

Information for Candidates:

Auditor General for Wales

September 2025

Introduction



I am delighted that you are considering the role of Auditor General for Wales. As Board Chair, I am delighted to introduce this opportunity to lead an organisation that plays a critical role in safeguarding the integrity of public finances in Wales.

The Auditor General is a vital independent voice providing objective, evidence-based insights into how public money is spent at a time when there is ongoing pressure on public funding. The assurance brought by this role is central to ensuring that public funds are used effectively for the benefit of the people of Wales.

We have a highly skilled and dedicated workforce that supports the Auditor General in delivering respected and insightful work. Consequently, Audit Wales is held in high regard not only by stakeholders in Wales but by individuals and organisations across the UK and beyond.

The Auditor General is fully supported by a Board that recognises the challenges of the role and is committed to supporting the Auditor General in delivering their functions.

This document outlines the responsibilities and expectations of the role and I hope it inspires you to consider applying for this unique opportunity and contributing to maintaining the strength and credibility of our public audit system.

Dr Ian J Rees, Chair, Wales Audit Office

Background

The Auditor General for Wales (AGW) is a Crown appointment made on the nomination of the Senedd under section 2 of the Public Audit (Wales) Act 2013. The appointment will be for a single non-renewable term of eight years. The term of the current incumbent, Adrian Crompton, will end on 20 July 2026, and so the appointment of the successful candidate will commence on 21 July 2026.

To facilitate democratic accountability, the public and their representatives must be adequately informed about the activities of government and its use of public funds. Independent audit of the activities of government and of the use of public funds by those charged with stewardship of those funds is an essential component of the information that is needed.

External auditors independently examine whether public money is being managed wisely and properly accounted for. Public sector audit involves more than an opinion on the accounts. It also covers issues such as regularity (whether public money is being used for approved purposes), propriety (how public business is being conducted) and value for money (economy, efficiency and effectiveness in the use of resources).

The AGW's work supports the Senedd, particularly through the provision of audit reports on public bodies. Such bodies include the Welsh Government, local government and the NHS in Wales. Where appropriate, the AGW co-ordinates work with other external review bodies, such as the Future Generations Commissioner.

If you have any queries relating to the role, the recruitment process or need advice on how best to present your background, skills and experience in your application please contact: Ellie.Dugdale@saxbam.com

About the Auditor General for Wales

The AGW is a statutory office holder responsible for a range of audit functions including the audit of the accounts of most public bodies in Wales. They also have the power to undertake value for money examinations. The AGW is independent of the Welsh Government and other audited bodies and has complete discretion as to how the functions of that office are exercised, subject to the standards and principles that an expert professional provider of accounting or auditing services would be expected to follow. The AGW is currently responsible for auditing around £28 billion of public expenditure in Wales.

About Audit Wales¹

Audit Wales employs around 280 staff and the AGW is its Chief Executive and Accounting Officer. Its budget for 2025-26 is £28.4 million.

The Senedd is responsible for scrutinising the budget of Audit Wales and oversees its governance. This is currently undertaken by the Senedd's [Finance Committee](#).

The [Five Year Strategy](#) sets out Audit Wales's vision and focus for 2022-2027. Information about the culture and working for Audit Wales is available on [the Audit Wales website](#).

¹ Together, the Auditor General and the Wales Audit Office, which are separate legal entities, operate under the name Audit Wales.

Person Specification

This section sets out the essential and desirable criteria and personal competencies that are necessary to undertake the work of the AGW. Candidates should provide evidence that they have the relevant skills and experience to fulfil the requirements that are set out below.

Essential Criteria

- The successful candidate must demonstrate: a highly-developed understanding of public audit issues (including its strategic role in scrutiny and accountability); experience of maintaining and improving standards of financial accountability and probity at chief officer, director or board member level within an organisation and of providing advice to others on such matters;
- experience as a senior leader of managing a complex organisation with a multi-million pound budget and significant numbers of staff with a diverse set of skills;
- experience of developing a strategic vision and being accountable for its implementation;
- experience of working collaboratively with a Board, including non-executive members, and supporting its governance functions;
- understanding of, and commitment to, the Nolan Principles and ethical standards, including the Financial Reporting Council's Ethical Standard for Auditors;
- understanding of the system of devolved and local government in Wales and the political context in which the AGW and Wales Audit Office are operating;
- an understanding of, and commitment to, equality of opportunity with a proven ability to champion diversity, equality and inclusion and identify and challenge discriminatory practices;
- appreciation of the importance of the bilingual environment in which public bodies in Wales operate; and
- experience of operating with a personal public profile and the ability to manage media relationships.

Desirable Criteria

In addition, it would be desirable for candidates to demonstrate the following:

- a proven ability to deliver public sector audit work at a senior level;
- experience of strategic financial management;
- experience of leading on value for money examinations and the audit of financial statements; and
- the ability to communicate through the medium of Welsh.

Competencies

The successful candidate must have a proven ability to:

- provide strategic leadership and demonstrate the effective management of a high profile public sector organisation;
- represent, influence and negotiate effectively at a senior level to ensure that their Office and organisation are regarded as credible, authoritative, accountable and transparent;
- demonstrate good judgment, personal integrity, independence, consistency and decisiveness in dealing with sensitive and important matters, such as those that may arise from audits;
- build effective working relationships and trust with politicians and/or senior executives;
- develop and communicate effectively the strategic vision, aims and objectives of the organisation;
- develop, with a Board, the credibility, accountability and transparency of the work of their organisation;
- focus on long term quality service while balancing often conflicting or competing requirements of key stakeholders;
- lead on organisational change and development, including through use of emerging technologies; and
- inspire confidence as Accounting Officer or equivalent.

In delivering these competencies the successful candidate will need to be:

- visionary, building and inspiring teamwork to deliver the organisation's vision;
- strategic and forward thinking;
- a positive thinker and motivator with high personal impact;
- decisive and inclusive;
- able to adapt and a change leader;
- empowering, demanding high performance and recognising success;
- a great communicator, able to build loyalty and trust; and
- self-aware, emotionally intelligent, and diplomatic.

Terms of the Appointment

The appointment will be made by His Majesty the King on the nomination of Senedd Cymru (after consultation with local government body representatives).

Under section 6 of the Public Audit (Wales) Act 2013, the AGW is not to be regarded as holding office under His Majesty or as exercising any functions on behalf of the Crown.

Remuneration

The post attracts a salary of £165,871. The salary will be uplifted on the appointment start date (21 July 2026), and on each anniversary of that date, by the estimated percentage change in the most recent data in the Annual Survey for Hours and Earnings for the annual gross median earnings for full time employee jobs in Wales as published by the Office for National Statistics, subject to a 0 per cent and 3 per cent lower and upper limit. No element of the salary will be performance based. The salary is subject to deduction of Income Tax and National Insurance contributions.

The office of the AGW is pensionable through membership of the Civil Service Pension Scheme arrangements and in accordance with the terms of that Scheme. Employer contributions will not be made to any other pension arrangement.

Duration

The successful candidate will serve a single, non-renewable eight year term of office.

Under section 3 of the Public Audit (Wales) Act 2013, His Majesty may relieve the AGW of office before the end of the period of appointment, at the request of the AGW or on medical grounds. The AGW may also be removed on grounds of misbehaviour, but only if the Senedd has passed a resolution to that effect with at least two-thirds of Members of the Senedd voting in favour.

Location

Audit Wales staff are located in several offices across Wales and the AGW will be required to regularly attend meetings in person in the Senedd, Cardiff Bay. There will be occasions on which the post holder will be expected to travel throughout Wales and, less frequently, beyond.

Hours of work

The nature of the functions of the AGW is such that a full-time commitment will be required. The person appointed will be personally accountable for discharging the functions of the office and it will be for that person to decide what hours to work and how that time should be organised.

Relocation allowance

The successful candidate will be entitled to claim a relocation allowance of up to £8000 for costs relating to a permanent move of residence. The assistance will be available in the form of reimbursement of reasonable vouched expenses actually and necessarily incurred. HMRC rules and guidance on 'qualifying costs' will be used in determining entitlements.

Leave and other absence

The AGW has a significant role as Chief Executive of the Wales Audit Office, with responsibilities for the culture, leadership and performance of the organisation.

It is proposed that the AGW will take leave in line with the arrangements of staff of the Wales Audit Office. Payment during sickness absence will also be in line with the arrangements for staff of the Wales Audit Office.

The AGW will be responsible for reporting on their leave arrangements and other absence to the Wales Audit Office Board annually.

Statutory Disqualifications and Post-Incumbency Restrictions

Section 4 of the Public Audit (Wales) Act 2013 disqualifies anyone from being AGW if they:

- are a Member of the Senedd, the House of Commons, the House of Lords, the Scottish Parliament or the Northern Ireland Assembly;
- hold any office or position to which a person may be appointed, or recommended or nominated for appointment by or on behalf of the Crown, the Senedd or the Senedd Commission,
- are an employee of the Wales Audit Office.

(The successful candidate will be required to resign any disqualifying roles as a condition of appointment.)

Candidates should refer to sections 4 and 5 of the Public Audit (Wales) Act 2013 for full details of statutory disqualifications and post-incumbency restrictions. In relation to section 5(3), for the purposes of section 5(2), the Senedd Finance Committee has resolved not to specify further requirements on a former Auditor General other than those already imposed by section 5.

Candidates should also be mindful of paragraphs 2.56 to 2.58 of the Financial Reporting Council's Ethical Standard 2024 relating to previous roles at bodies audited by the AGW.

Political and Outside Activities

In addition to the statutory disqualifications and post-incumbency restrictions, to ensure lawful exercise of the AGW functions in terms of regard for the standards and principles that an expert professional provider of accounting or auditing services would be expected to follow, the AGW must ensure that their outside activities and other circumstances are compatible with the requirements of the Financial Reporting Council's Ethical Standard and such other professional standards that are relevant.

Selection Process

The Senedd will conduct the process of selecting the person to be nominated for appointment by His Majesty.

It is intended that the selection panel will comprise the Chair of the Senedd Finance Committee, the Chair of the Senedd Public Accounts and Public Administration Committee, the Chair of the Wales Audit Office Board and an independent technical expert.

The appointment panel will sift applications against the essential and desirable criteria set out in the person specification.

Saxton Bampfylde Ltd is acting as an advisor to the Senedd on this appointment.

Saxton Bampfylde will meet with longlisted candidates and the panel will then agree a shortlist that will be invited to interview, where candidates will be assessed against the competencies set out in the person specification.

Formal interviews will be held in January 2026 at the Senedd buildings in Cardiff Bay.

All applications are anonymised up to interview stage to avoid bias.

The Finance Committee and the Public Administration and Public Accounts Committee will undertake a joint pre-nomination hearing with the candidate recommended by the selection panel. The hearing will be in public and Members of the committees will be able to address questions to the candidate with a view to confirming suitability for appointment, with particular regard to the close working relationship which will need to be established between the committees and the preferred candidate. The preferred candidate is required to agree to their name being made publicly available. The names of other applicants will not be released.

The Finance Committee will then propose their preferred candidate to a plenary session of the Senedd for agreement of the nomination to be made to His Majesty. Once nominated by the Senedd, the name of the preferred candidate will be put to His Majesty for approval.

How to Apply

- To apply for the role, please email Belinda Beck, Belinda.beck@saxbam.com, quoting code QBVSA, with a CV, supporting statement, GDPR form, Equal Opportunities form and Eligibility form (forms found on Saxton Bampfylde's website – www.saxbam.com/appointments using reference QBVSA). .
- Applications should be received by midnight on Friday 31 October 2025. If you have any enquiries about the recruitment process and your eligibility for the role, please contact Ellie.Dugdale@saxbam.com.
- Please contact us for a conversation if you require any reasonable adjustments for any part of this recruitment process. We can also discuss what adjustments you would like to be put in place if you were to be appointed to enable you to fully participate. Please email Ellie.Dugdale@saxbam.com as soon as possible and we will contact you to discuss requirements and any questions you may have.

Privacy Notice

The Senedd's privacy notice in relation to Public Appointments is available on the Senedd's [website](#).

Diversity and Inclusion

Applications are welcomed from a diverse range of people, from all backgrounds and with many different skills, experience and perspectives. We particularly encourage applications from disabled people and people from ethnic minority backgrounds. All appointments will be made on merit.

Audit Wales [Joint Strategic Equality Plan](#)