



Candidate Information Pack

NATURAL RESOURCES WALES

**Appointment of Board Member:
Welsh speaker with a background in
environment, landscape or land
management**

Closing date:
4pm Friday 30 April 2021



**The Commissioner for
Public Appointments**

Contents

Key facts about the role 3

Making an application 5

Person specification 6

The Role and Responsibilities of the Board..... 8

The selection process 10

Natural Resources Wales

Key facts about the role

Thank you for your interest in becoming a Board member of [Natural Resources Wales](#) (NRW). NRW is the first organisation in the world to bring together many of the tools needed to pursue and apply the sustainable management of natural resources in relation to Wales. NRW is Wales' largest Welsh Government Sponsored Body, established on 1 April 2013. Alongside a wide range of operational and regulatory responsibilities, it is the principal adviser to Welsh Government about natural resources.

The Board provides leadership and sets the organisation's strategic direction and objectives. The Board also promotes high standards by upholding the principles of regularity, propriety and value for money. It ensures NRW's activities are conducted efficiently and effectively, monitoring NRW's performance to ensure it fully meets its statutory duties, aims, objectives and performance targets.

We are looking for three new Board members to commence on 1 September 2021. This guidance is for the role of a Welsh speaker with experience in environment, landscape or land management.

NRW needs people with ambition and ideas who can commit to attend six Board meetings a year. Board members will also be expected to be members of statutory sub-committees which meet 4-6 times a year. This role has a time commitment of 36 days per year and will be offered as an initial appointment of two, three or four years. The role attracts remuneration of £350 per day plus reasonable expenses.

Due to the Covid-19 pandemic many of the meetings are currently held virtually, but longer term the meetings will be held in public in different locations around Wales, some of which may require an overnight stay. Other meetings, for example those which enable the Board to develop as a team will also be held throughout the year. These will be arranged to minimise the travel implications for the Board as a whole.

The person specification sets out the skills and experience we are seeking for this role. Further information about the role and responsibilities of NRW and of Board members are set out below.

Indicative timetable

Information events	10-11am Monday 12 April 2021 10-11am Tuesday 13 April 2021 6-7pm Thursday 15 April 2021 10.30-11.30am Wednesday 21 April 2021 10.30-11.30am Tuesday 27 April 2021
Closing date	4pm Friday 30 April 2021
Shortlisting*	May 2021
Panel interviews*	Weeks commencing 21 and 28 June 2021

* Please note, interviews are currently scheduled to be held during June. However, due to the Senedd elections this year, this is subject to change, dependent on the new Government. Applicants will be kept fully informed.

Natural Resources Wales

The Welsh Government acknowledges the importance of developing and growing bilingual capabilities in public appointments in Wales and welcomes applications from candidates who demonstrate their capability to work in both English and Welsh.

Contacts

To make an application please visit the Welsh Government's [public appointment website](#). For queries about the role please email the [Welsh Government's Public Appointments Unit](#) or our recruitment agency [Gatenby Sanderson](#). To book a place at the information events for prospective candidates please contact [NRW's Board Secretariat](#).

Natural Resources Wales

Making an application

To apply for this role, go to the [Welsh Government's recruitment website](#) and click on the vacancy you are interested in. Click on 'Apply' at the bottom left hand corner. If you'd like to apply for this vacancy in Welsh, please use the 'Newid Iaith / Change Language' link at the top right hand side of this page, to take you to the Welsh version of this advert, from where you can apply in Welsh.

The first time you apply for a post, you will need to complete a registration form for the Welsh Government's online application system. You will only need to register once, and you can use this to keep yourself updated on the progress of this or any other applications you make.

Once you've registered, you'll be able to access the application form. To apply you will need to upload a CV and personal statement.

Your application

Please ensure your CV includes brief details of your current or most recent post and the dates you occupied this role. Please identify any past or present Ministerial appointments.

Your personal statement should set out how you meet the criteria within the person specification. This is the detail which will be used by the assessment panel to decide whether you are a suitable candidate, so please make best use of this. Please keep your personal statement to within 1,500 words, anything more than this may not be considered by the panel.

Diversity Statement

The Welsh Government believes public bodies should have board members who reflect Welsh society - people from all walks of life - to help them understand people's needs and make better decisions. This is why the Welsh Government is encouraging a wide and diverse range of individuals to apply for appointments to public bodies. Applications are particularly welcome from all under-represented groups including women, people under 30 years of age, people from ethnic minority communities, disabled people and the LGBT+ community.

Guaranteed Interview Scheme - Positive about Disability

The Welsh Government operates a Positive about Disabled People scheme and welcome applications from people with disabilities. The scheme guarantees an interview to disabled people if they meet the minimum criteria for the post. The application form also enables you to detail any specific needs or equipment you may need if invited to attend an interview.

Natural Resources Wales

Person specification

We are looking for three new Board members to commence on 1 September 2021. This person specification is for the role of a Welsh speaker with experience in environment, landscape or land management.

Person specification

All candidates need to demonstrate the following skills and behaviours:

- Respect for and understanding of the principles of accountability and good governance
- Judgement in complex decision-making
- Ability to interpret and challenge financial reports and wider performance issues
- A focus on our future generations
- A demonstrable commitment to equality, diversity and inclusion.

Role specifications

In addition, we are looking for people who meet the following skills:

- Experience in environment, landscape or land management
- Either a public profile or communications experience
- Fluent Welsh speaker.

Eligibility

You are eligible to apply if you are able to provide evidence of your experience against the skills and behaviours set out above.

Applicants should be persons who conduct themselves at all times in a manner which will maintain public confidence.

Please note, you will be disqualified from applying if you:

- Have within the preceding five years, been convicted in the UK, Channel Islands or the Isle of Man of any offence and has received a sentence of imprisonment (whether suspended or not) for a period of not less than three months without the option of a fine
- Are the subject of a bankruptcy restrictions order or an interim order or have made a composition or arrangement with creditors
- Have had an earlier term of appointment with NRW terminated on the grounds it was not conducive to the interests or good management of the body for you to continue to hold office
- Are the subject of a disqualification order under the Company Directors Disqualification Act 1986
- Are an employee of NRW.

Please also note if you are successful in becoming a member of NRW, you will be disqualified from membership of the Welsh Parliament under the [National Assembly for Wales \(Disqualification\) Order 2015](#).

Natural Resources Wales

Conflict of Interests

Any information you consider may materially affect your application for appointment should be declared in the application form under the Conflict of Interests section. You should declare any private interests which may, or may not be perceived to, conflict with the role and responsibilities as a member of NRW, including any business interests and positions of authority outside of the role.

Any conflicts of interest will be explored at interview. If appointed, you will also be required to declare these interests on a register which is available to the public.

Due Diligence

Due diligence checks will be undertaken on candidates successful at the sift stage and any findings may be raised by the assessment advisory panel later in the recruitment process.

Standards in public life

You will be expected to demonstrate high standards of corporate and personal conduct. All successful candidates will be asked to subscribe to the [Code of Conduct for Board Members of Public Bodies](#).

Gatenby Sanderson, an executive search agency, will support this recruitment campaign. As such, candidate details will be shared as appropriate, specifically to inform and deliver this recruitment.

Natural Resources Wales

The role and responsibilities of the Board

The natural resources we have in Wales – our trees, seas, hills, fields, water and wildlife - are vital for our future. Without them we would have no clean air to breathe or water to drink. They are a major driver in our economy and help sustain the health and wellbeing of our people and attract visitors to Wales.

These resources face increasing demands – from environmental factors such as climate change, and from social and economic factors. It is therefore essential to ensure our environmental resources are managed in the best way possible, to ensure value for money and achieve the best outcomes. This needs to be done in ways which are sustainable, so that Wales' natural assets are not squandered and are maintained for future generations.

Accountability

As a Welsh Government Sponsored Body, NRW is accountable to the Welsh Ministers through the Sponsorship Minister (currently the Minister for Environment, Energy and Rural Affairs) and subject to scrutiny by the relevant Senedd Committees. The Board has accountability for ensuring NRW exercises its legislative functions appropriately and effectively. It is also responsible to Welsh Ministers for the ways in which NRW delivers against the Ministerial remit letter.

NRW's Board

The Board consists of a Chair and eleven members together with the Chief Executive. In providing effective leadership for the organisation, the Board, collectively and individually, adhere to Nolan's [Seven Principles of Public Life](#).

In addition to the Nolan principles, the Board will also ensure the organisation meets the requirements of [The Well-being of Future Generations \(Wales\) Act 2015](#). The Act puts in place a well-being duty, which is to improve the economic, social, environmental and cultural well-being of Wales.

Collectively, the Board should possess a blend of skills to meet NRW's current business needs and future goals. Ideally, Board members are pragmatic, strategic, tough-minded and able to offer critical review. They are adept at giving direct guidance and feedback, as well as support when required. They speak their minds and question rather than accept, having the courage to ask difficult questions in a constructive way. All of this whilst bearing in mind NRW is a large and complex organisation which needs to be led day-to-day by the Executive. Therefore, Board members must be interested in making a meaningful contribution to organisational development and be able to deal with the pressure of operating in the public eye.

The Board should operate as a team and once decisions are made, individual members must behave collegiately and support the decisions of the Board as a whole and the Executive as they implement the Board's direction, whatever the challenges.

Natural Resources Wales

Becoming a member of the Board of NRW offers you the chance to work with, and on behalf of, people who are passionate about the natural resources of Wales. NRW is constantly seeking improvement to create a high performing organisation to fulfil its ambitious purpose.

Natural Resources Wales

The selection process

The advisory assessment panel will assess candidates' personal statements and CVs to determine who it believes best meet the criteria for the roles, and who will be invited to interview. The panel will rely only on the information you provide in your CV to assess whether you have the skills and experience required.

The panel will be chaired by Tim Render, Lead Director for the Environment and Rural Affairs, Welsh Government. He will be joined by Sir David Henshaw, Chair of NRW, Alison Thorne, member of the Board of Sport Wales Board and Gwenllian Roberts, Chief Regional Officer – North, Welsh Government. Gatenby Sanderson, an executive search agency will support the panel with the selection process.

Your application may be “long-listed”, subject to the volume of applications received, prior to shortlisting. However, your application will be shared with the assessment advisory panel.

We anticipate the panel will be in the position in May to advise the Minister who should be invited for interview. Interviews are currently scheduled to be held during June. However, due to the Senedd elections this year, this is subject to change, dependent on the new Government. Applicants will be kept fully informed.

If you have applied under the guaranteed interview scheme and you meet the minimum essential criteria for the post, then you will be invited for interview.

It is our intention interviews will take place online due to the Covid-19 pandemic. If invited to interview, the panel will question you about your skills and experience, asking specific questions to assess whether you meet the criteria set out for the post.

Candidates who the panel believe are ‘appointable’ will be recommended to Ministers who will make the final decision. The Minister may choose to meet with one or more appointable candidates before making a decision. There will be a time gap between interview and a final appointment decision being made.

Queries and complaints

For queries about your application or if you are not satisfied with the recruitment process then please contact the [Welsh Government's Public Appointments Unit](#).