

25 July 2019

Dear Candidate

The Climate Change, Environment and Rural Affairs Committee has agreed to conduct a pre-appointment hearing as part of the recruitment process for the new Chair of Natural Resources Wales. This will be a public hearing and the proposed date is Thursday 26 September with time to be confirmed nearer the date.

To assist the Committee in its preparation, I would be grateful if you could complete the questionnaire appended to this letter. Your responses will inform the Committee's questions at the pre-appointment hearing. Please note that the information you provide in response will be published on the Committee's website and excerpts may subsequently be included in the Committee's report on the appointment.

I would be grateful if you could email the Committee at:
SeneddCCERA@assembly.wales with your response as soon as possible and by Wednesday 28 August at the latest.

If you would like to discuss the questionnaire or require further details on the pre-appointment hearing itself, please do not hesitate to contact the Committee clerking team on 0300 200 6363.

Yours sincerely,



Mike Hedges AM
Chair of Climate Change, Environment and Rural Affairs Committee



Pre-appointment hearing questionnaire

Your response to this questionnaire will be used to inform the pre-appointment hearing with the Assembly's Climate Change, Environment and Rural Affairs Committee.

Personal background

1. Do you have any business or financial connections, or other commitments, which might give rise to a conflict of interest in carrying out your duties, or impact on the time you are able to commit to the role?
2. Have you ever held any post or undertaken any activity that might cast doubt on your political impartiality?
3. How were you recruited: were you encouraged to apply, and if so, by whom?
4. Please explain how your experience to date has equipped you to fulfil your new responsibilities.

Performance of the role

5. What will be your key priorities in your new role?
6. What criteria should be used to judge your performance over your term of office?

The organisation

7. What criteria should be used to judge the performance of NRW as a whole?
8. What do you see as the key risks to delivering NRW's objectives?
9. What do you consider to have been the main successes and failures of NRW? What lessons can be learned from the failures?
10. What is your assessment of the public profile and reputation of the organisation?

