

From: [Name removed]@gatenbysanderson.com >
Sent: 26 March 2021 13:16
To: [Name removed]@gov.wales>
Cc: [Name removed]@gov.wales >; [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >
Subject: RE: Non Exec Director Board Recruitment - Welsh Government

Perfect – thank you!

[Gatenbysanderson Official]
Senior Project Co-ordinator

Direct Dial: [Number removed]

GatenbySanderson
12 Appold Street, London, EC2A 2AW
www.gatenbysanderson.com



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From: [Name removed]@gov.wales >
Sent: 26 March 2021 13:15
To: [Name removed]@gatenbysanderson.com >
Cc: [Name removed]@gov.wales; [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >
Subject: RE: Non Exec Director Board Recruitment - Welsh Government

Thanks [Gatenbysanderson Official], I've just sent out an invitation

[Welsh Government Official]

Datblygu Gwledig & Deddfwriaeth / Rural Economy & Legislation
Ffôn/Tel: [Number removed]
E-bost: | E-mail: [Name removed]@gov.wales [Name removed]@llyw.cymru

From: [Name removed]@gatenbysanderson.com >
Sent: 26 March 2021 13:03
To: [Name removed]@gov.wales >; [Name removed]@gatenbysanderson.com >
Cc: [Name removed]@gov.wales >; [Name removed]@gatenbysanderson.com >
Subject: RE: Non Exec Director Board Recruitment - Welsh Government

Hi [Welsh Government Official]

I hope you're well!

I'd be happy to find a time. [Gatenbysanderson Official] and [Gatenbysanderson Official] are also flexible on timings on Monday, but some time between 12:30 and 14:00 would be ideal. Please feel free to send through an MS Teams Meeting (I'd be happy to send out if you'd prefer!).

Kind regards

[Gatenbysanderson Official]

Senior Project Co-ordinator

Direct Dial: [Number removed]

GatenbySanderson

12 Appold Street, London, EC2A 2AW

www.gatenbysanderson.com



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From: [Name removed]@gov.wales >

Sent: 26 March 2021 11:01

To: [Name removed]@gatenbysanderson.com >

Cc: [Name removed]@gov.wales; [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >

Subject: RE: Non Exec Director Board Recruitment - Welsh Government

Great, many thanks [Gatenbysanderson Official].

I can move things around to be available anytime until 2pm on Monday morning, so just let me know what time would suit you and I can set up a MS Teams meeting for us if that works with your IT?

[Welsh Government Official]

Datblygu Gwledig & Deddfwriaeth / Rural Economy & Legislation

Ffôn/Tel: [Number removed]

E-bost: | E-mail: [Name removed]@gov.wales [Name removed]@llyw.cymru

From: [Name removed]@gatenbysanderson.com >

Sent: 26 March 2021 10:28

To: [Name removed]@gov.wales >

Cc: [Name removed]@gov.wales >; [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >

Subject: RE: Non Exec Director Board Recruitment - Welsh Government

[Welsh Government Official]

Thank you for the email below, and it sounds like positive news.

I can confirm that our colleague would work as part of the team and we have confirmed with them the points below, which they are confident in being able to deliver on, hence the slight delay in coming back to you.

There are a few areas just to clarify with you at the briefing meeting as to how best to approach some of the things, but I believe that all can be resolved positively.

Given the timings and the need to move at pace, it would be great if we could confirm and get a briefing in the diary, to explore the role and what we need to be searching for, potentially Monday morning or Wednesday next week if that was possible?

I have copied [Gatenbysanderson Official] in, who is a key part of our team and will be a lead contact through this campaign.

Many thanks and look forward to working with you.

[Gatenbysanderson Official]

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From: [Name removed]@gov.wales >

Sent: 25 March 2021 14:30

To: [Name removed]@gatenbysanderson.com >

Cc: [Name removed]@gov.wales

Subject: Non Exec Director Board Recruitment - Welsh Government

Hi [Gatenbysanderson Official],

I've discussed the Welsh language issue with some colleagues, we think as long as the consultant you mentioned, [Name removed], could be used as part of the team to approach anyone they think would be interested in the Welsh essential post, and either [Name removed] or one of the other team members could be available to respond to anyone whose language preference is Welsh, this should be sufficient.

We can share the Welsh language guidelines with you if that would be helpful. Happy to discuss further.

I've copied in my colleague [*Welsh Government Official*] who is leading on the recruitment.

As I mentioned, unfortunately we are working to tight timelines on this. The posts went out for advert yesterday. The timelines we are working to are below. As you will see, due to the election period, we will need to wait until the new government is in place before arranging the interviews in June.

Publish advert to WG and Cabinet Office websites.	24 March
Pre-election period commences	25 March
Advert closes	23 April
Election	6 May
Longlist meeting	w/c 3 May
Shortlist meeting	w/c 10 May
Interviews held	w/c 7, 14 and 21 June
Minister decision of preferred candidates	w/c 5 July
Public announcement	Tbc during RWS 19-22 July
Appointments Commence	1 September

The adverts and candidate information for the 3 positions are below:

Member (welsh desirable) – <https://cymru-wales.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-2/candidate/so/pm/1/pl/8/opp/7047-Board-Member-Environment-Landscape-or-Land-Management-Natural-Resources-Wales/en-GB>

Member (welsh essential) – <https://cymru-wales.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-2/candidate/so/pm/1/pl/8/opp/7048-Board-Member-Environment-Landscape-or-Land-Management-Natural-Resources-Wales-Welsh-Essential/en-GB>

Member (chair of sub-committee) – <https://cymru-wales.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-2/candidate/so/pm/1/pl/8/opp/7049-Board-Member-Sub-Committee-Chair-with-private-and-or-commercial-sector-background-Natural-Resources-Wales/en-GB>

Once you've had a chance to consider the information above and timescales, shall we arrange a further discussion about whether this is feasible for you to support the campaign? We are aware the timescales are challenging, so we would need to get up and running as soon as possible to maximise on candidates.

If you think you could support, we'll look to inform CCS to arrange the call off contract.

Many thanks in advance

[Welsh Government Official]

Datblygu Gwledig & Deddfwriaeth / Rural Economy & Legislation

Ffôn/Tel: [Number removed]

E-bost: | E-mail: [Name removed]@gov.wales [Name removed]@llyw.cymru

From: [Name removed]@gov.wales

Sent: 25 March 2021 07:25

To: [Name removed]@gatenbysanderson.com >

Subject: RE: New role- Welsh Government

Hi [Gatenbysanderson Official],

Thanks very much for your time and for getting back to me so quickly.

I'll discuss this with my colleagues internally to understand if this would be sufficient to meet our Welsh Language requirements and get back to you asap

Many thanks

[Welsh Government Official]

Datblygu Gwledig & Deddfwriaeth / Rural Economy & Legislation

Ffôn/Tel: [Number removed]

E-bost: | E-mail: [Name removed]@gov.wales [Name removed]@llyw.cymru

From: [Name removed]@gatenbysanderson.com >

Sent: 24 March 2021 18:19

To: [Name removed]@gov.wales >

Subject: RE: New role- Welsh Government

[Welsh Government Official]

It was good to connect with you earlier and talk through the requirement.

I am sure that we would be able to support you from a time and capacity perspective and we have a very strong track record around delivery diversity in every sense. It is a firm focus of ours as a business and we align with the thoughts that you shared on the call earlier.

On the Welsh speaking front we have three Welsh speakers in the business, however, all are conversational Welsh speakers, and whilst one did converse in Welsh daily, this was some 20 years ago. None are confident to commit to the need to speak business Welsh. However, through our Leadership Talent Consultancy we have worked with an associate in the last couple of months, [Name removed], who has delivered 1:1 and group facilitated sessions as part of our work, and

[Name removed] has led the welsh speaking elements with fluency. We are confident that [Name removed] would be a part of the team and respond where needed in a realistic time frame.

I wanted to be open and honest in our findings from conversations that we have had in the last hour since we spoke.

Let me know how this changes things, and if it is possible to work with this as a potential solution.

Kind regards

[Gatenbysanderson Official]

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From: [Name removed]@gatenbysanderson.com

Sent: 24 March 2021 15:43

To: [Name removed]@gov.wales

Subject: RE: New role- Welsh Government

Hi [Welsh Government Official]

I hope you are well. I have tried the number that [Gatenbysanderson Official] took down a couple of times, but it seems to be an anonymous voicemail and so wasn't 100% certain that it was the right number.

I am conscious of the urgency that [Gatenbysanderson Official] flagged and so thought best to reach out via email.

We would be keen to support and have worked with Welsh Government on other things through the direct award process and would be keen to get started if you are able to offer any further information or background.

Look forward to hearing from you.

Kind regards

[Gatenbysanderson Official]

Partner

Sector Lead Central Government

Mobile: [Number removed]

GatenbySanderson

Level 1, 12 Appold Street, London, EC2A 2AW

www.gatenbysanderson.com



From: [Name removed]@gatenbysanderson.com >
Sent: 24 March 2021 11:45
To: [Name removed]@gatenbysanderson.com >
Subject: New role- Welsh Government

Morning all,

I've just taken a call from Welsh Government with requirements for a bi-lingual (English and Welsh) Search for 3x NED'

[Welsh Government Official]
[Number removed]
[Name removed]@gov.wales

[Welsh Government Official] requested a call back ASAP as they have a very tight turnaround.

Thanks,

[Gatenbysanderson Official]
Project Coordinator, LG

Direct Dial: [Number removed]

—
GatenbySanderson
12 Appold St, London EC2A 2AW
www.gatenbysanderson.com



Sganiwyd y neges hon am bob feirws hysbys wrth iddi adael Llywodraeth Cymru. Mae Llywodraeth Cymru yn cymryd o ddifrif yr angen i ddiogelu eich data. Os cysylltwch â Llywodraeth Cymru, mae ein [hysbysiad preifatrwydd](#) yn esbonio sut rydym yn defnyddio eich gwybodaeth a sut rydym yn diogelu eich preifatrwydd. Rydym yn croesawu gohebiaeth yn Gymraeg. Byddwn yn anfon ateb yn Gymraeg i ohebiaeth a dderbynnir yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi. On leaving the Welsh Government this email was scanned for all known viruses. The Welsh Government takes the protection of your data seriously. If you contact the Welsh Government then our [Privacy Notice](#) explains how we use your information and the ways in which we protect your privacy. We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

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