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| **IoD Scotland Director of the Year Award Category** | **Name** | **Organisation** | **Based in** |
| **Non-Executive Director**  *Sponsored by Wheatley Group* | * Alistair Dodds * Fiona Campbell * Julie-Anne Jamieson * Steven Dickson | * Highland & Islands Enterprise * Association of Scotland’s Self-Caterers * Volunteering Matters * Scottish Water | * Inverness * Glasgow * Edinburgh * Glasgow |
| **Emerging**  *Sponsored by YouthLink* | * Ewan Rattray * Mairianne Stewart * Steve Gardyne | * Peterhead Port Authority * Plug-In Finance * Amplus Energy | * Peterhead * Airdrie * Aberdeen |
| **Sustainability and Innovation** | * Callum Cruden * Grant Smith * Josie Saunders | * RI Cruden Ltd * ACS Clothing Limited * Ceteris Scotland Ltd | * Inverness * Motherwell * Alloa |
| **Sales & Marketing** | * Amanda Wrathall * Carol Graham * Dan Rigby * Lee Fitzpatrick | * Edinburgh International Conference Centre (EICC) * Graham's Family Dairy * Wood plc * Zebra Growth | * Edinburgh * Stirling * Aberdeen * Edinburgh |
| **People & HR** | * Barry Johnstone * Gary Brewer * Sasha Jaypalan | * Caledonia Housing Association * Chest Heart & Stroke Scotland * Grace May | * Perth * Edinburgh * Aberdeen |
| **Operations** | * Alison Welsh * Diane Burke | * Tweed Wealth Management * Caledonian MacBrayne (CalMac Ferries Ltd) | * Edinburgh * Gourock |
| **Specialist** | * Dany Brunton * Fiona Campbell * Gail Boag * Jane Wood | * Theorise * Association of Scotland’s Self-Caterers * ICAS (Institute of Chartered Accountants of Scotland) * Homes For Scotland | * Edinburgh * Glasgow * Edinburgh * Edinburgh |
| **Start-Up** | * Alison Welsh * Steve Harris * Vijay K Luthra | * Behavioural Finance * Integrity HSE * KEPsoft Collaborative CIC | * Edinburgh * Aberdeen * Glasgow |
| **Medium / Large Business** | * David Clark * Gordon Dewar * Josiah Lockhart * Ken Sutherland * Sarah Boyd | * Vysus Group * Edinburgh Airport Ltd. * Changeworks * Canon Medical Research Europe Ltd * Lothian | * Aberdeen * Edinburgh * Edinburgh * Edinburgh * Edinburgh |
| **Small Business** | * Callum Cruden * Celine Sinclair * Charlie Cameron * Dean Banks * Tracy Clark | * RI Cruden Ltd * The Yard * AquaTerra Training * Dean Banks group * ITC Hydraulic Services Ltd | * Inverness * Edinburgh * Aberdeen * St Andrews * Aberdeen |
| **Third Sector** | * Ashley Ryan * Gail Burden * Josie Saunders * Jackie Stone * Zahra Hedges | * Enable * Capella Charity * Ceteris Scotland Ltd * St Columba’s Hospice Care * Winning Scotland | * Motherwell * Edinburgh * Alloa * Edinburgh * Edinburgh |