

# Natural Resources Wales (NRW) Board Recruitment

## Advisory Assessment Panel

### Short list meeting – Notes

**Date:** 26 May 2021

**Time:** 10:00-13:00

**Location:** MS  
Teams

#### **Attendees**

Advisory Assessment Panel:  
Welsh Government Official (Panel Chair)  
Chair, Natural Resources Wales  
Independent Panel Member  
Welsh Government Official

*Supported by:*  
Gatenby Sanderson Officials

*Notetakers:*  
Welsh Government Official  
NRW Official

#### **Welcome and introductions**

1. Welsh Government Official welcomed everyone to the meeting. He started by thanking Gatenby Sanderson Officials for the sift reports following their preliminary interviews with the long listed applicants.
2. The panel agreed the notes of the long list meeting and the sift report were an accurate record of their discussion.

#### **Review of applications**

3. The panel agreed they were aiming to recommend a minimum of three and maximum of five applicants for interview per role.
4. Gatenby Sanderson Official expressed her enjoyment of meeting the long listed applicants for the preliminary interviews. The competition was strong, and so she and her team had been very robust with grading. For the three roles, there were very fine differentials between those marked A and B. However, there was a clear separation for those marked as C.
5. The panel reviewed the applicants for Role 2 first, as the criterion for Roles 1 and 3 were similar, other than the requirement for Welsh language ability.

## Confirmation of applicants to be invited to interview

6. The following applicants were recommended by the panel for interview:

<b>Role 1</b>	<b>Role 2</b>	<b>Role 3</b>
68951 Candidate	69265 Candidate	68999 Candidate
69215 Candidate	68749 Candidate	69274 Candidate
69223 Candidate	68446 Candidate	68160 Candidate
69260 Candidate	69804 Candidate	69332 Candidate
69133 Candidate		69075 Candidate

## Interviews

7. It was agreed to interview for role 1, together with any applicants for roles 2 and 3, who have opted for an interview in Welsh to be held on one day. Welsh Government Official agreed to brief the simultaneous translator in advance.
8. It was agreed a presentation of no more than five minutes will be required from each candidate, but without the use of presentational aids. The title of the presentation will be agreed at a later date. For applicants to role 1, the presentation would need to be carried out in Welsh.
9. It was agreed the panel would meet in advance of the first interviews to agree the questions, and the order in which they will be asked.