

Recruitment of the Future Generations Commissioner for Wales

Background

- 1 This report describes the recruitment process to select the first Future Generations Commissioner for Wales.
- 2 The appointment is offered on a full time contract for a term of seven years and is remunerated between £90k and £95k per annum.

Process

- 3 In order to ensure that assessment of the candidates was carried out impartially against the full breadth and depth of the requirements of the role the panel comprised the following people:
 - Amelia John, Deputy Director Fairer Futures, Welsh Government (Chair);
 - Joyce Watson AM;
 - Llyr Gruffydd AM;
 - William Powell AM;
 - Janet Haworth AM; and
 - Joy Kent, Chief Executive, Chwarae Teg (the Independent Panel member).
- 4 Amelia John's role was to ensure that the process for appointment was carried out correctly and therefore did not contribute to the assessment of candidates.
- 5 In an attempt to achieve a diverse candidate pool, the post was publicised through advertisement on the following websites:
 - Welsh Government;
 - The Society Guardian;
 - The Western Mail;
 - Daily Post;
 - Golwg 360; and
 - Y Cymro.
- 6 Details of the appointment were also circulated to a wide range of equality and other interested organisations and to individuals who have expressed an interest in a public appointment.
- 7 In addition, social media was used to circulate the advertisements. This included:
 - Twitter accounts for Welsh Government and the Minister for Natural Resources;
 - Facebook and LinkedIn accounts for Welsh Government.

- 8 Of the 42 applicants, 26 were male and 16 were female. Five candidates identified themselves as disabled, although none of them met the minimum competencies to guarantee an interview. There were four applications from candidates identifying themselves from the minority ethnic community.
- 9 The recruitment panel, with the exception of Janet Haworth AM who was unable to attend, met on 26 August 2015 to sift the candidates. Six applicants were shortlisted for interview: four women and two men, one of whom was identified as being from a minority ethnic community. Unfortunately, one candidate withdrew his application on the day of the interview due to a personal, family issue.

Declarations of Interest

- 10 The recruitment panel declared those candidates that they knew. They agreed that their prior knowledge of these candidates did not impact on their ability to make independent assessments of the candidates.

Interviews

- 11 The recruitment panel interviewed candidates on 22 and 23 September 2015.
- 12 Whilst the appointment process was not regulated, it was undertaken using the Code of Practice for Ministerial Appointments to Public Bodies - to ensure that selection was fair, transparent and open.
- 13 At interview candidates were invited to make a short presentation and asked a series of questions to explore their experience and to allow them to demonstrate their understanding of the skills required to be the Future Generations Commissioner for Wales as detailed in the role description and person specification.
- 14 Each recruitment panel member made an independent assessment as to whether the candidate was competent in all the areas tested and therefore suitable for appointment. Following this a discussion took place in order to reach a consensus on whether the panel should recommend the candidate for appointment.

Recommendation

- 15 Taking account of performance at interview together with all the other evidence that had been obtained, the Panel submitted one name to the First Minister and the Minister for Natural Resources in their recommendation for appointment.