

**Scott Morrison**  
Managing Director  
**DC DUNROBIN CASTLE**



**NoWrongPath**



**#NoWrongPath** is a social media movement led by Developing the Young Workforce, which provides inspiration and reassurance to young people receiving their exam results.

Scott Morrison, Managing Director of Dunrobin Castle shares words of advice for young people waiting for results.

## WHILE IN SCHOOL, WHAT WERE YOUR CAREER GOALS AND ASPIRATIONS?

Initially I decided I wanted a career in engineering so applied for an apprenticeship at Dounreay. I knew the qualifications I needed, but academically I struggled with studying, so unfortunately did not get the results I had hoped for.

## WHAT WAS YOUR REACTION TO NOT RECEIVING THE REQUIRED RESULTS?

I decided to do another year in school to try and get better results. However, during this time I was offered the opportunity to completely change my plan from my initial engineering career to gamekeeping, as I did not require the initial grades for this. I no longer was worried about not getting the correct exam results and went on to do a gamekeeping apprenticeship.



## HOW DID YOUR CAREER JOURNEY LEAD YOU TO DUNROBIN CASTLE?

I had many jobs before my career at Dunrobin started, including Gamekeeping. I then actually did go into Engineering for a while, then construction involving dry stone diking and path building, and then a job as Assistant Manager came up at Dunrobin.

In all honesty I actually applied for the job because my Mum worked in the Tearoom in the Castle at the time and wanted me to go for it - so I applied, and didn't expect to get it but I did!

HOW HAVE YOUR ROLES AND  
RESPONSIBILITIES VARIED  
THROUGHOUT YOUR CAREER  
AT DUNROBIN?



When I started here in 1997 as Assistant Manager, my role was split between working in the castle, in the Gardens and in the Castle Museum meaning I got to start my career by learning each and every department.

After a few years I was then asked to also take over the Castle Tearoom, and after a couple more years of being more hands-on in the actual Castle, I was then asked to take on the position of General Manager.

After doing this for 10 years, I was then asked to take on the roll of Managing Director.



I had never dreamt of starting off as Assistant Manager and working my way up to Managing Director, it has just naturally evolved over all the years.



# HOW HAS YOUR CAREER JOURNEY HELPED DEVELOP YOUR SELF CONFIDENCE?

I'm not sure that I am 100% confident...

But it comes with experience, I have learned to deal with certain aspects and how to operate the business but these are just things that I have had to learn as I have gone along.

Most people do not have self confidence in themselves - but seeing the success of the business and hearing people say you are good at what you do is proof that you are succeeding.

## WHAT MAKES CAITHNESS AND SUTHERLAND'S TOURISM INDUSTRY SO SPECIAL?

All of the businesses work together to support each other and **COLLABORATE.**

There's also a lack of competition, in the way that businesses are not seen to be competing against each other but are very open to help and share their knowledge.

The **PEOPLE** of the area also make it, as well as getting to meet new people every day. No two days are the same.





## WHAT ADVICE WOULD YOU GIVE TO ANYONE WAITING ON THEIR EXAM RESULTS?

If you don't get the results you had hoped for then you can **ADAPT**, maybe even to do something completely different to what you had planned.

I've seen lots of people who have worked at Dunrobin leave and go into completely different careers than they had planned for, some even owning their own very successful businesses. They often take the customer service and hospitality skills that they have learnt here and take it on into a different career in a new industry. Nothing you learn in life will ever be a mistake, even when you make mistakes you take these on and learn from them all throughout life.



## DON'T WORRY AND DO YOUR BEST.

That's as much as you can do. If you don't get your grades but have done your best then that's ok. Don't worry or fret or panic about it, just take what comes because there are plenty of opportunities out there for you. What you have your heart set on just now might not be what you end up doing forever - just see what comes!

For Scott's full interview and all of Venture North's Career Resources, see:

