



CAITHNESS

BUSINESS NEWS

May 2020 | caithnesschamber.com

North Highland
businesses **face**
challenge together

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Committed to Caithness

We are proud to support Dounreay Site Restoration Ltd's mission to safely deliver the interim end state, working for nearly 15 years without a local health and safety incident.

The acquisition of Wood Nuclear has brought complementary capabilities to the Jacobs team, enhancing the range of services we offer and the potential to grow our local workforce. We're delighted to have supported local community organisations and charities including: Caithness Chamber of Commerce; Caithness Badminton Association; Reay Golf Club; Caithness Northern Nashville Country Music Festival; RNLi; Highland Cancer Centre; Caithness Christmas Toy Appeal; Thurso Community Christmas Meal and Celebrations; Caithness Samaritans.



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Chamber Comment

It's safe to say this has been a more challenging year for businesses in the North Highlands than anyone could have anticipated. More than ever, it's impossible to predict what the next few weeks might hold for business, let alone the coming months.

We may not know what the future holds for us, but if this crisis has shown us anything it's that we will face any challenges it has in store head on, together.

Until next time – stay safe and well.

Trudy Morris
Chief Executive,
Caithness Chamber of Commerce

This quarter's newsletter is full of the usual exciting and forward-looking stories from businesses across the North Highlands, many of which are now facing a future they could not possibly have imagined at the start of the year.

One thing that the challenges thrown up by the coronavirus has shown us is that businesses in the North Highlands are truly part of a wider community. Locally, it has been heartening to see businesses of all types and sizes dedicate their efforts to helping the community get through the crisis, whether that's through donating PPE for frontline workers, providing food to those in most need, or simply helping to get key messages out.

It has also shown us more than ever that we are part of a network and community of businesses across Scotland. The Chamber and colleagues in the Scottish Chambers network have worked tirelessly to bring business concerns to the highest levels of Government and to ensure that as much as possible is being done to support businesses across the whole country.

PREMIER PARTNERS



CAITHNESS CHAMBER OF COMMERCE | Naver Business Centre

Naver House | Naver Road | Thurso | Caithness KW14 7QA

T: 01847 890076 E: info@caithnesschamber.com

W: caithnesschamber.com

More than Motivation achieves Liberating Leadership accreditation



Fiona Macintosh of More than Motivation®, has achieved Licensed Practitioner in Liberating Leadership® and is now one of only two accredited practitioners in Scotland.

Liberating Leadership® is an award-winning leadership development programme, based on 25 years of research by Dr Derek Biddle, into effective managers across a number of different industries. The research found that the highest performing leaders had a consistent and remarkably similar

approach. That approach has been developed and defined in Liberating Leadership®.

Liberating Leadership® has a set of practical competencies and a process to follow, which focuses leaders on delivering a high challenge/high support culture. It develops the characteristics of positive regard and genuineness which, along with high expectations and reinforcement of positive behaviours, creates an environment of high performance.

Liberating Leadership® can deliver improved leadership communications, increased staff retention and enhanced individual and team morale. It can also be used to get to the root cause of people problems quickly, reduce absenteeism and improve health and wellbeing.

Fiona Macintosh said "I am delighted to be able to offer this leadership training programme to businesses here in the Highlands. I have no doubt it will have a positive impact on people and their organisations, taking them on a path from transactional to transformational leadership thus providing a legacy for the future".

Fiona also offers personal and business coaching and is a Licensed Motivational Maps® Practitioner.

Lyth Arts Centre to stage Northern Lights Festival



Lyth Arts Centre is excited to announce its first ever off-site large-scale outdoor light and arts festival celebrating Wick Harbour and the Caithness Coastline. Taking over the harbour, a visually stunning projection show will combine with live pop-up performances in a unique event marking Scotland's Year of Coasts and Waters 2020.

The festival will be an immersive visual perspective exploring the heritage and history of the Far North of Scotland whilst honouring those who live and work here today. With daytime happenings, nightly pop-up performances, coastal culinary treats and a special closing procession, Northern Lights Festival aims to shine a light on this magical corner of Scotland.

The festival will run from 12 to 19 September 2020 with activity happening throughout the year in the lead up.

Lyth Arts Centre, a registered charity, have received funding from Event Scotland, Caithness Beatrice, and FLAG to support the delivery of the project. To find out more visit lytharts.org.uk/northern-lights-festival/

North Lands Creative showcases at Collect 2020

In February Caithness-based arts organisation North Lands Creative was selected to show with 40 other UK & International galleries at Collect international art fair at Somerset House in London.

Celebrating outstanding Scottish and International creativity in glass. All of the NLC exhibiting artists have a connection to our Alastair Pilkington Studio, Lybster and the work has been inspired by their immersive time in Caithness on our artist in residence programme or as a collaborative process with our associate artist projects.

North Lands Creative, renowned International Centre for Excellence for Glass, which will celebrate its 25th anniversary next year, also gathered interest from international collectors and buyers with Victorian Obscura: High Society – A Ghost Appears Near Woolwich by James Maskrey being acquired by Sotheby's London. All six of NLC's Collect artists were offered substantial new opportunities and sales from international curators and collectors.

Karen Phillips, NLC Director, said "We are just delighted to showcase the work being made in our studio. It is a real achievement and testament to all the hard work that our fabulous team and artists put in."

Caroline Dinenage, Minister for State for Digital and Culture visited the stand and met with the staff and listened to artists explain their passion for the material and its application to sustainability and innovation in the craft sector.

North Lands Creative, which has seen huge growth with collaborations worldwide, was praised for its commitment to sustainable business practices, community engagement and investment in people as a key employer in the area.

It is planned to showcase the work later in the year at our Alastair Pilkington Studio and Gallery in Lybster and the work of the artists can be viewed on NLC's new online gallery by visiting our website

www.northlandscreative.co.uk.



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North Coast Watersports has big plans for 2020

After an exciting and very busy first season, North Coast Watersports had some big plans for 2020. As it's the year of Coasts and Waters we had some exciting plans to get everyone out and enjoying our beautiful coastline this summer. Unfortunately, the world had other ideas!

However we're still hoping that later in the year we will be able to move ahead with some of our plans, and wanted to give you an idea of what we have in store.



We are hoping to run a beach weekend at Dunnet which will include a beach clean, discounted surf lessons, beach games, yoga, a bonfire and a mega BBQ in partnership with the store cafe.

For anyone who thinks surfing may be a little on the extreme side, don't worry there's more than one way to experience our incredible coastline. As soon as we can we will be running stand up paddle board lessons and tours!


For the people wanting to explore the north coast in all its glory we have just the thing for you. This year we are hoping to run one SWELL weekend, with another three planned for 2021. On this adventure you will be surfing at some of the best spots in Europe, doing daily beach view yoga, eating wood fired pizza, and immersing yourself in local tales on adventure trails!

All the details are on our website at northcoastwatersports.com – we hope to see you all in the water soon!







Decommissioning, Waste Management and Radiological Protection Capability



Introduction


Nuclear Waste Management is a key area that Atkins/SNC-Lavalin has been developing and delivering for several decades. With a specialist Decommissioning, Waste Management and Radiological Protection team possessing a wealth of experience across the NDA estate, Atkins/SNC-Lavalin can provide Suitably Qualified and Experienced Personnel (SQEP) to solve the most challenging decommissioning and waste management problems.



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graph TD
    A[Programme & Project Planning] --> B[Characterisation & Assessment]
    B --> C[Design]
    C --> D[Manufacture & Fabrication]
    D --> E[Commissioning]
    E --> F[Operations incl Logistics]
    F --> G[Waste Treatment]
    G --> H[Waste Disposal & Recycling]
    H --> A
    
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To discuss how we can help, contact:
 Ross Beveridge
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JPL Shellfish takes on established butchers

A long-established butchers has been taken over by JPL Shellfish's owner John Logue.

A & E Harrold's premises in High Street have been purchased by the Thurso Foot Clinic – but will be remaining as a butcher's for up to a year. John Logue, of JPL Shellfish of Scrabster, is renting the building from the new owners and will be based there until his new butcher's shop is built beside the fish shop at the harbour

Mr Logue said: "We are renting the premises for between six and 12 months until we construct a new butcher shop. It will be under the same roof as our fish shop – A Mackay's old one.

"We have kept on one member of the High Street staff but we have also employed a new butcher and apprentice to work alongside them and also two new serving staff for the front shop. Our staff have been trained by Allan Harrold for the last month and he is here this week too, and then will continue to advise and guide us on a consultation basis only."

Mr Logue said the shop will be run on similar lines to Harrold's.

"Most importantly we will continue to purchase and slaughter top-quality Caithness cattle from the Coghills at Skinnnet. Allan has kindly passed on and trained our staff on all his favourite product recipes so these products will remain exactly the same."

Anubis Security now providing services across North Scotland

Anubis Security, one of the UK's leading security providers, is proud to announce that it is now providing services across the North of Scotland, with its office in Thurso now open and its office in Inverness opening soon.

Founded in 2014 and initially providing services within the Central Belt of Scotland, Anubis is managed by a team of former military and high-ranking police personnel and provides a comprehensive security offering designed to keep customers' sites, assets, and – most importantly – employees, safe.

Their staff has been trained to national vocational standards and can offer a broad range of services including SIA licensed guards, FREC Level 3 medics, roadcraft and traffic management, behaviour detection, Security Response Teams and much more.

With over 20 years' experience across all sectors of the security industry and strategic geographical positioning to allow quick mobilisation, Anubis is perfectly placed to meet the security needs of companies across the North of Scotland.

For more information, visit anubis-security.com today.



Caithness entrepreneur nominated for Award

Dr Keith Nicholson, the founder of Cyber Security Scotland, has been nominated for the "EY Entrepreneur of the Year 2020" Award.

Keith explains: "This came out of the blue and of course I'm delighted and somewhat humbled to be nominated for such a prestigious award. I have had my initial interview and will now go forward to attending the networking event in April and another interview on the Scotland Judging day in May. The winner then goes through to an overall UK award."



He continued: "I am of course pleased for myself, but also that it is yet a further accolade for the innovations of the services and tools developed by Cyber Security Scotland. And it gives me another opportunity to promote Caithness and the Highlands as a place to establish innovative technology businesses."

Above and Beyond celebrates successful first year

Above and Beyond Tours is celebrating its first year in business since launching in March 2019. Created by Angela Williamson and Isobel Mackay, Above and Beyond Tours was set up to offer a unique combination of wilderness tours and mindfulness.

The company's core offering is a set of three pre-planned tours of the county – A Road Less Travelled, Cairns to Coast, and On the Edge – along with bespoke tours and experience days.

Angela and Isobel have had a fantastic first year with support from Caithness Chamber of Commerce and their mentor, Andrew Mackay of the Caithness Collection of hotels, and have plenty of lessons to take into their second year.

Feedback from tourists has been very positive, in particular from cruise ship passengers, and their On the Edge tour – offering a chance to appreciate the unique and rugged coastline of the North Highlands – has been popular with visitors and locals alike.

As with any startup business, there have been both ups and downs, but with lessons learned and exciting developments including a relationship with a large tour company leading to a major increase in bookings, Above and Beyond is looking forward to the challenges and opportunities that 2020/21 will bring.