



Candidate Information Pack

NATURAL RESOURCES WALES

Appointment of Board Members

1. Board member suitable for appointment as Chair of Board Finance Sub Committee
2. Board member suitable for appointment as Chair of Board Flood Risk Management Committee
3. Board member suitable for appointment as member of the Wales Land Management Forum
4. Board member suitable for appointment as Chair of the Board Audit & Risk Committee
5. Board member with experience of social/community engagement and the third sector and/or social enterprise
6. Board member with knowledge of the timber and renewable energy markets

Closing date:
Midday on Monday 27th June 2022



**The Commissioner for
Public Appointments**

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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 Board members to commence from September 2022:

1. Board member suitable for appointment as Chair of Board Finance Sub Committee;
2. Board member suitable for appointment as Chair of Board Flood Risk Management Sub Committee;
3. Board member with knowledge of the timber and renewable energy markets.

One Board member to commence from 01 November 2022:

4. Board member suitable for appointment as Chair of the Audit & Risk Committee.

And two Board members to commence from 09 November 2022:

5. Board member with experience of social/community engagement and the third sector and/or social enterprise;
6. Board member suitable for appointment as member of the Wales Land Management Forum.

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 (or 48 days per year if appointed to a Chair of a Sub Committee (roles 1. and 2.) and will be offered as an initial appointment of two-five years. The term will be determined by the appointing Minister (the Minister for Climate Change) in light of all prevailing circumstances at appointment.

The role can be located anywhere in Wales and 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.

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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	weeks commencing 23 May & 06 June
Closing date	Midday on Monday 27 June
Preliminary interviews	weeks commencing 04, 11, 18, & 25 July
Shortlisting	mid-late August
Panel interviews	weeks commencing 05, 12 & 19 September

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](#).

For details of information events available to prospective candidates please follow this [link](#) to take you to pages of the third-party executive search agency which is supporting this process, Green Park Interim & Executive Ltd.

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.

We welcome applications for from individuals wanting to be considered for one or more of the roles being advertised

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. Your personal statement must clearly specify which role or roles you wish to be considered for. Please identify the role(s) using the Role number and identifying description provided below.

Please address all the essential criteria relevant to the role or roles for which you are applying as well as any desirable criteria you satisfy. Using headings may help structure your application.

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 (although the panel's discretion will be applied in the event you apply for more than one role and we would suggest an additional 500 words per additional role in order to address the specific essential criteria for that additional role would be reasonable).

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.

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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.

Person specification

We are looking for three new Board members to commence from September 2022:

1. Board member suitable for appointment as Chair of Board Finance Sub Committee;
2. Board member suitable for appointment as Chair of Board Flood Risk Management Sub Committee;
3. Board member with knowledge of the timber and renewable energy markets.

One Board member to commence on 01 November 2022:

4. Board member suitable for appointment as Chair of the Board Audit & Risk Committee.

And two Board members to commence on 09 November 2022:

5. Board member with experience of social/community engagement and the third sector and/or social enterprise;
6. Board member suitable for appointment as member of the Wales Land Management Forum.

We welcome applications for from individuals wanting to be considered for one or more of the roles being advertised. Please be careful to specify in your personal statement which role(s) you wish to be considered for.

Person specification

All candidates need to demonstrate the following essential skills and behaviours:

Essential criteria: across all roles:

- 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: thinking about the long-term impact of decisions and actions
- A demonstrable commitment to understanding and championing issues of equality, diversity, and inclusiveness in the workplace, in a leadership role, and/or in service delivery

Candidates' applications will be strengthened by demonstrating some or all of the following desirable skills and behaviours

Desirable criteria: across all roles:

- A commitment to and passion for, tackling the challenges of the climate and nature emergencies, and pursuing and promoting the sustainable management of natural resources

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- Either a public profile or communications and/or digital experience
- Experience of accounting or finance roles and/or responsibilities (including at board or committee level)
- The ability to communicate in the Welsh Language (*except Role 6 (essential as specified)*)
 - Understanding: can understand parts of a basic conversation;
 - Speaking: can hold a basic conversation in Welsh;
 - Reading: can read some basic words and phrases with understanding;
 - Writing: can write basic messages on everyday topics.

Role specifications

In addition, we are looking for people who meet the following skills and all candidates should demonstrate the following skills and behaviours relevant to the role (or roles) for which they wish to apply. Please clearly specify which role(s) you wish to be considered for:

Role 1 – Board member suitable to act as Chair of the Finance Committee

- Experience chairing a senior committee
- Comfortable interpreting and challenging financial reports and forecasts and wider performance issues
- A good understanding of public sector finances in Wales would be desirable

Role 2 – Board member suitable to act as Chair of the Flood Risk Management Committee

- Experience chairing a senior committee
- Comfortable interpreting and challenging financial reports and forecasts and wider performance issues related to flood management
- A good understanding of the risks and issues associated with flood management would be desirable

Role 3 – Board member: timber and renewable energy

- Knowledge of the timber and renewable energy markets.
- Private sector experience would be desirable, including commercial activity and social value

Role 4 – Board member suitable to act as Chair of the Audit & Risk Committee

- Experience chairing a senior committee
- Comfortable interpreting and challenging financial reports and forecasts and wider performance issues

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- A good understanding of audit and risk in the public sector in Wales would be desirable

Role 5 – Board member: social/community engagement

- Experience of social and/or community engagement, preferably from an environmental perspective
- Knowledge of the third sector and/or social enterprise

Role 6 – Board member suitable to act as member of the Wales Land Management Forum

- Experience chairing a senior committee or group that includes a wide range of external stakeholders
- Experience in land, landscape, forestry or environmental management
- The ability to communicate in the Welsh Language
 - Understanding: can understand most work-related conversations;
 - Speaking: can converse in most work-related conversations;
 - Reading: can read some routine work-related material with support e.g., dictionary;
 - Writing: can prepare routine work-related material with checking

Please note appointment of Board members to Committee and Forum membership positions is a matter for the Board of NRW. If successful in your application to be appointed to the Board of NRW, further appointment into these positions will be a matter for the Board of NRW. In addition, Chairs of Sub Committees currently attract a greater number of days' remuneration.

Eligibility

You are eligible to apply if you are able to provide evidence of your experience against the skills and behaviours set out above. You are welcome to apply for more than one role.

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

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- 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 Senedd Cymru \(Disqualification\) Order 2020](#).

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](#).

A third-party executive search agency (Green Park Interim & Executive Ltd) will support this recruitment campaign. As such, candidate details will be shared as appropriate with the search agency and members of the panel, specifically to inform and deliver this recruitment.

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 Climate Change) 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.

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.

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 and personal statement to assess whether you have the skills and experience required.

The panel will be chaired by the Independent Panel Member Dr Prysor Williams and will also comprise Ryan Doyle, Deputy Director, Rural Economy and Legislation, Welsh Government, Rachel Garside-Jones Deputy Director, Cooperation Agreement, Welsh Government, and Sir David Henshaw, Chair of NRW. An executive search agency will be used to 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 and the executive search agency used to support the panel.

We anticipate the panel will be in the position in June to advise the Minister who should be invited for interview. Interviews are currently scheduled to be held during July.

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](#).