

Chief Legal Advisor and Director of Legal Services, Welsh Government



Llywodraeth Cymru
Welsh Government

Closing Date: 22 April 2025



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Welcome from Julie James, MS

Counsel General and Minister for Delivery



As the Counsel General and Minister for Delivery, I would like to thank you for your interest in this senior and influential role. Legal services are critical to the Welsh Government's work and at the heart of our governmental priorities. Our lawyers work closely with policy colleagues to help deliver the Welsh Government's agenda. As Chief Legal Advisor and Director of Legal Services, you will be the senior lawyer in the Welsh Government and your work will often be high profile, fast moving and of national significance.

Public law is our strong focus and the departmental lawyers contribute substantially to the production of the Government's Legislative Programme. Welsh legislation has been made bilingually since 1999, with both Welsh and English having equal status. The Welsh Government is committed to further developing a modern and bilingual statute book for Wales. You will uphold the rule of law whilst being creative and pragmatic in finding legal mechanisms to achieve the objectives of the Welsh Government in providing practical legal advice relevant to the circumstances. There is variety in our work, often involving high profile constitutional and public law issues, the challenges of a busy legislative programme, public law advice in devolved areas, governance issues, a busy portfolio of commercial, employment and transactional work, and involvement in significant and important litigation workloads involving the Welsh Government.

The Chief Legal Advisor and Director of Legal Services carries weight and influence with Ministers and across the Civil Service. The Welsh Government emphasises diversity and gender equality – reflected in the distribution of ministerial portfolios – and we welcome applications from suitably qualified applicants from all backgrounds and all parts of the UK.

Welcome from Sioned Evans, Chief Operating Officer & Director General



Thank you for your interest in this key leadership role. This is a unique opportunity to work at the heart of the devolved government in Wales at a time of continuing challenge and change. You will work as an integral part of our senior leadership team – influencing and shaping the way the Welsh Government is equipped and supported to deliver for the Cabinet and people in Wales.

The Chief Legal Advisor and Director of Legal Services for Welsh Government heads up our Legal Services department who play a critical role in the delivery of the Welsh Government's Programme for Government, the Legislative Programme and in the further development of the constitution. You will have a unique opportunity to help shape and influence that agenda, providing clear leadership, working in and adapting services to a complex, fast-paced and dynamic environment. The professional, corporate and managerial aspects of this role offer the opportunity to shape and deliver results across the following dimensions:

- Constitutional law – the opportunity to influence our rapidly evolving constitution.
- Public law – dealing with complex, at times novel and varied, public law issues arising in the context of devolved responsibilities and the wider constitution of the United Kingdom.
- Legislation – working within the legislative powers of the Welsh Ministers and Senedd Cymru, the chance to help shape and deliver an ambitious and bilingual Legislative Programme of primary and secondary legislation. Drafting secondary legislation

and in respect of primary legislation ensuring the provision of high-quality instructions to the Office of the Legislative Council (OLC), and the resolution of complex issues of legislative competence, engaging with OLC, the Senedd and its legal advisors and processes as necessary.

- Cabinet – As the Chief legal advisor to the Welsh Government, you are responsible for providing, leading and overseeing the delivery of high-quality legal advice to the First Minister of Wales, Welsh Ministers and the Counsel General and Minister for Delivery.
- Corporate – a direct role supporting the Permanent Secretary and the Directors General as our most senior Civil Servants.
- Departmental – leadership of the largest public sector legal department in Wales, responsible for the delivery or oversight of all legal services to the Welsh Government.
- Welsh language – contributing to the Welsh Government's strategy for becoming a fully bilingual organisation by 2050 by supporting use of the language within the Department and by helping to ensure that the language is appropriately taken into account in policy development across the organisation.

We are looking for an individual with outstanding legal skills and leadership qualities to advise with authority at the most senior levels of Government - someone who can inspire by professional example, bringing strategic vision, excellent legal skills, leadership and innovation to the Legal Services teams and the profession across the Welsh Government. Legal Services has a strong track record in embracing diversity and promoting flexible/hybrid working, and we are looking to appoint a Director who will build on the important work of developing this approach and modernisation agenda.

You will arrive during a period of significant change, with rapidly evolving international and UK operating contexts, and huge technological developments in the world of work. The Welsh Government is delivering an ambitious Programme for Government, taking forward its organisational development programme, grappling with the challenges facing all public services and pursuing a programme of legislation-making reform. The Welsh Government prizes highly Civil Service values and we aim to create a working environment which is stimulating, supportive, diverse, challenging, flexible, and – we hope – enjoyable too! If you have the professional background and skills we need and the motivation to want to make a difference, I encourage you to apply.

About the Welsh Government



The Welsh Government has an annual budget of c.£24 billion and is responsible for a range of areas including health, education and skills, the economy, transport, agriculture and the environment. The First Minister of Wales and the Cabinet form the Welsh Government and make decisions in devolved areas of responsibility. Welsh Ministers are accountable to the Senedd Cymru/Welsh Parliament, Wales's legislative body comprising 60 elected Members. Welsh Ministers are supported by c.5,700 civil servants based in Welsh Government offices across Wales. We also have small offices in London and Brussels, and an overseas network for trade and investment work. The Permanent Secretary leads the Welsh Government Civil Service and is accountable to the First Minister and Welsh Ministers.

Everyone who works at the Welsh Government is joined together by the single common purpose of supporting Ministers to build a better Wales. Our core values of creativity, fairness, partnership and professionalism support our interactions with each other and help us with our judgements and decision-making. Through our values and behaviours framework we have a clear set of expectations to drive the outcomes we want to see. Equality, diversity and inclusion are central principles and we aim to be an exemplar employer.

Our work is underpinned by our Workforce Equality, Diversity and Inclusion Strategy which sets out our intention to be an organisation that at every level fully reflects the diversity of Wales and which is actively anti-racist and anti-discrimination. We want to create a safe, inclusive and diverse working environment that fosters a culture of respect and equity for everyone regardless of their background or identity so that every individual can reach their full potential. Our Anti-racist Wales Action Plan outlines how we will build an anti-racist Wales which we can all be proud to belong to and thrive in. Our commitment to the Social Model of Disability underpins our work to ensure equity for disabled people.

We recognise the value of having a workforce reflecting a wide range of cultures, identities and backgrounds to the success of the Welsh Government. We encourage applications from all parts of society and want to appoint from the widest and most diverse pool of talent.

We encourage and support staff to learn, develop and use their Welsh language skills in the workplace, building a strong appreciation of Welsh culture and history. If appointed, we will offer you opportunities to learn Welsh in a way that works best for you. If you already speak Welsh, there will be opportunities to use and develop your skills. Reasonable adjustments can be put in place to support you, which can be discussed during the application process or on appointment.

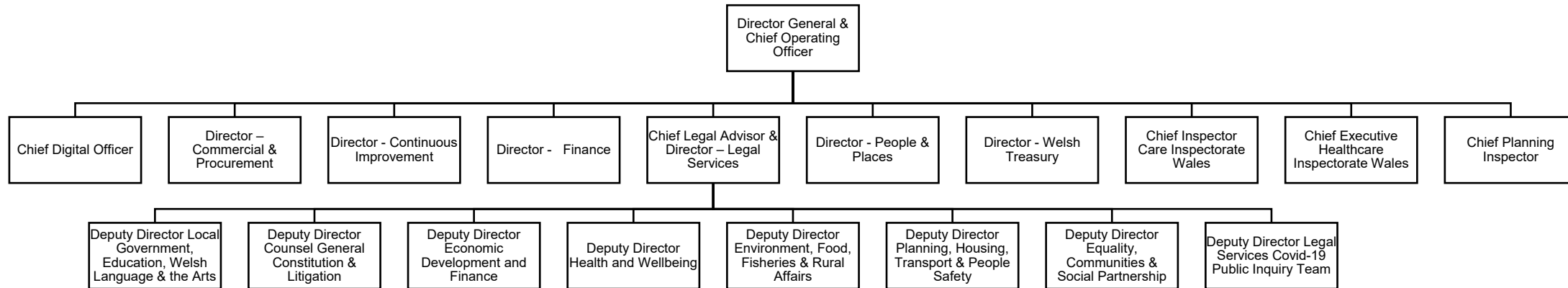
The Well-being of Future Generations (Wales) Act 2015 sets the strategic context for the Welsh Government. It requires the Civil Service to work in new and different ways to improve policy development and services delivered to the people of Wales. The Welsh Government is also a bilingual organisation and an exemplar in following the Welsh Language Standards and delivering Cymraeg 2050, our commitment to promoting the Welsh language to achieve a million Welsh speakers by 2050. Legislation is produced in both Welsh and English, and both languages have equal legal status.

Further information about the Welsh Government is available [here](#).



Our Structure

The Welsh Government structure is available [here](#). The structure of the Corporate Services & Inspectorates Group, including Legal Services, is below:



About the Legal Services Department

As Chief legal Advisor and Director of Legal Services you will lead a team of over 200 lawyers and support staff providing legal advice and services to Ministers across all Welsh Government Cabinet portfolios. You also directly support the Counsel General, the Law Officer in the Welsh Government.

1. Legal Services:

Legal Services has eight divisions each headed by a Deputy Director. The divisions work together in collegiate groups to deliver legal services in respect of specific subject areas and across Ministerial portfolios, enabling resilience and flexing of resource. The divisions have 25 legal subject teams:

Climate Change Collegiate Group:

Division 1 – Planning, Housing, Transport and People Safety	Division 2 – Energy, Environment, Agriculture, Food and Fisheries
<ul style="list-style-type: none">▪ Planning▪ Housing and Regeneration▪ Transport▪ Building Safety	<ul style="list-style-type: none">▪ Agriculture▪ Environment and Energy▪ Office of the Chief Veterinary Officer, Food and Fisheries

Local Government, Education, Health and Well-being Collegiate Group:

Division 3 – Local Government, Education, Welsh Language and the Arts	Division 4 – Health and Well-being
<ul style="list-style-type: none">▪ Education Schools, Culture, Tourism and Sport▪ Education Schools and Welsh Language▪ Education HE/FE	<ul style="list-style-type: none">▪ Social Care, Cafcass, Care Inspectorate Wales and Healthcare Inspectorate Wales▪ Health▪ Primary Care and Mental Health

▪ Local Government	
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Economy, Constitution and Social Justice Collegiate Group:

Division 5 – Economy and Finance
<ul style="list-style-type: none"> ▪ Economic Development and International Trade ▪ Commercial Property ▪ Commercial and Public Contracts ▪ Treasury and Procurement

Director's Office:

Division 6	Division 7	Division 8
<ul style="list-style-type: none"> ▪ Counsel General, Constitution, Human Rights (Competence), Justice and Tribunals ▪ Senedd Reform ▪ Senedd and Local Government Elections ▪ Litigation 	<ul style="list-style-type: none"> ▪ Equalities, Human Rights Policy, Prosperous Futures, Social Cohesion and Information Law ▪ Employment, Social Partnership, Well-being of Future Generation, Ethics and Covid Recovery and Restart 	<ul style="list-style-type: none"> ▪ Covid Public Inquiry

The divisions and legal team portfolios may change to reflect the wider organisation of the Welsh Government, business needs or to facilitate professional development.

The department is responsible for delivering all legal services to the Welsh Government, including advice on complex matters of public law, the preparation and drafting of legislation, the delivery/oversight of commercial legal services and the handling of high-profile litigation. Our Management Board, chaired by the Chief Legal Advisor and Director of Legal Services, provides strategic leadership and is collectively responsible for delivering our organisational objectives. It plays a key role in ensuring that Legal

Services is equipped to ensure the provision of legal advice and support of excellent quality, where legal analysis is objective, risk based, well-judged and proportionate to the task.

2. Supporting the Counsel General and Minister for Delivery

The Counsel General is the Welsh Government's Law Officer and its chief, authoritative legal adviser. The Counsel General provides legal advice and support to Ministers on the full range of the Welsh Government's responsibilities – including legislative competence in respect of Senedd Bills, international obligations, human rights and matters pertaining to assimilated law. The Counsel General oversees Welsh Government litigation; both civil and criminal. The Counsel General may, from time to time, take on responsibility for certain aspects of legal policy. A principal aspect of the role of the Counsel General is to uphold and maintain the rule of law including ensuring that legislation meets the requirements of good and effective law. The Counsel General also has a role in protecting the integrity and accessibility of the law, including the statute book in Wales.

Legal Services support the Counsel General and the wider Welsh Government, providing an opportunity to work as part of a committed and highly skilled group of public sector lawyers advising and assisting on a range of high profile, often novel and highly complex projects, cases and situations. We operate at the cutting edge of law, politics and the Welsh devolution settlement, and have a strong set of values around diversity and opportunity for all, built on the Welsh Government's core values of creativity, fairness, partnership and professionalism.

About the Role

Job Title:	Chief Legal Advisor and Director of Legal Services
Location:	You may be contractually based at any of the main Welsh Government offices in Cardiff, Merthyr Tydfil, Llandudno Junction or Aberystwyth. We support hybrid working and tailoring patterns to suit individual circumstances. The Legal Services departments main office presence is in Cardiff and the role requires frequent travel to Cardiff, it is likely this will be 1-2 days per week.
Salary:	<p>The role is at Director level (SCS2) and the starting salary is circa £120,000 although some negotiation may be available for an exceptional candidate.</p> <ul style="list-style-type: none"> • For existing Civil Servants – if you are a substantive Director applying on a lateral transfer basis to the Welsh Government you will retain your existing salary. If you are an existing civil servant applying on promotion, the starting pay on promotion will usually attract a 10% increase in base pay or be at the pay band minimum, whichever is greater. • Secondment – if you are applying for this role on a secondment basis, you will retain your existing terms and conditions including salary (subject to approvals). <p>Please contact SCSRecruitment@gov.wales if you would like to discuss terms and conditions and salary level.</p>
Contract Type:	<p>This is a Permanent role but can be available as a secondment/loan which would be for up to 2 years initially.</p> <p>This is a full-time role but we welcome candidates who are interested in a job share. If you do not have a job-share partnership in place and would welcome a discussion with the aim of forming one for this post, please contact SCSRecruitment@gov.wales. We cannot guarantee a partner can be found.</p>
Welsh Language Requirements:	Welsh language skills are not essential for this post, but they would be an asset. We expect the successful candidate to develop their Welsh language skills on appointment and we will fully support them to do this, with training available. As is the case in respect of other requirements, reasonable adjustments can be discussed on appointment.

Role Description

The Chief Legal Advisor and Director of Legal Services to the Welsh Government provides legal leadership at the highest levels across the organisation. You will provide direct senior support to the Chief Operating Officer, the Permanent Secretary, the Counsel General, the First Minister and all Welsh Ministers and Deputy Welsh Ministers. As a member of the Senior Leadership Team, you will lead our legal department and be responsible for providing or overseeing all legal advice and services provided to the Welsh Government.

As the Chief Legal Advisor and Director of Legal Services and head of the legal profession in the Welsh Government, you will ensure the provision of high-quality legal advice and support to the Welsh Government, demonstrate strong collaborative leadership and create an inclusive and engaged environment in which legal analysis is objective, risk based, well-judged and proportionate to the task. In addition to leading the legal team, the Director has a wider corporate role as a member of the Welsh Government Board and participates in the work of the Permanent Secretary's Executive Committee and Senior Leaders Group within the Welsh Government. You will be responsible for maintaining and developing strong links with counterparts in other devolved administrations and with lawyers within the UK Government.

Key Responsibilities

As the Chief Legal Advisor and Director of Legal Services, you will:

- Provide strategic leadership on:
 - a) the provision of clear, coherent, authoritative and timely legal advice and excellent services to Welsh Ministers, Counsel General and Welsh Government officials.
 - b) the provision of timely, effective and high-quality legal support to the formulation and delivery of the Welsh Government legislative programme.
 - c) the timely and effective production of bilingual Welsh Government subordinate legislation drafted in plain and simple language.
 - d) the timely and effective production of instructions or legal commentary, to facilitate the achievement of Welsh Government interests, on Westminster Parliamentary Bills impacting on devolved areas.

- e) the provision and/or oversight of timely and effective commercial legal advice and excellent services to the Welsh Government; including the provision and/or oversight of commercial agreements and property agreements in the discharge of Welsh Government functions.
 - f) the timely and effective conduct and/or oversight of litigation and other legal proceedings involving or affecting the Welsh Government; such support to be managed effectively, firmly grounded in a thorough understanding of relevant court/tribunal rules and practice, adhering to any relevant Welsh Government policy or code and undertaken in a sound, proportionate and risk-based manner.
 - g) the provision, as required, of an intelligent client function to the Welsh Government in relation to any outsourced specialist legal advice or service.
- Champion equality, diversity and inclusion, ensuring that these commitments are embedded in day-to-day working practices with all our customers, colleagues and partners.
 - Develop and embed a strategic vision for Legal Services, promote an open and inclusive working environment, encouraging diversity and flexible patterns of working. Promote a culture which is proactive and customer-facing where risk is managed with confidence.
 - Provide effective head of profession support to all lawyers in the Welsh Government.
 - Represent the Welsh Government in its external relationships with a legal content; including Whitehall, other Devolved Governments, Europe and the wider Welsh legal sector.
 - Provide a strong and effective contribution to the wider corporate management of the Welsh Government and the CSI Group including membership of the Welsh Government Board and Executive Committee, the Senior Leaders Group, and participating in and/or undertaking other strategic management or corporate activities.

Person Specification

Essential Criteria:

- Be an experienced senior lawyer, qualified as a Solicitor or Barrister, entitled to practice in England and Wales with a track record of success and with significant practical post qualification experience in public law or other complex areas of law, working successfully at a senior level in Government or other complex public and/or private sector/not for profit organisation.
- Able to give authoritative, independent and impartial, risk-based advice across a wide range of matters that command the confidence of Ministers, the Counsel General and senior colleagues. In identifying legal risk, the ability to constructively engage in how best the legal risk might be managed to achieve Government objectives.
- Proven experience of leading and developing a diverse team of legal professionals, demonstrating commitment to equality and diversity, working in partnership with other areas and developing a spirit of teamwork across functional and organisational boundaries and creating a fairer workplace environment.
- Experience of successfully delivering an efficient and effective service, promoting a culture of innovation, demonstrating specific experience of driving and improving performance and delivering increasing value for money.
- Able to demonstrate strong personal and professional integrity, resilience under pressure in a fast-moving working environment and contribute to a resilient organisation and culture where wellbeing is prioritised.

The Civil Service is open to talented people from anywhere in the world and from any career background. We seek to identify transferable skills from the individual's experience. This is a critical senior leadership role that partners across the entire organisation. You will be part of the Welsh Government Senior Civil Service and a key leader in shaping our culture and ways of working. The Civil Service has a defined set of behaviours as part of our approach to [Success Profiles](#). The most relevant behaviours to this role are Leadership, Seeing the Big Picture, Making Effective Decisions, Working Together and Communicating & Influencing. Our process will assess you against the person specification, the Civil Service behaviours and how you embody our core values of creativity, fairness, partnership and professionalism.

Recruitment & Selection Process

Stage 1 – Application

To apply for this role, you will be asked to submit:

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graph TD; A[Application Form] --> B[CV]; B --> C[Personal Statement];
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Application Form

We welcome applications in Welsh and English. Applications in either language will be treated equally. If you have an impairment that would prevent you from applying online, please contact SCSRecruitment@gov.wales to request an alternative format or a reasonable adjustment to submit your application.

CV

Please set out your career history with key responsibilities and achievements. We operate name-free recruitment. The selection panel will not see personal information while shortlisting in line with our commitment to end bias and promote equality and diversity. Please remove your name from your CV and personal statement.

Personal Statement

Your personal statement should be no longer than two sides of A4. It is important that you provide evidence which demonstrates capability and potential against the requirements set out within the personal specification, explaining how your professional qualifications, skills, qualities and experience meets the essential criteria and how your experience links to the key behaviours for the role, which are Leadership, Seeing the Big Picture, Making Effective Decisions, Working Together and Communicating & Influencing.

The Welsh Government is committed to achieving a workforce that reflects the society it serves – at all levels. You will be asked to confirm some diversity information on your application form. Collecting this information enables us to identify whether we are recruiting from the widest possible pool of talent and check that all groups are being treated fairly throughout the process; this form will not be disclosed to anyone involved in assessing your application. If you do not wish to provide a response to a particular question, you select 'prefer not to say.' You will not be able to submit your application if you leave any of the questions unanswered.

Stage 2 – Longlisting & Shortlisting

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Welsh Government on this appointment, your application and contact details will be shared with them as part of the assessment process. According to GDPR guidelines, Saxton Bampfylde are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. By submitting an application you consent for Saxton Bampfylde to process your personal data.

Longlist meeting

If a high volume of applications are received applications will first be longlisted using criteria set out above.



Interview with Saxton Bampfylde

Candidates who are long listed by the recruitment panel, or all candidates if the longlist is not completed, will be interviewed by a consultant from Saxton Bampfylde, this will be approximately 45 – 60 minutes long to explore more about your experience and what you could bring to this role.



Shortlist meeting

A shortlisting meeting will take place with the full panel to discuss the final sift outcome, considering the full application, CV, personal statement and feedback from the interviews with Saxton Bampfylde.

Stage 3 – Assessments

You will be advised about the outcome of the shortlist meeting. Saxton Bampfylde will do preliminary interviews after the shortlisting meeting to follow up on questions raised by the panel at that stage. The output will form part of the feedback to the panel prior to interview.

If shortlisted, you will take part in the following assessments:

Online Psychometric Tests



Staff / Stakeholder Engagement Exercise



Informal Conversation



Interview & Scenario Exercise

These include a discussion with a psychologist via Microsoft Teams. You will receive a link to the online tests within 10 working days after the shortlisting meeting. You do not need to take these tests again if you have completed these tests in the last two years for a role at the same grade.

This exercise gives you the opportunity to present your experience, ideas and views on effective leadership for this role. You will meet with a group of staff via Microsoft Teams who may be future team members, peers, colleagues or stakeholders.

You will have an informal conversation with the Counsel General via Microsoft Teams to further explore the professional and lived experience you would bring to this role.

Before your interview with the selection panel, they will have received feedback on your psychometric tests, staff & stakeholder engagement exercise and your informal conversation with the Counsel General. You will be given a scenario 30 minutes before your interview and will be asked to give a 5-minute verbal briefing. Interviews will be around 45 minutes and will consider how the skills and experience in your CV and personal statement meet the requirements of the role. The interview will be held in person at our Cathays Park office in Cardiff.

Expected Timeline

We will try to offer flexibility but it may not be possible to offer alternative dates for assessments. These dates may be subject to change:

Closing Date:	22 nd April
Longlisting:	7 th May
Longlisting interviews:	w/c 12 th & 19 th May
Shortlisting:	28 th May
Online Psychometric Tests:	Within 10 working days after the shortlisting meeting
Staff & Stakeholder Engagement Exercise:	13 th June
Informal Conversation with the Counsel General:	12 th June
Selection panel interview & Scenario Exercise:	4 th July

The Selection Panel



Sioned Evans – Chief Operating Officer & Director General (Welsh Government)

Sioned is a Director General and since April 2025, Chief Operating Officer for the Welsh Government, *leading the Corporate Services and Inspectorates Group and the senior responsible officer for WG2025, our organisational change programme*. Sioned was previously Director General for the Education, Culture and Welsh Language Group (ECWL) focussing on school and tertiary education, culture, sport and the historical built environment, including Cadw. ECWL also leads on equality, communities and social justice, civil contingencies and national resilience, as well as the use and promotion of the Welsh language.

Sioned was previously Director of Economy Business and Regions, within the Welsh Government. She was the Government Senior Responsible Owner for the Welsh City and Growth Deals, Freeports and Investment Zone Programmes. Prior to this, Sioned was Chief Executive Officer of the Welsh European Funding Office (WEFO) with responsibility for leading the strategic implementation of the £300 million European Structural Fund programmes in Wales and for shaping and implementing Welsh Government regional economic development policies and programmes beyond EU transition.

As a Welsh speaker, Sioned is keen to build confidence in the use of the language as an intrinsic element of Wales's unique history and profile. A Chartered Surveyor by background, Sioned has over 30 years' experience in public and private sector project delivery, is Chief Project Delivery Officer for the Welsh Government, the Welsh Government Welsh Language Champion and is a qualified Executive Coach and Mentor.



Neil Wooding – Civil Service Commissioner (Civil Service Commission)

Neil has spent his career working as a public servant in senior leadership roles across central, regional and local government as well as the NHS and the third sector.

He is currently a Non-Executive Director with the Scottish government and the Chair of the Wales Council for Voluntary Action.

His last role was as the Executive Director of Workforce Reform within the Cabinet Office. Prior to this, he was the Chief People Officer at the Ministry of Justice, responsible for prison, probation and court services across England and Wales.

He is a Companion of the Chartered Institute for Personnel development and was awarded a CBE in 2022 for his outstanding contribution work in the fields of Equality and Social Justice.

Neil was appointed a Civil Service Commissioner on the 11th March 2024.



Mel Nebhrajani – Director General, Litigation with Justice and Security (Government Legal Department)

Mel was appointed as Director General, Litigation with Justice and Security in May 2023. She has held senior roles including:

- Director General, Employment with Economic Recovery and UK Governance, GLD (2021 to 2023).
- Director of Litigation (2020 to 2021).
- Legal Director, Department of Health and Social Care, (2016 to 2020).
- Deputy Legal Director, Department for Transport, (2014 to 2016).

Mel has advised departments including the Cabinet Office and Number 10, the Department for Education and the Ministry of Justice. She has worked on leading issues of the day including the Human Rights Act, the Devolution settlements, reform of the House of Lords, the Civil Partnership Act, Freedom of Information and Data Protection. At DHSC she led on the COVID-19 response, NHS, Social Care and Mental Health reform and EU Exit.

Mel was highly commended in the Asian Women of Achievement Awards 2020 and appointed Companion of the Bath in the 2021 New Year's Honours List.



Andrew Goodall – Permanent Secretary (Welsh Government)

Dr Andrew Goodall was appointed as Permanent Secretary in November 2021. He leads the Welsh Government Civil Service in delivering the priorities of the First Minister and acts as the Principal Accounting Officer for the Welsh Government.

Prior to this Dr Goodall was Director General of Health and Social Services/Chief Executive NHS Wales, a position he held since June 2014. Dr Goodall has been an NHS Chief Executive in Wales for 16 years. Previous posts include Chief Executive of Aneurin Bevan University Health Board, a position held from the Health Board's inception in October 2009 until 2014. During his 30-year NHS career, Dr Goodall has held planning and operational positions across NHS organisations. He has particular areas of interest in improving patient safety, quality and patient experience; partnership working and collaboration across Public Services; and delivering frontline services through service improvement and modernisation.

Dr Goodall has a law degree from Essex University and a PhD in Health Service Management from Cardiff Business School. Dr Goodall was awarded a CBE in the 2018 New Year Honours for his services to the NHS and public services.

Equality, Diversity & Inclusion

The Welsh Government is committed to providing services which embrace diversity and promote equality of opportunity. Our goal is to ensure that these commitments are embedded in our day-to-day working practices with our customers, colleagues and partners. The Board has an Equality Champion and has regular updates on equality and diversity. We are committed to recruiting women, Black, Asian and Minority Ethnic people and disabled people, who are currently under-represented in the Senior Civil Service.

We are committed to increasing diversity, removing barriers and supporting all our staff to reach their potential. We are a Stonewall Diversity Champion and a Disability Confident Level 3 (Leader) organisation. Key to supporting this work and providing peer support are five Board sponsored staff networks: Disability Awareness and Support; Minority Ethnic Support Network; Mind Matters (mental health and well-being); PRISM (lesbian, gay, bisexual, transgender, intersex +) and Women Together.

A Great Place to Work for Veterans

This opportunity is part of the [Great Place to Work for Veterans](#) initiative.

Disability Confident Interview Scheme

We are committed to the employment and career development of disabled people. As part of our commitment to encouraging disabled people to apply to the Welsh Government we will offer an interview to disabled people who meet the minimum requirements for the role. You must provide evidence in your application which demonstrates that you generally meet the level of competence for the role and any essential qualifications, skills or experience.

The Welsh Government has adopted the social model definition of disability, which recognises that barriers in society act to disable people who have impairments or health conditions, who are neurodivergent or who use British Sign Language. We are committed to removing barriers so that all (or potential new) staff can perform at their best. The Equality Act 2010 uses the medical model definition of disability (“a physical or mental impairment which has a substantial and long-term impact on a person’s ability to carry out normal day to day activities”). If you have an impairment or health condition, are neurodivergent or use British Sign Language and need to discuss adjustments for any part of this recruitment process, or if you wish to discuss how we will make adjustments if you were to be successful, please contact SCSRecruitment@gov.wales.

Benefits of Working at the Welsh Government

Working Hours

Applications are welcome from people who work full-time or as part of a job share. It is expected that if you apply as a job share, this arrangement is in place when submitting your application and please make it clear on your application forms that you are applying as part of a job share. Candidates who apply as part of a job share will be interviewed both separately and as a team. Both candidates will need to demonstrate the appropriate level of professional skills and qualifications for the role.

Hybrid Working

The Welsh Government actively encourages hybrid working; this means focusing on how you use your time, and where and how you work to meet business needs in the most productive way. We provide people with considerable flexibility and the expectation is that teams will spend some of their time working in an office, and some of their time working remotely for the foreseeable future. Smart, flexible working is becoming a permanent feature of working life in Wales and the Welsh Government will lead the way in this.

Benefits

- Civil Service pension scheme: <https://www.civilservicepensionscheme.org.uk>
- Occupational Health Services, including counselling and eye care provision.
- Leave provisions including carers' leave, paid and unpaid maternity leave, flexible paid paternity leave, flexible paid adoption leave and shared parental leave.

Annual Leave Entitlement

Your annual leave entitlement depends on your length of service ranging from 25 to 30 days. If you are an existing civil servant and you are promoted into or move within the Senior Civil Service, your annual leave allowance is based on your period of continuous employment in the Civil Service.

The successful candidate will be appointed on the modernised Senior Civil Service terms and conditions.

FAQs

1. What nationality do I need to hold to apply?

Information on nationality requirements is available [here](#). The role is broadly open to:

- UK nationals
- Nationals of Commonwealth countries who have the right to work in the UK
- Nationals of the Republic of Ireland
- Nationals from the EU, EEA or Switzerland with settled or pre-settled status or who apply for either status by the deadline of the [European Union Settlement Scheme \(EUSS\)](#)
- Relevant EU, EEA, Swiss or Turkish nationals working in the Civil Service
- Relevant EU, EEA, Swiss or Turkish nationals who have built up the right to work in the Civil Service
- Certain family members of the relevant EU, EEA, Swiss or Turkish nationals

2. Who can apply for this role?

The role is available to permanent UK Civil Service employees (recruited through fair and open competition) on a lateral and promotion basis. The role is also available to those who wish to join the Civil Service and those who wish to apply on a secondment or loan basis for up to two years initially.

As part of your application, you will be asked questions to determine if you are eligible to apply for this role. You will be asked to confirm your nationality details and that you are legally allowed to work in the UK; this is a requirement for working in the Civil Service. If you do not meet the eligibility criteria, your application will not be taken further. If it becomes apparent at a later stage that you are not eligible to apply, your application may be withdrawn or offer retracted.

3. Is this post covered by the Official Secrets Act?

Yes.

4. Is security clearance required?

Yes. If successful, you must hold or be willing to obtain security clearance to SC (Security Check) level before taking up post. The timescales for security clearance vary but, after receiving completed paperwork, it can take 10 to 12 weeks.

5. Is this post covered by the Civil Service Code?

Yes. All civil servants are expected to conduct themselves in accordance with the [Civil Service Code](#).

6. Will this role be overseen by the Civil Service Commission?

Yes. As this is a senior post in the Civil Service, a Commissioner will oversee the recruitment process and chair the selection panel. Further information is available [here](#).

7. What do I do if I want to make a complaint?

Our recruitment processes are underpinned by the principle of selection for appointment on merit on the basis of fair and open competition as outlined in the [Civil Service Commissioners' Recruitment Principles](#). If you feel your application has not been treated in accordance with these Principles and you want to make a complaint, please contact SCSRecruitment@gov.wales.

8. What do I do if I think that I have a conflict of interest?

You are required to declare any interests that you may have that might cause questions to be raised about your approach to the business of the Welsh Government. You are required to declare any relevant business interests, shareholdings, positions of authority, retainers, consultancy arrangements or other connections with commercial, public or voluntary bodies, both for you and your spouse/partner. If successful, you will be required to give up any conflicting interests and your other business and financial interests may be published.

9. Can I claim for relocation expenses?

Relocation expenses of up to £8,000 may be payable.

10. Who do I contact to discuss the role or if I have any questions?

For a confidential conversation about this post, please contact our nominated executive search partner Saxton Bampfylde via Belinda.Beck@saxbam.com. Longlist and shortlist candidates will be asked to engage in an initial interview with Saxton Bampfylde.