Conversation with Purpose Report Carried Out on 16th April 2012

Recruitment of Chair to the Animal Health and Welfare Strategy Steering Group

Panel Members:
Christianne Glossop, Chief Veterinary Officer, Wales
Moss Jones, Welsh Lamb and Beef Producers

1. Background

1. The Animal Health and Welfare Strategy Steering Group was established in October 2004. Dr Christianne Glossop, Chief Veterinary Officer has been standing in as the temporary Chair of the Wales Animal Health and Welfare Strategy (AHWS) Steering Group since Steve Alderman, the previous Chair tendered his resignation.

2. General comments on Process

2.1 A total of four applications had been received in response to an advertisement placed on the Welsh Government's Public Appointments website and Gwlad, three were short-listed and invited to attend an conversation with a purpose. **Information Redacted Section 40 (2) Freedom of Information Act.**

2.2 Christianne Glossop, Chief Veterinary Officer and Moss Jones, Welsh Lamb and Beef Producers carried out Conversations With a Purpose with the candidates and marked them on assessment sheets. These assessments were then discussed with the whole panel to produce this report.

3. Declaration of Interest

3.1 All three applicants were known to the Panel on a professional basis. **Information Redacted Section 40 (2) Freedom of Information Act.**

3.2 The Panel agreed that their prior knowledge of these candidates did not impact on their assessments of the candidates.

4. Individual Candidates' Summaries

Candidate's Name	Assessment	Score
Mr William Peredur Hughes	Mr Hughes answered all the questions thoughtfully and to a high standard. He showed that he has a good knowledge and understanding of the Animal Health and Welfare Strategy in Wales and demonstrated that he has good leadership qualities essential as the role of Chair, and real enthusiasm for the role. He has clear vision for raising standards of animal health & welfare in Wales. **Recommendation : Appointable**	46

Information Redacted Section 40 (2) Freedom of Information Act	**Information Redacted Section 40 (2) Freedom of Information Act** showed a reasonable understanding of the Animal Health and Welfare Strategy in Wales. **Information Redacted Section 40 (2) Freedom of Information Act** With a little more experience we felt that **Information Redacted Section 40 (2) Freedom of Information Act** would have been a strong candidate. **Recommendation: Not Appointable**	31.5
Information Redacted Section 40 (2) Freedom of Information Act	**Information Redacted Section 40 (2) Freedom of Information Act** showed less appreciation of the Animal Health & Welfare Strategy and its principles. It was clear though the conversation that **Information Redacted Section 40 (2) Freedom of Information Act** had less understanding of the work of the Animal Health & Welfare Strategy Steering Group and how **Information Redacted Section 40 (2) Freedom of Information Act** perceived the role of the Chair. **Recommendation: Not Appointable**	28.5

5. Discussion and Conclusion

5.1 The panel discussed the relative merits of the candidates and was unanimous that the following were considered suitable for appointment:

- Mr William Peredur Hughes

5.2 The panel concluded that the following should not be recommended for appointment on this occasion:

Information Redacted Section 40 (2) Freedom of Information Act

Signed By Panel Members

Christianne Glossop, OCVO
Chairperson _____ Date _____

Moss Jones, Welsh Lamb & Beef Producers
Member _____ Date _____