



Llywodraeth Cymru
Welsh Government

Candidate Brief and Job Description

Chief Scientific Adviser for Wales

WELSH GOVERNMENT



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Welcome

1. Message from Andrew Slade, Director General, Economy, Treasury and Constitution



Thank you for your interest in the post of Chief Scientific Adviser for Wales. In the light of the Covid pandemic and the ongoing climate emergency, there has never been a more important time for scientific advice in Government.

The Chief Scientific Adviser will work with Wales' scientific community, UK and international partners to ensure the best evidence and challenge is brought to bear on Welsh Government's work. This senior leadership role is one of convening, synthesising, and communicating with skill.

We are looking for an inspirational, professional leader who can provide scientific and technical advice, and challenge where necessary, in the development of Welsh Government's policy and operational work. The successful candidate will be a keen and effective champion for future generations, who proactively promotes diversity and equality in the study of science, technology, engineering, maths and medicine. The individual will possess a vision for taking forward plans to help build a strong and dynamic science and technology base in Wales, in support of Welsh Government's goals, and work with colleagues and partners to make that a reality.

This is a strategically significant post that is pivotal within the Welsh Government senior team. The postholder will promote a shared vision for science across the Welsh Government, develop the organisation's science capability, and work across portfolios to ensure policy decisions are evidence-based and underpinned by the highest-quality science advice.

Whilst bringing their personal scientific and technical expertise to bear, we are looking for someone who can gather intelligence and absorb a wide range of knowledge, across disciplines, crucially working collaboratively with science and research leads, inside and outside Government, in developing advice. This approach will also be key in promoting Wales' science, RD&I and technology interests at home and abroad. The postholder will work closely with other CSAs across the UK and

further afield, and will influence UK Government and its departments and agencies, to find strategic and mutually beneficial ways forward for Wales and the UK. The Chief Scientific Adviser's contribution will underscore delivery of the key ambitions of Welsh Ministers, addressing challenges such as net zero, economic recovery and protecting the future health and well-being of the people in Wales.

If you think you have the skills, expertise and experience to deliver in this exciting and challenging role, my colleagues and I would be pleased to receive an application from you.

With best wishes.

Andrew Slade
Director General – Economy, Treasury and Constitution, Welsh Government

2. Message from Vaughan Gething MS, Minister for Economy



The importance of science and technology in a modern Wales cannot be overstated. They are at the heart of both our education and economic missions.

Our new national curriculum sets out how science and technology are increasingly relevant in the opportunities young people encounter and the life choices that they make. Economically, Wales is increasingly reliant on ingenuity and a knowledge-based economy. Excellence in research, in both discovery and applied science will be a key component of future economic success.

Fortunately, scientific research in Wales has been shown to punch above its weight for many years now. It makes a genuine impact on the global stage, with world leading research such as our Sêr Cymru programme. We are determined to continue to develop these strengths, boosting successful teams and building new ones in areas of research of benefit to Wales and the wider world.

The coming months will see the launch of the next phase of Sêr Cymru, a new STEM enrichment funded programme, as well as a new Innovation Strategy for Wales.

We are committed to deploying research, development and innovation capacity to support our Programme for Government. The climate change emergency and our ambition to decarbonise and reach net zero by 2050 will require new thinking. Understanding the science is the vital first step in this process. We are also rapidly building our capacity in health and life sciences, ensuring Wales is a full partner in delivering the UK Life Sciences Vision.

Significant opportunities lie ahead, and our ambition is to ensure Wales has a fair share of available research, development and innovation funding. We will need to work to address historic underfunding from both competitive and non-competitive UK investment sources. This will involve building capacity to win greater competitive funding and then growing capacity across the whole R&D spectrum, targeting people, skills, essential infrastructure and projects which recognise and support local needs and strengths in Wales.

Wales should be proud of what it has achieved so far but remain determined to continue to grow for the benefit to Wales and the wider world.

Vaughan Gething
Minister for Economy

3. Welsh Government Background

Welsh Government is the devolved government for Wales. Under the 2017 Wales Act 'reserved powers' devolution settlement it is responsible for most public services in Wales, with an annual budget of around £18 billion. Elected in May 2021, the First Minister of Wales and Cabinet lead the Welsh Government and are accountable to Y Senedd Cymru, the Welsh Parliament.

The UK's transition from the EU at the end of January 2020 has significant implications for Wales and the Welsh Government. Our relationship with the UK Government and the other devolved governments will continue to evolve as our future outside the EU becomes a reality. Along with other public bodies in Wales, all our work is underpinned by the Wellbeing of Future Generations Act, which sets an internationally-recognised framework for policy and delivery focused on our Well-being Goals for Wales and ways of working which include involvement, collaboration, prevention and long-termism.

Welsh Ministers are supported by a civil service workforce of around 5,500 staff, approximately half of whom were previously located in Cardiff, with the remainder based in Welsh Government offices across Wales. Nearly all our staff are now working remotely and we expect flexible, 'smart' working to be part of our operating model for the longer term - helping us reduce our environmental impact and allowing us to work within the communities we serve. The Welsh Government has small offices in London, Brussels and an overseas network for trade and investment work.

Equality, diversity and inclusion are core values of the Welsh Government. We aim to be an exemplar employer and our vibrant diversity networks are supported by senior champions, including an Equality and Diversity Champion on our management Board. We have set ambitious diversity targets to improve the numbers of staff we employ from under-represented groups (for example, Black, Asian and Minority Ethnic colleagues and disabled staff at all levels and women at senior levels). We are committed to the social model of disability and to making recruitment and workplace adjustments to ensure equality for our disabled colleagues. Earlier this year we published our strategy on Inclusion and Diversity in Public Appointments, and have developed a new Equality, Diversity and Inclusion Action Plan for 2021-2026 as a core part of our Future Workforce Strategy. Following the recent consultation on the Race Equality Action Plan we are working on the steps we will need to take to help make Welsh Government anti-racist, and in this role you will have the opportunity to make a very significant contribution to this important agenda across the Welsh public service.

The Welsh Government is a bilingual organisation; legislation is produced in both Welsh and English, which have equal legal status. We follow statutory standards for

the Welsh language in public administration. We are committed to our Cymraeg 2050 strategy and achieving our vision of becoming an exemplar bilingual organisation. We believe the Welsh language is an asset and encourage and support all our staff to learn, develop and use their Welsh language skills in the workplace.

4. Science in Welsh Government and in Wales

Excellence in science and its exploitation is a vital enabler for the delivery of key policies within Welsh Government. Our goal is to build a strong and dynamic science base which supports the economic and national development of Wales.

The Chief Scientific Adviser has an exciting and leading role in taking these goals forward, providing high quality advice to Welsh Ministers and government officials, demonstrating leadership and creativity for building partnerships' promoting collaboration across sectors, and developing science capacity and capability within and for Welsh Government. At the heart of the work lies the broad aim of supporting the growth of the Welsh economy, by delivery of more and better skilled jobs, by presenting Wales as a place where science, research and innovation are supported and done well and by creating an environment to help people take up and maximise opportunities. This includes consideration of Wales' future skills needs, taking a proactive approach, encouraging and increasing the interest in STEMM (science, technology, engineering, maths and medicine) subjects. Valuing diversity and equality is a high priority for the Welsh Government and we want a motivated individual who can champion and embed these principles into their area of responsibility

Wales may be a small country but it punches above its weight in the quality and the quantity of research carried out. A report published last September by Elsevier highlights the particular strength of Welsh science and its contribution to the United Nations Sustainable Development Goals (SDGs). The report illustrates that a high proportion of Welsh research is focussed on tackling the global issues highlighted in the SDGs including a particularly strong contribution to aspects such as 'Climate Action' and 'Life on Land'. A critical factor in Wales's success is Welsh researchers' extensive collaboration across borders and sectors. Welsh research showed the highest impact for those areas where Welsh researchers worked collaboratively, regardless of geographies and sectors, demonstrating the productive outcome of years of international networking. This serves to underline the importance of supporting and nurturing the scientific and research talent across Wales and realising the opportunity and potential to become a global influence. It is against this backdrop, the Welsh Government published its five priorities for research, development and innovation to support the Welsh Government's drive towards:

- Ensuring Wales has a fair share of available research, development and innovation funding.
- Supporting our Programme for Government focus on climate change, environmental recovery and decarbonisation.

- Building our research, development and innovation capacity in health and life sciences.
- Developing a new cross-Welsh Government innovation strategy, with a particular focus on driving impact.
- Continuing to grow Wales' capacity for excellent research by launching the next phase of Sêr Cymru.

The Chief Scientific Advisor's role includes monitoring and engaging with policy initiatives and delivery strategies being developed by UK Government, so that Welsh Government can be forewarned of developments that have an impact on Wales. This helps inform policy and strategy development in Wales, to maximise the advantages to be gained for Wales as well as for the UK as a whole.

5. Key Responsibilities

Generic responsibilities

- Provide top quality scientific advice to the First Minister, their Cabinet and administration in consultation as appropriate with other professional and policy leads, helping to shape Government policy, strategy and policy formulation.
- Provide science advice to external advisory committees as required.
- Have oversight of the Welsh Government Office for Science team and related budgets.
- Productively work with other Welsh Government Advisors and Officers (CSA Health, Chief Medical Officer, Chief Veterinary Officer, Chief Digital Officer and others) on overarching policy and cross-cutting issues, identifying risks and devising solutions as appropriate.
- Engage thoroughly with Government Chief Scientific Adviser and the CSA Network. This cross-government working group is crucial to ensure that scientific advice across governments is appropriately communicated.

Strategic & Policy Responsibilities

- Lead, influence and support the setting of the scientific priorities for Wales.
- Work with science, research and innovation policy leads across Welsh Government and lead on developing proposals for a coherent and strategic approach to Welsh Government's Science and Research policy.
- Work proactively with policy and science leads across Welsh Government to develop proposals on the role of science and research in tackling global challenges such as, climate change, human health care, protecting eco-systems, provision of sustainable energy supplies linked to decarbonisation goals.
- Enhance the scientific and research reputation of Wales through promoting research, innovation and its commercialisation through more effective links

between the Welsh Government, UK Government and other Administrations and through working with research providers and industry.

- Identify, facilitate and collaborate on new means and opportunities for attracting inward investment to Wales.
- Represent the Welsh Government internationally on science and technology issues.
- Champion the Sêr Cymru Programme and proactively shape and develop future phases in liaison with the scientific community, stakeholders in Wales and in liaison with other Government Departments and agencies as appropriate.

Technical Advice & Support

- Support the provision of robust evidence to underpin our policy objectives helping to review scientific advice through the provision of independent advice, scrutiny and challenge.
- Advise on future science and research policy development, commissioning as required reviews to evaluate the effectiveness and impact of Science Programmes and research in Wales.
- Identify and champion ways to improve the quality and use of scientific and technical evidence provided to government across a broad spectrum of topics.
- Engage with the UK Government on strategic scientific issues to ensure that the Welsh Government's interests are safeguarded in UK wide proposals.

Corporate and cross-cutting responsibilities

- Responsibility for a range of Science Programme budgets with the support of the Welsh Government's Office for Science.
- Head of Profession for science and technology for staff inside the Welsh Government,
- Present and communicate the Welsh Government's science policies publicly to stakeholders and citizens.
- Champion, encourage and increase the interest in STEMM (science, technology, engineering, maths and medicine) subjects, with emphasis on increasing diversity and equality for all those pursuing careers in science and engineering.
- Play a full role as part of the Welsh Government and Economy, treasury and Constitution Group senior leadership teams.

6. The Person Specification

Credibility in Science:

- Possess a first class reputation in science or engineering, whether in academia, the public and voluntary services, or industry, demonstrated by international recognition and a track record of strong publications history including in journals

with high status or alternatively strong science track record of influence within industry.

- Have the knowledge and standing to be able to engage and communicate effectively and be credible at the highest levels across a broad range of science and engineering matters and to demonstrate an understanding of how research and innovation can be translated to produce clear benefits to the economy, environment and to the wellbeing of our society.
- Be able to assimilate, evaluate, and interpret scientific findings and advice across the full spectrum of disciplines, where necessary at short notice and under pressure.

Leadership and Communication:

- Have exceptional leadership skills, possessing the ability to identify and draw on relevant advice and experience of experts internally and externally across a wide range of fields in academia, industry and other government departments and agencies both within Wales; across the UK, the EU and internationally, including excellent political awareness and communicating purpose and direction with clarity and enthusiasm.
- Possess excellent communication and presentational skills, particularly in disseminating complex scientific and technical issues to non-technical audiences, being adaptable and flexible in order to meet new and unknown challenges over the coming years, and be prepared to take on new responsibilities as needs dictate.
- Be ready and able to provide leadership to the science professions within the Welsh Government as Head of Science Profession, working with other evidence and analytical experts.

Networking and Collaboration:

- Be able to build a strong network of collaborative relationships and partnerships - across the Civil Service, at the highest levels in Government and beyond (UK, EU and globally), with academia and relevant sectors, in support of Welsh Government objectives, including being confident and adept in dealing with media queries and briefings.
- Understand how to leverage existing relationships and establishing new ones with industry and academia to create an effective network of science and technology leaders across government, industry and academia to: influence research and development, science, and innovation and technological success across Wales; and to ensure that we have a coherent, joined-up approach which delivers best value from existing and emerging opportunities.
- Be capable of negotiating with and influencing external partners, stakeholders and customers successfully at the highest levels.

7. How to Apply

We welcome applications in Welsh and English. Applications in either language will be treated equally.

Applications should be submitted via the Welsh Government on-line system and submitted no later than **midday on 23 August 2022**. To apply, you will be asked to register for an account on the on line system using an email address. It is recommended that you select an email address to which only you have access, as this will be our main method of communication with you regarding the selection process.

If you have an impairment that would prevent you from applying on line, please email SCSRecruitment@gov.wales to request an alternative format, or to request a reasonable adjustment related to impairment in order to submit your application.

Diversity information

The Welsh Government is committed to achieving a workforce that reflects the society it serves, at all levels including the most senior. Collecting this information enables us to identify whether we are recruiting from the widest possible pool of talent and check that all groups are being treated fairly throughout the process. This form will not be disclosed to anyone involved in assessing your application. If you do not wish to provide a response to a particular question, you should complete the 'Prefer not to say' option. You will not be able to submit your application if you leave any of the questions unanswered.

As part of the recruitment process, you will be asked to provide the following:

- **A completed application form;**
- **An up to date CV** setting out your career history with key responsibilities and achievements;
- **A personal statement of no longer than two sides of A4** explaining how your professional qualifications, skills, qualities and experience are suitable for these roles and, in particular, how you meet the person specification.

Questions and informal discussion

For a confidential conversation about this post, please contact our nominated executive search partner Belinda.Beck@saxbam.com. Longlist and shortlist candidates will be asked to engage in an initial competency based interview with Saxbam.

Online technical problems

Please email SCSRecruitment@gov.wales

Eligibility

As part of your application you will be asked a number of questions. The purpose of these questions is to determine if you are eligible to apply for this opportunity. You will be asked, as part of your eligibility, to confirm your nationality details and that you are legally allowed to work in the United Kingdom. This is a requirement for working within the Civil Service. If you do not meet the eligibility criteria as set out in the application form, your application will not be taken further. If it becomes apparent at a later stage in the process that you aren't eligible to apply, your application may be withdrawn, or offer retracted.

Nationality requirements

This job is broadly open to the following groups:

- UK nationals
- nationals of Commonwealth countries who have the right to work in the UK
- nationals of the Republic of Ireland
- nationals from the EU, EEA or Switzerland with settled or pre-settled status or who apply for either status by the deadline of the European Union Settlement Scheme (EUSS)
- relevant EU, EEA, Swiss or Turkish nationals working in the Civil Service
- relevant EU, EEA, Swiss or Turkish nationals who have built up the right to work in the Civil Service
- certain family members of the relevant EU, EEA, Swiss or Turkish nationals
- Further details on nationality rules can be found at:
<https://www.gov.uk/government/publications/nationality-rules>

Welsh Language

Welsh language skills are desirable for this post, or there should be a willingness to learn on appointment. Training, including individual support and coaching will be available.

8. Selection Process

Indicative timetable

The closing date for applications is: **midday 23 August 2022**

Longlist meeting: **1st September 2022**

Shortlist meeting: **13th September 2022**

Assessments: **early October - dates to be confirmed**

Panel Interviews: **27th October 2022**

All of the above assessments will be undertaken remotely. The above dates may be subject to change.

Overview

The Recruitment Team will acknowledge your application via the Welsh Government online system and when appropriate you will be advised about the outcome of any longlist or shortlist meetings.

Assessments

Shortlisted candidates will undergo online psychometric tests that will include numerical and verbal reasoning and a discussion with a psychologist. You will receive a link to these on-line tests within 10 working days from the shortlisting meeting.

If you have completed the online psychometric tests in the last 2 years, for a civil service post at the same grade, it will not be necessary for you to take these tests again for this particular recruitment exercise.

Staff/Stakeholder Engagement Exercise

Further details will follow.

Media Test

Candidates will be asked to take part in a media test. Further details to follow. The above activities will form part of the overall assessment required for this recruitment exercise in addition to the selection panel interview.

Ministerial 'Fireside' Chat

Candidates will be invited to a chat with the Minister for Economy, Vaughan Gething, as part of the assessment process. A member of the Civil Service Commission will also be present at these meetings. Further details to follow.

Interviews

Interviews will be held remotely via Microsoft Teams. Interviews will last around 45 minutes.

The panel will receive feedback on your psychometric tests/ Staff/Stakeholder Engagement Exercise/ media test/and Fireside Chat before you are interviewed. Your interview will be a competency based interview that will consider how your skills and experience as outlined in your CV and personal statement meet the requirements for the post.

If candidates are asked to prepare a presentation for their interview, they will normally be given at least one week's notice of the topic.

Please note that presentations are to be delivered without the use of hand-outs or electronic devices however, you are welcome to use prompt cards.

In the event of the panel finding candidates of equal merit the desirable criteria will be brought into play to determine the merit order.

Selection Panel

The Selection Panel proposed as follows (subject to agreement and confirmation of availability):

- Chair - Jane Burgess, Civil Service Commissioner
- Andrew Slade, DG, Economy, Treasury and Constitution and Recruiting Manager
- Sir Patrick Vallance – UK Government Chief Scientific Adviser
- Judith Paget, DG Health and Social Services and Chief Executive NHS Wales
- Dr Dame Sue Ion, DBE OBE FRS FREng, Visiting Professor, Imperial College (Independent & External panel member)

Panel Biographies

Jane Burgess, Civil Service Commission and Panel Chair



Jane Burgess is a Civil Service Commissioner, one of a board of eleven Commissioners from a range of different backgrounds who are the statutory regulator of appointment to the Civil Service.

Jane Burgess has held various senior roles at John Lewis Partnership. In April 2009 she moved to the role of Deputy Partners' Counsellor and in November 2012 took up her role as Partners' Counsellor which is a main Board appointment. Acting as an internal independent director her key responsibilities are to ensure the Partnership is true to its principles and treats Partners (the description of employees as co-owners of their business) with humanity.

In October 2017, Jane was appointed as a Commissioner for the Civil Service Commission, responsible for chairing recruitment competitions for senior level appointments in the Civil Service.

In February 2018, Jane took up an appointment as an Ordinary Member of the Competition Appeal Tribunal, as a panel member in appeals that hear and decide cases involving competition or economic regulatory matters.

Sir Patrick Vallance – UK Government Chief Scientific Adviser



Sir Patrick Vallance FRS FMedSci FRCP is Government Chief Scientific Adviser (GCSA), National Technology Adviser (NTA) and Head of the Government Science and Engineering (GSE) Profession. His personal research was in the area of diseases of blood vessels and endothelial biology.

Patrick was President, R&D at GlaxoSmithKline (GSK) from 2012 until 2017. Prior to this, he was Senior Vice President, Medicines Discovery and Development. He joined the company in May 2006 as Head of Drug Discovery. He was a member of the GSK Board and the Corporate Executive Team. During his period as head

of R&D, many new medicines were approved for use worldwide, for diseases ranging from cancer and rare diseases in children, to asthma and HIV.

Prior to joining GSK, he was a clinical academic, Professor of Medicine and led the Division of Medicine at UCL. He has many years' experience of basic science and clinical research, and was a consultant physician in the NHS. His research spanned from work on medicinal chemistry and structural biology, through to cellular work, studies in humans and use of large electronic health record databases.

He was elected to the Academy of Medical Sciences in 1999 and to the Royal Society in 2017. He was on the Board of the UK Office for Strategic Co-ordination of Health Research (OSCHR) from 2009 to 2016. He is an Honorary Fellow at UCL and holds honorary degrees from Imperial College London, Glasgow University, University of York and St George's, University of London. He was a non-executive director and board member for UK Biobank and a non-executive board member for Genome Research Limited but stepped down in taking up the GCSA role.

Dr Dame Sue Ion



Dame Sue is Honorary President of the UK National Skills Academy for Nuclear. She was Chairman of the UK Nuclear Innovation Research Advisory Board (NIRAB) until March 2017. She represents the UK on a number of international review and oversight committees for the nuclear sector including the European Union Euratom Science and Technology Committee, which she chaired 2012-2018. She is the Chair of the Science Advisory Board for the Canadian National Nuclear Laboratory.

Dr Ion spent 27 years with British Nuclear Fuels Ltd., rising to the position of Chief Technology Officer in 1992, a post she held until the Company was wound up in 2006. She was a Member of the UK Council for Science and Technology 2004-2011. She was a non-Executive Director on the Board of the Laboratory of the UK Health and Safety Executive from 2006-2014. She has been a member of the UK Nuclear Regulator's Office of Nuclear Regulation (ONR) Technical Advisory Panel since September 2014.

She was Deputy Chair of the Board of the University of Manchester (2004-18) and currently sits on the Board of the University of Central Lancashire. Dame Sue holds a visiting Professorship at Imperial College London. She is a Fellow of the Royal Academy of Engineering, a Fellow of the Royal Society and Foreign Member of the US National Academy of Engineering.

Andrew Slade



Andrew took up post as Director General, Economy, Treasury and Constitution in April 2022, having previously held the role of Director General, Economy, Skills and Natural Resources since January 2018.

Prior to that, Andrew was the Welsh Government's Lead Director for Environment and Rural Affairs, and, at a corporate level, Head of Policy Profession. Andrew joined the Welsh Government in 2012, working first on EU programmes, and later as Director, Agriculture, Food and Marine.

Prior to coming to Wales, Andrew led the establishment of the UK Department for Environment, Food and Rural Affairs (Defra)'s new national rural development service. Between 2006 and 2011, Andrew worked in South West England, first in the Government Office as Deputy Regional Director responsible for sustainable development, and latterly as Executive Director of Programmes and Partnerships at the SW Regional Development Agency.

Andrew's earlier career background was with the UK Government (Ministry of Agriculture, Fisheries and Food, and then Defra) in London, during which time he held a number of posts, including Principal Private Secretary to the Secretary of State.

Judith Paget CBE



Judith was appointed to the role of Interim Director General of Health and Social Services/Chief Executive NHS Wales in November 2021. Her role includes both

supporting Ministerial priorities for health and social care within the Civil Service structures, and the leadership and oversight of NHS Wales.

Judith's previous post was as Chief Executive of Aneurin Bevan University Health Board. Judith joined the Health Board as Director of Planning & Operations on 1st October 2009 and subsequently became Chief Operating Officer/Deputy CEO before her appointment as Chief Executive in October 2014. Judith has worked in the NHS since 1980 and has undertaken a variety of operational, planning and commissioning roles in a number of NHS organisations across south, mid and west Wales. Judith was appointed to her first CEO role in April 2003. Judith has a keen interest in partnership working across public services; primary care and community development; value based healthcare and staff development and engagement.

Judith was awarded a Companionship of the Institute of Health Service Managers in 2012 and in June 2014 won the Institute of Directors – Director in Public Service Award for Wales. In June 2019 Judith was awarded a CBE in the Queen's Birthday Honours for her services to delivery and management in NHS Wales.

Disability Confident Interview Scheme

The Welsh Government works on the basis of the social model of disability. We recognise that disabled people are disabled not by their impairments, health conditions or because they are neuro divergent or use British Sign Language but by barriers that exist in society or the workplace. If you experience any barriers in recruitment, we are committed to removing those barriers and will make reasonable adjustments to ensure that the recruitment process is fair and accessible for you.

If you have an impairment or health condition, are neuro divergent or use British Sign Language and need to discuss reasonable adjustments for any part of this recruitment process, or wish to discuss how we will support you if you were to be successful, please email scsrecruitment@gov.wales as soon as possible and a member of the team will contact you to discuss your concerns and requirements.

We are committed to the employment and career development of disabled people.

Competencies

Applicants are required to demonstrate their general competency against the leadership and SCS core skills identified for Senior Civil Servants as part of the Civil Service competency framework.

For further information about core competencies please access the full document via the hyper link below:

<https://gov.wales/sites/default/files/inline-documents/2019-10/civil-service-competency-framework-2012-2017-update-en.pdf>

Particular attention will be given to the following competencies:

Setting Direction

- Give independent advice to Ministers based on robust analysis, not just what is welcomed and be prepared to challenge conventional views.
- Create clear long term science strategies focussed on adding value to the citizen and making real, lasting change beyond the civil service.
- Navigate and balance a range of political, national and international pressures to shape the Department's strategy and priorities.

Engaging People

- Be highly articulate and credible at the most senior levels across and outside the Civil Service, consistently delivering inspiring, engaging and meaningful messages about the future direction.
- Build and cooperate a strong network of collaborative relationships and partnerships at the highest levels of Government and beyond (UK, EU and globally).
- Drive a diverse and collaborative working culture which encourages transparency and open communication, operating with an acute awareness of inclusiveness, equality and diversity.

Delivering Results

- Seek out and facilitate the introduction of innovative business models, systems and approaches to deliver greater synergy between research, commerciality and sustainability.

Building Capability for all

- Operate with an acute awareness of inclusiveness, equality and diversity and build capability strategies to support careers for all employees.
- Take a strategic perspective to identifying the capability needs of the Department now and in the future.

Strategic Leadership

- Be highly visible and credible at the most senior levels across and outside the Civil Service, communicating purpose and direction with clarity and enthusiasm

All Civil Servants are expected to conduct themselves in accordance with the Civil Service Code, please see APPENDIX B.

9. Terms of Appointment

This is a highly specialist SCS role requiring an eminent scientist on a fixed term contract basis for four years with the option to extend.

Remuneration

The role is at Director level and the starting salary is **circa £100k** .

For existing Civil Servants

If you are a substantive Director applying on a lateral transfer basis to Welsh Government you will retain your existing salary.

If you are an existing civil servant applying on promotion the starting pay on promotion will usually attract a 10% increase in base pay or be at the pay band minimum, whichever is greater.

Relocation Expenses

Relocation expenses of up to £8,000 may be payable.

Location

The successful candidate will be assigned to a Welsh Government office base by agreement. The Welsh Government has four main offices located in Cardiff, Merthyr Tydfil, Llandudno Junction and Aberystwyth. The post holder will also be expected to travel across parts of Wales, London and other regions of UK and international travel may on occasion be required. Welsh Government works flexibly, and remote working is an important part of our operational approach (see Smart Working below).

Working hours

This is a full time role. However, we welcome applications from candidates who wish to work on a four-day per week basis, allowing a fifth day to work back in their area of specialism (provided this does not create conflicts of interest).

Smart Working

The Welsh Government actively encourages Smart Working. This means focusing on how you use your time, and where and how you work, to meet business needs in the most productive way. This provides staff with considerable flexibility and the expectation is that teams will work from home for a high percentage of the time for the foreseeable future. Smart, flexible working is becoming a permanent feature of working life in Wales and the Welsh Government will lead the way in this.

Annual leave

Length of service

- Up to 1 year - 25 days annual leave entitlement;
- 1 year - up to 2 years - 26 days annual leave entitlement;
- 2 years - up to 3 years - 27 days annual leave entitlement;
- 3 years - up to 4 years - 28 days annual leave entitlement;
- 4 years - up to 5 years - 29 days annual leave entitlement;
- 5 years or more - 30 days annual leave entitlement.

If an existing civil servant is promoted into or within the Senior Civil Service, their annual leave allowance is based on their period of continuous employment in the Civil Service, as shown above.

Successful candidates will be appointed on the modernised Senior Civil Service terms and conditions.

Retirement

There is no mandatory retirement age for Senior Civil Servants.

Terms and Benefits

Pension Scheme: <https://www.civilservicepensionscheme.org.uk>

- Occupational Health Services, including counselling and eye care provision.
- Leave provisions including:
 - Carers' leave;
 - Paid and unpaid maternity leave;
 - Flexible paid paternity leave;
 - Flexible paid adoption leave;
 - Shared parental leave.

Conflicts of interest

Candidates must note the requirement to declare any interests they may have that might cause questions to be raised about their approach to the business of the Welsh Government.

They are required to declare any relevant business interests, share holdings, positions of authority, retainers, consultancy arrangements or other connections with commercial, public or voluntary bodies, both for themselves and for their spouses/partners.

Successful candidates will be required to give up any conflicting interests and his/her other business and financial interests may be published.

Candidates are also subject to the Business Appointment Rules when they leave the Civil Service. See link below:

[Advisory Committee on Business Appointments - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

Official Secrets Act

The post is covered by the Official Secrets Act.

Diversity and Equality

The Welsh Government is committed to providing services which embrace diversity and which promote equality of opportunity. Our goal is to ensure that these commitments are embedded in our day-to-day working practices with all our customers, colleagues and partners. The Board has an Equality Champion and receives regular updates on equality and diversity. We are committed to recruiting

women, Black, Asian and Minority Ethnic and disabled people who are currently under-represented in the Senior Civil Service.

We are committed to increasing diversity, removing barriers and supporting all our staff to reach their potential. We are a Stonewall Diversity Champion and a Disability Confident Level 3 (Leader) organisation. Key to supporting this work and providing peer support are five Board sponsored Staff Networks (Disability Awareness and Support (DAAS); Minority Ethic Support Network (MESN); Mind Matters (Mental health and well-being); PRISM (Lesbian, Gay, Bisexual, Transgender, Intersex +) and Women Together.

The Civil Service Commissioners

The Welsh Government's recruitment processes are underpinned by the principle of selection for appointment on merit on the basis of fair and open competition as outlined in the Civil Service Commissioners' Recruitment Principles which can be found at: <http://civilservicecommission.independent.gov.uk/>

If you feel your application has not been treated in accordance with the Recruitment Principles and you wish to make a complaint, you should contact Sally-Ann Efstathiou, Deputy Director, HR Operations and Performance via email at **scsrecruitment@gov.wales** or in writing to Sally-Ann Efstathiou, Permanent Secretary's Group Welsh Government, Cathays Park, Cardiff CF10 3NQ in the first instance.

If you are not satisfied with the response you receive from the Welsh Government you can contact the Office of the Civil Service Commissioners.

Security level

Successful candidates must be cleared to Security Check (SC) level before taking up post. The timescales for security clearance may vary, however, after receiving completed paperwork it can take approximately 12 weeks.

Appendices

Appendix A: Civil Service Leadership Statement

The leadership statement can be found here:
<https://www.gov.uk/government/publications/civil-service-leadership-statement/civil-service-leadership-statement>

Appendix B: Civil Service Code

The Civil Service Code can be found at:
<https://beta.gov.wales/civil-service-code>