collaborating with others to achieve shared objectives. • Able to build a range of effective working relationships. • Accept collective decisions, even if going against a personal view. • Actively contribute to and evaluate the strategic coherence, performance and governance of the organisation. • Understanding and being able to differentiate between strategic, policy and operational roles and decisions. 	<p>This will be assessed at application stage and at interview stage.</p> <p>In your online application: Please demonstrate how you meet this criterion. Your response should be no more than 300 words.</p>
<p>3. Strong analytical skills and sound judgement</p>	<p>Examples may include:</p> <ul style="list-style-type: none"> • Able to demonstrate confidence analysing information, making reasoned judgements and articulating and justifying their rationale. 	<p>This will be assessed at interview stage, including through a practical exercise. Details of the exercise will be shared with those shortlisted.</p>

	<ul style="list-style-type: none"> • Able to gather evidence and come to a considered and defensible position. • Able to assess complex evidence and balance a range of competing considerations within a wider legal, policy and community context. • Able to apply legal reasoning and principles appropriately, recognising the limits of their own expertise and seeking specialist advice where required. 	
--	---	--

C. Desirable It would be desirable to the Board if you could evidence the following:

1. Working Gaelic language	<ul style="list-style-type: none"> • Able to speak and understand the Gaelic language 	In your online application you will be asked to state whether you have a working ability in Gaelic.
-----------------------------------	--	---

Finally, you should provide a supporting statement and **tailored CV/career history** setting out your experience. This should be **no more than 500 words** and show how the roles/positions you have held, and/or activities you have undertaken, are relevant to this role. **Please ensure you check the ‘How to Apply’ section for further details on how to submit this.**

How to apply online

1. Download and save this applicant information pack to refer to.
2. Navigate back to the job advert and click ‘apply’.
3. Complete the personal information and conflict of interest questions.

4. When prompted, provide evidence against the relevant box/boxes for the Priority, Essential and Desirable Criteria, your supporting statement and tailored career history, and your response to the question on your connections with landholdings in Scotland. Please note that each response must not exceed the stated word limits.
5. Submit your online application by 17:00 on 27 November 2026.
6. **Please Note:** you do not have the option to edit your application once you click 'submit'. You must have all your information to hand before submitting your application.

We strongly recommend that you draft your answers in a word document and check that you are happy with them before copying and pasting your answers in the relevant sections of the online 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

Application Advice

The selection panel will not make assumptions – for example from a job title – as to the skills, knowledge, experience and attributes you have gained. The Panel will review the evidence provided and invite to the second and final assessment stage those applicants who most closely meet the criteria being tested at this first stage of assessment. By the end of the selection process, you must have demonstrated that you have met the priority and essential criteria to the satisfaction of the selection panel to be considered for appointment.

You should provide clear and succinct information about yourself and how you meet the criteria that are being tested at this application stage. When being asked to demonstrate knowledge, understanding or experience, you should describe how you gained this, the breadth and depth of this knowledge, understanding or experience and any situations where you have used this.

Please use specific evidence to support your answers that is relevant to the requirements being tested. Draw on evidence from your working and/or personal life,

or through your participation with a private, public, voluntary, charity or community organisation. Please note that there are word limits at each of the sections.

Suggested preparation

- Take time to think about each of the criteria and think about the situations you have recently been involved in.
- Think how your actions and experiences led to results that demonstrate the criteria.
- Prepare your answers.

Your evidence

- Please be clear and succinct. You may be asked to expand on your answers at interview.
- Draw on evidence which best demonstrates your skills, knowledge or abilities in that area.

In providing your evidence, it would be helpful if you could explain your personal contribution, what you did and how you did it – use “I” not “we.” Give the outcome – what happened? How effective was the result? How influential were your role, actions and interventions? What impact did you have?

Using the STARR method

Some people may find it helpful to structure responses using the STARR method. This might help you present clear, concise, and relevant evidence and can help the selection panel to understand your individual contribution and impact.

- **Situation** – Briefly describe the context or background.
- **Task** – Explain your specific role or responsibility.
- **Action** – Describe what you did (use “I”, not “we”), including how and why you took those actions.
- **Result** – Set out the outcome of your actions and what was achieved.
- **Reflection** – Where appropriate, reflect on what you learned, what you would do differently, or how this experience is relevant to the role of Land and Communities Commissioner.

Using this approach may help you demonstrate not only what you did, but how you applied your skills, judgement, and values, and the impact of your contribution.

The assessment process

The assessment process will happen as follows:

1. The selection panel will assess all applications against the criteria for appointment (see the person specification). Those who demonstrate evidence that most closely meet 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. There will also be a practical exercise to complete during the interview, details of this will be shared with 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 the candidate who most closely meets the criteria for selection and should be recommended to the appointing Minister.
5. The appointing Minister will make a decision about whom to appoint based on evidence from the selection panel. The appointing Minister may request to meet with candidates before making a final decision.
6. 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.

Parliamentary Scrutiny and Approval

The final stage of assessment is Parliamentary approval. The candidate nominated by the appointing Minister will be considered by the Scottish Parliament Rural Affairs Committee, who report to Parliament. The Rural Affairs Committee may wish to take

evidence from the proposed candidate once identified in one or more of the following ways:

- Informally – this will not be part of a formal Committee meeting;
- Formally in private – this will be part of a Committee meeting and will be in private;
- Formally in public – this will be part of a Committee meeting and will be in public. This will mean the session will be broadcast and available to view afterwards. A transcript (Official Report) will be produced and this will form part of Parliamentary records.

The Committee will then report its findings to the Scottish Parliament, and there will be a Chamber motion on the approval of the candidate. This may comprise a short parliamentary debate, and there will be a vote at decision time.

If nominated for appointment by the Minister, information from your application and a summary of evidence from the assessment process, including the results of the fit and proper person test, will be shared with the Rural Affairs Committee for the purposes of its consideration of the appointment. The Committee may publish some or all of this information at any stage of its consideration and it may therefore enter the public domain.

Personal contact details will be redacted and information on protected characteristics from the Public Appointments monitoring form such as age, ethnic grouping, disability and sexual orientation etc. will not be shared. **By applying for this role you acknowledge that relevant information from your application and the assessment process may be shared with the Committee.**

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.

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 means 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](#)
- There is confirmation that the time commitment required for the role can be met.

Media checks for candidates invited to interview

The selection panel may consider publicly available information about candidates, including posts on social media platforms. 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.

Gender Representation on Public Body Boards (Scotland) Act 2018

The Gender Representation on Public Body Boards (Scotland) Act 2018 sets a gender representation objective that 50% of non-executive members of public body 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 public body 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?

- The Scottish Government Public Appointments team to discuss the application process and any technical issues relating to the application form - Public.appointments@gov.scot
- The Scottish Government Land Reform Team to discuss matters relating directly to eligibility for appointment - LandReform@gov.scot
- 30 October to 13 November: Michael Russell (Chair of the Scottish Land Commission) to discuss matters relating directly to the role of the Land and Communities Commissioner. Michael.Russell@landcommission.gov.scot
- 14 November to 27 November: Hamish Trench (Chief Executive & Accountable Officer, Scottish Land Commission) to discuss matters relating directly to the role of the Land and Communities Commissioner. Hamish.Trench@landcommission.gov.scot
- **Scottish Land Commission online information event:** Tuesday 10 November 2026 at 7pm, please use this link to find out more and to register. <https://www.landcommission.gov.scot/land-and-communities-commissioner>

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 public body 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 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.

	<p>More information is provided here: Public appointments and welfare benefits: information - gov.scot (www.gov.scot)</p>
Do the selection panel see information from the diversity monitoring form?	<p>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).</p>
Do I need to provide an email address and contact details at application stage?	<p>Yes. You must provide your contact details, including an email address, when submitting your application.</p> <p>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.</p> <p>Applications submitted without the required contact information will be rejected.</p>
How will my personal information be handled?	<p>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.</p>
Can I get feedback on my application or interview?	<p>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 to Public.Appointments@gov.scot.</p>
Is any training provided if I am offered and take up an appointment?	<p>Yes. The Scottish Land Commission has confirmed that a full induction and training programme will be provided for the Land and Communities</p>

	Commissioner. New appointees are also invited to attend an induction day hosted by the Public Bodies Support Unit of the Scottish Government.
Can I apply for a role on a regulated public body if I have previously served on that public body?	<p>Yes. Previous service on a public body does not prevent you from applying for a new appointment.</p> <p>Time served as a Member, Trustee or Commissioner and time served as Chair are treated separately. Each role is normally subject to a maximum of eight years' service. If you have previously held the same role on the public body, any earlier periods of service will count towards the eight-year limit, even if there has been a break between appointments.</p>
Is it possible to hold more than one public appointment?	<p>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 public body.</p> <p>You should also check that you can make the time commitment for an additional appointment and that there are no unmanageable conflicts of interest.</p>
Are public appointments announced?	<p>Yes. Every appointment is announced here: Public appointments: news releases - gov.scot (www.gov.scot)</p> <p>The public body 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.</p>
What standards are expected of public body members?	<p>The conduct expected of public body members of Scottish public bodies 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)</p>

	The Scottish Land Commission's Code of Conduct
How can I complain about the public appointments process?	<p>Further information about the complaints process for public appointments can be found here: How to apply - Public appointments: guide - gov.scot (www.gov.scot)</p> <p>Anyone concerned about public appointments can raise a complaint and have it independently investigated by the Ethical Standards Commissioner.</p> <p>Investigation process public appointments Ethical Standards Commissioner</p>

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](#)