

From: [Name removed]@gatenbysanderson.com >
Sent: 07 May 2021 19:27
To: [Name removed]@gov.wales>
Subject: Re: Update 3 from GS: NRW Member recruitment

We love a challenge!! [Welsh Government Official] has been amazing.
[Gatenbysanderson Official]

Sent from my iPhone

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On 7 May 2021, at 19:22, [Name removed]@gov.wales wrote:

Many thanks [Gatenbysanderson Official], we really appreciate how hard you and the team have worked this week.

Have a lovely weekend

[Welsh Government Official]

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

From: [Name removed]@gatenbysanderson.com >
Sent: 07 May 2021 19:20
To: [Name removed]@gov.wales>; [Name removed]@atconnect.org.uk; [Name removed]@cyfoethnaturiolcymru.gov.uk; [Name removed]@gov.wales >
Cc: [Name removed]@gov.wales >; [Name removed]@gatenbysanderson.com >; [Name removed]@gov.wales >; [Name removed]@cyfoethnaturiolcymru.gov.uk; [Name removed]@gov.wales >; [Name removed]@cyfoethnaturiolcymru.gov.uk
Subject: RE: Update 3 from GS: NRW Member recruitment

And finally, the final longlist report is now loaded into the portal. Just for clarity, the sift reports from GatenbySanderson are the reports titled "Longlist e-pack...." – one in each role folder.

Apologies again for the later than expected delivery. We look forward to seeing you all on Monday afternoon.

[Gatenbysanderson Official]

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From: [Name removed]@gov.wales >

Sent: 07 May 2021 16:35

To: [Name removed]@gatenbysanderson.com >; [Name removed]@atconnect.org.uk; [Name removed]@cyfoethnaturiolcymru.gov.uk; [Name removed]@gov.wales

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

Subject: RE: Update 2 from GS: NRW Member recruitment

[Gatenbysanderson Official]

Many thanks for this, and all the work assessing the candidates. I look forward to my weekend's reading

I thought it'd be useful to share how I plan to run through the long listing discussion, to help us all focus work on the candidates over the weekend.

Our aim for the session is to get to a list of about 30-36 people for long listing

I'll start by inviting [Gatenbysanderson Official] and colleagues to give us a brief overview of the process, candidate profile they have had and what key criteria they were looking for in assessing people.

Then I suggest we look at the A candidates – this should give us a clear sense of what “good” looks like as a standard for when we do more detailed assessment of some of the marginal candidates. My expectation is that most of the A list candidates would go through for long listing. So I wouldn't expect to need to have detailed discussion on most of them – key question is whether any reason for not longlisting them. Worth identifying the weaker A candidates in case we have to make choices between them and strong Bs to get to the target numbers for the long listing

Next I'd suggest we consider the C candidates. I would suggest we go through these on an exceptions only basis – the starting assumption is that they are not taken forward for long listing; the question is whether any of them should be elevated and considered alongside the B candidates

And finally we'd look at the marginal B candidates (plus any elevated Cs). I think we will need to go through them individually to group into 3 categories – definitely want to long list them; don't want to long list them, and possibles. That last group needs to be looked at alongside any weak As, and choices made on who and how many to long list obviously depending on the numbers

Hope that makes sense. See you on Monday

[Welsh Government Official]

From: [Name removed]@gatenbysanderson.com >
Sent: 07 May 2021 14:32
To: [Name removed]@gov.wales >; [Name removed]@atconnect.org.uk; [Name removed]@cyfoethnaturiolcymru.gov.uk; [Name removed]@gov.wales >
Cc: [Name removed]@gov.wales >; [Name removed]@gatenbysanderson.com >; [Name removed]@gov.wales >; [Name removed]@cyfoethnaturiolcymru.gov.uk; [Name removed]@gov.wales >; [Name removed]@cyfoethnaturiolcymru.gov.uk
Subject: Update 2 from GS: NRW Member recruitment

I am pleased to confirm that our sift reports for two of the roles (Board sub-committee chair and Board member (Welsh essential)) are now in the portal, we are just finessing the final report now.
[Gatenbysanderson Official]

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Cc: [Name removed]@gov.wales; [Name removed]@gatenbysanderson.com >; [Name removed]@gov.wales; [Name removed]@cyfoethnaturiolcymru.gov.uk; [Name removed]@gov.wales; [Name removed]@cyfoethnaturiolcymru.gov.uk
Subject: Update from GS: NRW Member recruitment

Dear Panel,

I am writing to confirm that we are working hard to complete our sift reports so we can still issue them as planned today but I do need to apologise in advance that this may well be after close of business. It is important to us that our reports meet our quality threshold so they are as helpful to you as possible and this does take a certain amount of time. As you will have seen from the emails this week, there have been some system gremlins that we have been working through and which have made what was an already challenging timetable, even more so.

If anything changes during the course of the day, I will let you know, and will also confirm when the material has been shared to the portal.

If I can help with any queries at this stage, do please let me know.

With kind regards

[Gatenbysanderson Official]
Principal Consultant, Central Government

Mobile: [Number removed]

GatenbySanderson
www.gatenbysanderson.com

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