

From: [Name removed]@gatenbysanderson.com >
Sent: 28 May 2021 14:56
To: [Name removed]@gov.wales >
Cc: [Name removed]@gatenbysanderson.com >; [Name removed]@gov.wales >; [Name removed]@gov.wales >; [Name removed]@gov.wales >
Subject: FW: NRW Board recruitment: post sift letters

Hi [Welsh Government Official]

Thanks for this – very much appreciated!

We'd typically only offer feedback to candidates we have interviewed as there isn't generally much to provide to those candidates who weren't. We think it's important feedback is offered to those candidates we did speak to, so we're happy for you to offer to all. You're welcome to direct them to me in the first instance and I can arrange our side (if they could be asked to email [Name removed]@gatenbysanderson.com that would be great).

Really appreciate you sending through the schedule – we'll wait to see the finalised timetable. I'm happy to get in touch directly with the candidates once their interviews are set, so you're welcome to mention that we'll be in touch in the letter.

If there's anything you need from us in the meantime please do let us know!

Kind regards

[Gatenbysanderson Official]

Senior Project Co-ordinator

Direct Dial: [Number removed]

GatenbySanderson
8 Devonshire Square, London EC2M 4PL
www.gatenbysanderson.com



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 Save the environment - think before you print

From: [Name removed]@gov.wales >
Sent: 28 May 2021 14:08
To: [Name removed]@gatenbysanderson.com >
Cc: [Name removed]@gatenbysanderson.com >; [Name removed]@gov.wales; [Name removed]@gov.wales; [Name removed]@gov.wales
Subject: RE: NRW Board recruitment: post sift letters

Hi [Gatenbysanderson Official], thank you for taking the time to get back to me on these.

It is helpful to understand what is and is not usual. I think both [Welsh Government Official] and I had assumed you would give feedback to everyone who had applied. If this isn't the case, I am limited to sending those candidates who request it an email with the short feedback given in the long and short list sift reports. It is usually how it is done when we do not use an agency.

As we're interviewing 14 candidates, I have reviewed the interview schedule. I'm waiting for the panel and the translator to agree this, but can split the interviews over four days – two days for Welsh/bilingual interviews and two days for English interviews:

Date	Time
23 June	13:00-17:30
25 June	13:00-17:30
29 June	13:00-17:30
1 July	14:00-17:00

We are due to put the advice to the Minister about the candidates shortlisted for interview on 4 June, with a response due by 11 June. The Minister has the option to add to the list if she wishes. We are due to send the invitations to interview in the week commencing 14 June. If it would help, I could include a line to offer the opportunity of a prep call in my draft letter. Let me know, as we can work that into the translation. Either way, we can confirm to you the dates and times of interviews as soon as we know them.

[Welsh Government Official]

Rural Economy & Legislation / Yr Economi Wledig a Deddfwriaeth
Environment and Rural Affairs Department / Adran yr Amgylchedd a Materion Gwledig
Welsh Government / Llywodraeth Cymru

My usual working hours are Mon-Fri between 8am and 4pm / Fy oriau gwaith arferol yw Llyn-Gwener rhwng 8am a 4pm

From: [Name removed]@gatenbysanderson.com >

Sent: 26 May 2021 14:42

To: [Name removed]@gov.wales >

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

Subject: RE: NRW Board recruitment: post sift letters

Hi [Welsh Government Official]

I hope you're well!

[Gatenbysanderson Official] and I have both looked over the attached letters and they read well to us. We typically only offer feedback to candidates that we interviewed with – is it possible to remove the line offering feedback for the candidates we did not interview? Appreciate there may be a requirement to offer feedback to all candidates so please do let us know if that's the case.

In terms of preparing for Panel interviews (once Ministerial sign off is received), it would be great if you could let us know once interview invitations are sent out, and the timings for each candidate once confirmed. We'd like to offer the shortlisted candidates the opportunity of a prep call, this information will help with our scheduling.

If you need anything further from us in the meantime, please do let me know!

Kind regards

[Gatenbysanderson Official]

Senior Project Co-ordinator

Direct Dial: [Number removed]

GatenbySanderson
8 Devonshire Square, London EC2M 4PL
www.gatenbysanderson.com



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 Save the environment - think before you print

From: [Name removed]@gov.wales >

Sent: 24 May 2021 13:10

To: [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >

Cc: [Name removed]@gov.wales

Subject: NRW Board recruitment: post sift letters

Good afternoon both

I have drafted some letters for the applicants, which I've attached here. These are based on template letters from our Public Appointments Team, but we have tried to soften them a little using some of the language in your invitation to preliminary interview. Please could you review them and let me know if they meet your

expectations for corresponding with applicants. I'm also asking the PAT to approve the draft.

We have a bit of time to prepare these, as we can't send them until the Minister has approved the interview list in early June. However, I will need to arrange translation, and am leave next week so would be grateful if you could reply by noon on Friday 28 May with any thoughts/amendments.

Thank you

[*Welsh Government Official*]

Rural Economy & Legislation / Yr Economi Wledig a Deddfwriaeth
Environment and Rural Affairs Department / Adran yr Amgylchedd a Materion Gwledig
Welsh Government / Llywodraeth Cymru
Cathays Park / Parc Cathays
Cardiff / Caerdydd
Tel / Ffon [*Number removed*]
Email / Ebost [*Name removed*][@gov.wales](mailto:[]@gov.wales)

My usual working hours are Mon-Fri between 8am and 4pm / Fy oriau gwaith arferol yw Llun-Gwener rhwng 8am a 4pm

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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