Rob van Es, Chair, Investor Director

Rob joined Vision Ridge in 2015 and is responsible for investment strategy, sourcing, diligence, execution, and asset management with a primary focus on sustainable agriculture and waste-to-energy. Prior to Vision Ridge, Rob was a Senior Manager at Accenture Strategy. Rob has been a Business Advisor to non-profits in the USA, Australia and Europe.

Rob holds B.Com in Economics & Finance (first class honors) from Curtin University, including international programs at Lehigh University, USA and Copenhagen Business School, Denmark.

Justin Goerke, Investor Director

Justin is a Partner in Vision Ridge's New York office, where he manages the Sustainable Asset Funds. Justin brings two decades of investment experience in natural resources, renewable energy, and agriculture to his current role. Prior to joining Vision Ridge in 2014, Justin was a Principal at Capricorn Investment Group, where he managed a real assets portfolio, focused on water infrastructure and storage, utility scale recycled and renewable energy, agriculture, real estate, and transportation. He began his career at Argonaut Capital (Perth), where he served as part of a boutique investment banking team focused on transactions across the natural resource sectors.

Justin received a B.Com with Honors in Finance and Economics from Curtin University of Technology, Perth.

Mark Warrington, Managing Director

Mark has spent his entire career in the aquaculture sector and its related businesses. From leading processing operations at the former Edinburgh Salmon Company to senior leadership farming roles at Morpol and Cermaq, Mark has built and developed business operations for success. He has been with Loch Duart over a decade first as production director, modernising operations whilst maintaining brand principles, then appointed Managing Director in 2020.

Russell Leslie, Sales & Processing Director

With over 25 years of experience in the salmon processing industry, Russell has successfully held a diverse range of roles spanning production management, procurement, and planning. He brings a deep understanding of operational efficiency and supply chain dynamics, consistently driving performance and improvement. Russell's career is defined by a strong commitment to quality, innovation, and forward-thinking leadership within the industry

Simon Maguire, Finance Director

After training with EY, Simon took several roles in industry focused on growth or change management in mainly manufacturing or leisure sectors. Discovering aquaculture with what was then Marine Harvest in 2002 saw him arrive at Loch Duart in 2012 and he has been part of the team guiding the business through the rebuild and then expansion activities of the last decade.

Simon holds a BA in Accountancy and Finance from Heriot-Watt University and is a Chartered Accountant (ICAS).

Rebecca Macinnes, Human Resources

Although not a director, Rebecca attends board meetings as HR Manager, representing the interests of all staff. She has been with the business almost since it was started and has gradually taken on more responsibility from being in charge of the office when the business was Sutherland-only to now overseeing the employment of the company's nearly 180 employees.

Ross Fennell, Head of Farming

Ross has 17 years' experience in aquaculture, beginning in freshwater rainbow trout production before progressing to Atlantic salmon farming with a major multinational. He joined Loch Duart in 2025 as Area Manager for Skye and was soon promoted to Head of Farming. Ross leads farming operations, driving performance, innovation and commercial value while maintaining Loch Duart's renowned standards of quality, welfare and sustainability. He holds an HND in Applied Bioscience and an SVQ Level 9 in Aquaculture Management.