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| **Award Category** | **Shortlist** | **Based in** |
| IoD Scotland Director of the Year – **International** | * Fiona Logan - Insights Learning & Development * Dr Ken Sutherland – Canon Medical Research * Poonam Gupta – PG Paper | * Dundee * Edinburgh * Glasgow |
| IoD Scotland Director of the Year – **Agility & Resilience**  *Sponsored by Insights* | * Jim Gillespie – The Kibble Group * Laura Davidson – Tag Digital Ltd * Nick Ravenhall – Holyrood Distillery * Josie Saunders – Ceteris Scotland Ltd | * Glasgow * Glasgow * Edinburgh * Alloa |
| IoD Scotland Director of the Year – **Family Business**  *Sponsored by Turcan Connell* | * Neale Bisset – PMC Property Management * Rebecca Bell – Spectrum Service Solutions | * Aberdeen * Glasgow |
| IoD Scotland Director of the Year – **Third Sector**  *Sponsored by SCVO* | * Jacqueline Stone – St Columba’s Hospice Care * Jonathan Christie – The Carbrach Trust * Kirsteen Campbell - SSPCA * Lindsay Fyffe-Jardine – Edinburgh Dog & Cat Home | * Edinburgh * Aberdeen * Fife * Edinburgh |
| IoD Scotland Director of the Year – **Public Sector** | * Esther Black – Crown Estate Scotland * Grant Moir – Cairngorms National Park Authority * Shona MacLennan – Bòrd na Gàidhlig * Stuart Black - HIE | * Edinburgh * Highlands * Highlands * Highlands |
| IoD Scotland Director of the Year – **Young** | * Neale Bisset - PMC Property Management * Romy Berits - CANTEEN | * Aberdeen * Edinburgh |
| IoD Scotland Director of the Year – **Equality, Diversity & Inclusion**  *Sponsored by Wheatley Group* | * Carolyn Currie – Women’s Enterprise Scotland * David Dent MBE – Parexel * Edward Obi – HR Hub Plus Limited * Jai Aenugu – TechForce limited | * Glasgow * Carluke * Aberdeen * Aberdeen |
| IoD Scotland Director of the Year – **Innovation**  *Sponsored by Scottish Government* | * Duncan Wallace - PlacesWork * Nick Ravenhall – Holyrood Distillery | * Edinburgh * Edinburgh |
| IoD Scotland Director of the Year – **Sustainability**  *Sponsored by Zero Waste Scotland* | * Duncan Wallace – PlacesWork * Jeremy Leggett - Highlands Rewilding Ltd * Michael Golding – Visit Inverness Lochness * Richard and Ed Nimmons – Carbon Capture Scotland | * Edinburgh * Highlands * Highlands * Perth (business in South Scotland) |
| IoD Scotland Director of the Year – **Non-Executive** | * Bill Skelly – Team Police Ltd * Bob Keiller – Aberdeen & Grampian Chamber of Commerce * Dr B Arturo Langa – NHS National Services Scotland * Tracey Rob Perera - Institute of Chartered Accountants for Scotland (ICAS) | * Edinburgh * Aberdeen * Edinburgh * Edinburgh |
| IoD Scotland Director of the Year – **Small-Medium Business** | * Lucy Harrier - Prepress Projects Ltd * Nick Ravenhall – Holyrood Distillery * Robin Stevenson – Hamilton Waste & Recycling Ltd * Sara Speirs – Spectrum Service Solutions Ltd | * Perth * Edinburgh * Edinburgh * Glasgow (Paisley) |
| IoD Scotland Director of the Year – **Large**  **Business** | * Jackie Kipps - Insights Learning & Development * Poonam Gupta – PG Paper | * Dundee * Glasgow |

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| **Regional Directors of the Year Finalists** | |
| Edinburgh & Lothians  *Sponsored by Prosperity* | * Bridie Ashrowan - EVOC * Esther Black – Crown Estate Scotland * Lindsay Fyffe-Jardine – Edinburgh Dog & Cat Home * Nick Ravenhall – Holyrood Distillery |
| Central Scotland | * Josie Saunders – Ceteris Scotland Ltd * Marc Crothall – Scottish Tourism Alliance |
| Glasgow & West of Scotland  *Sponsored by TransAct Technology Solutions* | * David Dent MBE – Parexel * Evelyn McDonald – Scottish EDGE * Jim Gillespie – The Kibble Group * Sara Speirs – Spectrum Service Solutions Ltd |
| Highlands & Islands | * Grant Moir – Cairngorms National Park Authority * Stuart Black - HIE * Michael Golding - Visit Inverness Loch Ness |
| Fife & Tayside | * Fiona Logan - Insights Learning & Development * Jackie Kipps - - Insights Learning & Development * Kirsteen Campbell - SSPCA * Richard and Ed Nimmons – Carbon Capture Scotland |
| South of Scotland | * Jane Morrison-Ross – South of Scotland Enterprise * Romano Petrucci – Stranraer Development Trust |
| Aberdeen & Grampian | * Dr Abhishek AGARWAL - Grampian Housing Association * Neale Bisset - PMC Property Management * Bob Keiller - – Aberdeen & Grampian Chamber of Commerce * Tracy Clark - ITC Hydraulic Services Ltd |