



Entrepreneurial Leadership

Enterprising Scotland Leaders Programme 2026

Participant Profiles

Marion Anderson

Student and graduate Enterprise Manager, University of Glasgow

Marion Anderson has worked at the University of Glasgow since 2007, having held various business development and business growth and innovation roles before moving into Student Enterprise. Marion is responsible for the Student and Graduate Enterprise Team and lead on the development and delivery of innovative enterprise support programmes that encourage students and graduates to develop an entrepreneurial mindset, create new ventures and take them to the next stage. She also manages the "Enterprise Space" in the Advanced Research Centre and supports the student and graduate businesses based there as they launch and grow.

Prior to joining the University Marion worked for 13 years as a Project and Technology Transfer Manager for the Defence Science and Technology Laboratory (Dstl), part of the UK Ministry of Defence. She was also a consultant for the Scottish Intellectual Assets Centre, which is now part of Scottish Enterprise, and had a 6-month secondment with the UK Patent Office.

Polly Duplock

Senior Lecturer in Design & Making. Employability, Enterprise & Entrepreneurship Lead for Duncan of Jordanstone College of Art & Design, University of Dundee

Polly Duplock is a Senior Lecturer in Design & Making at Duncan of Jordanstone College of Art & Design (DJCAD), University of Dundee. Polly has degrees in BEng Materials Science and Engineering and MA Industrial Design Engineering. Her specialist area, in terms of teaching, is Product Design, though she now teaches more broadly across the design school including a master's level module in Leadership & Culture. In Polly's design teaching she has a focus on the sensitive and appropriate use of materials, sustainable design and Scottish design.

Polly currently holds the role of Employability, Enterprise & Entrepreneurship Lead for DJCAD. She is passionate about building skills and confidence within the student body in this area, with a focus on preparing them for their next steps beyond higher education. In

this work has a particular personal interest in supporting the development of the Scottish economy.

Stephanie Edwards

Manager, Creative Enterprise Development Office, Royal Conservatoire of Scotland

Stephanie Edwards graduated from the University of Western Ontario with an Honours BA in Media, Information, and Technoculture in 2013, and from the University of Glasgow with a MSc in Museum Studies, specialising in the History of Collecting in 2015. She has worked in a variety of roles across the museums and heritage sector and in fundraising. Outside of her work at the RCS, Stephanie has a practice in traditional upholstery and spends much of her free time rock-climbing and skiing.

In this role, Stephanie supports students, staff, and recent graduates from across the institution and in the wider community with creative enterprise support, funding, and engagement initiatives. She coordinates the newly developed Creative Enterprise Development Office.

Matthew Gardiner

Sustainable Enterprise Manager, SRUC

Matthew leads the Enterprise Academy at SRUC. His work focuses on empowering student learners to build impactful ideas, nurture entrepreneurial confidence and contribute meaningfully to the rural and natural economy. Prior to joining SRUC, he held roles with the Scottish Institute for Enterprise (SIE), supporting enterprise education initiatives across Scotland's higher education sector.

Barbara Gorgoni

Tech Transfer Executive, University of Aberdeen

Barbara Gorgoni is a Technology Transfer Executive at the University of Aberdeen, supporting the commercialisation of research across a wide range of activities, including IP protection, licensing and industry partnerships. Barbara helps academics and students progress innovative ideas from concept to application, facilitating access to accelerators, funding, and other development programmes. She is responsible for managing projects within the University's spinout pipeline in the engineering and physical sciences primarily, guiding ventures through to company formation.

Prior to this role, Barbara spent more than ten years supporting engagement with industry, public sector, and third-sector organisations. Her background is in biomedical research and throughout her career my main motivation has been to enable translation of research outcomes into societal and economic impact.

Bonnie Hacking

Programme Manager, Entrepreneurship Centre, University of St Andrews

Bonnie Hacking is passionate about people and has many years' experience equipping enterprising, entrepreneurial and creative individuals and teams to turn ideas into successful, scalable and sustainable ventures with real-world societal and environmental impact. As Programme Manager in the Entrepreneurship Centre, University of St Andrews, Bonnie develops and delivers training and provides coaching and mentoring for start-ups, spinouts and social enterprises. Her experience includes enterprise education and advising at St Andrews, serving as a Director of Enterprise Educators UK, and facilitating the University of Cambridge and MIT Enterprisers programme.

Before joining the University, Bonnie held people and management development roles with Oxfordshire County Council and Unipart Group of Companies.

Gillian Hambley

Senior Innovation Engagement Lead (Academic Innovation), Interface

Gillian Hambley is a Senior Innovation Engagement Lead (Academic Innovation) at Interface, where she works across academia, business and innovation. Acting as an extension of university engagement teams, Gillian supports collaborations between universities and organisations across Scotland. Her role focuses on translating academic expertise into real-world impact through knowledge exchange and commercialisation, helping to solve challenges, drive growth and create societal benefit. She is currently developing sustainable engagement models that support this.

Gillian regularly engages with university enterprise and entrepreneurship teams, supporting initiatives that connect students, researchers and academics with external partners, funding opportunities and innovation support. With a particular interest in entrepreneurship, innovation ecosystems and partnership development, she hopes to further develop her leadership skills through the Enterprising Leaders programme, deepen her understanding of the evolving enterprise landscape, learn from peers across Scotland's universities, and explore new opportunities for collaboration and support.

Carolyn Low

Knowledge Exchange Manager, Queen Margaret University

Carolyn Low holds a BSc in Virology, an MSc in Molecular Medicine and a PhD from the University of Glasgow. Carolyn was a founding member of the Stratified Medicine Scotland Innovation Centre (SMS-IC) laboratory team, spending five years as a Senior Scientist before moving to UK Biobank as Head of Access. Carolyn subsequently worked as Business Development Manager for a molecular diagnostics company, combining scientific expertise

with commercial and strategic development experience. Since joining Queen Margaret University in 2023 as Knowledge Exchange Manager, she has supported knowledge exchange, innovation and entrepreneurial activity across the University.

In Carolyn's work to support entrepreneurship, she helps staff, students and graduates develop ideas, access opportunities and build connections that translate research and innovation into real-world impact.

Fraser Maitland

Enterprise Manager, University of the West of Scotland

Fraser Maitland is Enterprise Manager at the University of the West of Scotland (UWS), where he leads the development of enterprise, entrepreneurship and commercialisation initiatives under the UWS Ignite brand.

Bringing more than 20 years of board-level leadership experience in industry, he combines commercial expertise with a passion for innovation, supporting students, graduates and academic staff to transform ideas and research into successful ventures and societal impact. Fraser leads initiatives spanning business incubation, knowledge exchange, technology transfer and strategic partnerships, working closely with industry, public sector organisations and Scotland's entrepreneurial ecosystem. He is committed to embedding entrepreneurial thinking across the institution, creating inclusive opportunities that enable students and staff from all disciplines to develop entrepreneurial capabilities.

His current focus is on strengthening UWS's entrepreneurial campus, expanding regional innovation partnerships, accelerating research commercialisation, and developing sustainable enterprise programmes that align with the University's Strategy 2030 and Scotland's ambitions for innovation-led economic growth.

Helen Miller

Events and Administration Co-ordinator, University of the Highlands and Islands

Helen Miller's main role is to lead the delivery of UHI's high impact, region-wide annual business competition. Entrepreneurship is vital to the local economy, and the competition plays a key role in inspiring and supporting promising entrepreneurs by allowing them to develop their business ideas. The competition is followed up by encouraging entrants to take part in other competitions as well as attending a Make it Happen Day to encourage them in the next steps. Helen is also involved in organising delivery of the SEE Programme which is designed to meet a clearly identified need arising from an increased global demand in the field of entrepreneurship education. Helen has been employed at UHI Inverness for over 15 years and is also a partner in a local fencing business.

Kieran McKinstry

Knowledge Exchange and Innovation Manager, The Open University in Scotland

Kieran McKinstry's role has been primarily concerned with knowledge exchange, but he is really interested in any work widening access to opportunity, and/or helping people engage more equitably with the economy. That's led him to spend well over half of his time working on student enterprise.

Kieran felt there was a provision gap at his institution for entrepreneurial students, so 18 months ago he started the Open Enterprise Network, a channel for all student, alumni (and some staff) enterprise work – competitions, events, development/networking opportunities and opportunities to get feedback – to flow through. There are 161 members across Scotland, and 12 early-stage businesses have been funded. The initiative is focused on widening access to enterprise opportunities and is committed to helping any business that needs support – from deep-tech startups to Etsy sellers. Kieran hopes that this programme can help him to strengthen his strategic leadership and maximise the impact of student enterprise initiatives.

Ross McLennan

Student Ventures Manager, University of Edinburgh

Ross McLennan has worked with innovative startups for over 15 years and has been supporting student and graduate founders at the University of Edinburgh for over nine years. In that time, he has worked with thousands of aspiring entrepreneurs, helping them launch hundreds of startups and raise tens of millions in investment for their ventures. He currently leads the Edinburgh Innovations student enterprise advisory team, was recently on secondment at Old College Capital, the University's venture fund, and has previously been the International Marketing Manager for Virtual Interconnect, Director of Marketing for Scottish Orienteering, worked at several innovation centres and ran an outdoor centre. He studied Mechanical Engineering and Accounting at the University of Strathclyde.

Danielle Moran

Enterprise Manager, Heriot-Watt University

Danielle Moran joined Heriot-Watt University in 2022 as Enterprise and Incubator Manager, supporting start-up and spinout founders across the University. Before joining Heriot-Watt, Danielle built a career in the sustainable fashion industry, with experience leading projects across marketing, business strategy, sustainability, digital transformation, and international growth.

At Heriot-Watt University, Danielle develops opportunities that help aspiring founders build the skills, knowledge, and confidence to turn their ideas into viable and scalable businesses. She fosters a collaborative and supportive community, working closely with founders as

they develop their ideas, explore markets, grow their ventures, and progress on their start-up journey.

Cheryl Torano

Business Development Manager, Abertay University

Cheryl Torano is the Business Development Manager for Abertay cyberQuarter. Cheryl graduated from Abertay's Ethical Hacking programme in 2017 having undertaken an accelerated BSc Hons degree. Prior to that she studied HND Computer Networking and Internet Technology at Dundee and Angus College.

Following graduation, Cheryl worked in Abertay University's digital marketing team until 2019 when she took up a role with Brightsolid as a Cyber Security Engineer. During this time, she completed an MBA in Business Administration in Cybersecurity.

Cheryl is chair for the Tay Cities Digital Ecosystem, she leads the Ladies of Dundee Hacking Society, is a committee member on Scottish Women in Cyber, and a key member in the Scottish Cyber Cluster.

Sam Trett

Enterprise Manager, Converge

Sam Trett manages the Converge Challenge Enterprise programme - Coordinating the programme, university outreach/support along with cohort engagement. Converge works with Scotland's universities to empower staff, students and graduates to transform academic research and innovation into real-world solutions. Through collaboration, we harness expertise, knowledge and connections to support the creation of impactful businesses that contribute to a more sustainable future.