

Recruitment of Chair of the Board of the Welsh Revenue Authority

Vacancy Summary

1. On 9 May 2022 the Welsh Revenue Authority (WRA) advertised for a Chair of the Board.
2. The WRA is a Welsh Government, civil service, non-Ministerial Department. It was established in 2017. The Chair of the Board is a non-executive (non-civil service) Ministerial public appointment.
3. The WRA's functions are given by statute. The Tax Collection and Management (Wales) Act 2016¹, which established the WRA, states the functions as
 - providing to the Welsh Ministers information, advice and assistance relating to devolved taxes;
 - providing information and assistance relating to devolved taxes to devolved taxpayers, their agents and other persons;
 - resolving complaints and disputes relating to devolved taxes;
 - promoting compliance with the law relating to devolved taxes and protecting against tax evasion and tax avoidance in relation to devolved taxes.
4. The Chair's role was set out in the candidate information pack which accompanied the adverts published in May 2022.

“ As the WRA Board Chair, your role will be to:

- *lead the Board in a way that sets the tone for the organisation, serves as an example in behaviour and approach, and inspires the culture of the WRA*
- *lead in a way that values diversity, fostering and facilitating open discussion*
- *apply knowledge of cross-sectoral best practice to WRA challenges*
- *work closely with the Chief Executive and other Board members, to scrutinise robustly and seek assurance that the WRA's functions are being exercised effectively*
- *demonstrate the highest standards of personal integrity*
- *exemplify commitment to the The Seven Principles of Public Life (the Nolan Principles), as an ambassador for the WRA*
- *manage your own development, in line with the evolving requirements of the post ”*

¹ Tax Collection and Management (Wales) Act 2016, *Functions* [Tax Collection and Management \(Wales\) Act 2016 \(legislation.gov.uk\)](https://legislation.gov.uk)

5. The successful appointee will receive remuneration of £400/day, paid monthly in arrears. Time commitment is estimated at up to 4 days per month.

Publicity Summary

6. The role was promoted via the following websites and social media platforms
 - Welsh Government website
 - Cabinet Office Public Appointments website
 - Twitter
 - LinkedIn
7. Paid advertisements were placed with the following
 - The Guardian
 - The Western Mail (Wales Online)
 - Golwg 360
8. In addition, Audeliss Executive Search, appointed by the WRA for this recruitment campaign, supported the recruitment process by sourcing potential candidates and raising awareness within their own networks.

Recruitment Process Summary

9. Following a 4-week advertisement period, the advert closed on 5 June 2022. 6 applications were received. The Advisory Assessment Panel undertook a sift and as a result recommended 4 of the 6 applicants for further assessment by formal panel interviews.
10. The Advisory Assessment Panel:
 - Dr Andrew Goodall, Permanent Secretary, Welsh Government (panel chair)
 - Anna Adams, Deputy Director, Tax Strategy and International Relations, Welsh Government
 - Moawia Bin-Sufyan, Independent Panel Member

11. Diversity Data of Applicants:

	Applied	Short Listed
Number of Candidates	6	4
Gender		
Female	2	1
Male	4	3
Other gender		
Gender self-description		
Gender prefer not to say		
Disability		
Declared disability		
No declared disability	6	4
Disability prefer not to say		
Ethnicity		
White	5	3
Mixed / Multiple ethnic groups		
Asian / Asian British		
Black / Black British		
Other ethnic group		
Ethnicity self-description		
Ethnicity prefer not to say	1	1
Age		
16-24		
25-34		
35-44	1	1
45-54	3	1
55-64	1	1
65-74		
75-84		
85+		
Age prefer not to say	1	1
Sexual Orientation		
Bisexual		
Gay or Lesbian		
Heterosexual	6	4
Other sexual orientation		
Sexual orientation self-description		
Sexual orientation prefer not to say		
Religion		
Buddhist		
Christian	4	3
Hindu		
Jewish		
Muslim		
Sikh		
Other religion		
Atheist / No religion		
Religion prefer not to say	2	1
Principal Residence		

North East		
Yorkshire & Humberside		
East Midlands		
West Midlands		
East		
London		
South East	3	2
South West		
Wales	3	2
Scotland		
Northern Ireland		
Other residence		
Residence prefer not to say		
Principal Employment		
Mostly Civil Service		
Mostly Private Sector	2	2
Mostly Third Sector		
Mostly Wider Public Sector	1	
Mixed	3	2
Other principle employment		
Principle employment prefer not to say		
Public Appointments Held		
0 Public Appointments Held		2
1 Public Appointments Held	1	1
2 Public Appointments Held	1	1
3 Public Appointments Held		
4 Public Appointments Held		
5-9 Public Appointments Held		
10+ Public Appointments Held		
Public Appointments Held prefer not to say		
Political Activity		
Declared political activity		
No declared political activity	6	4
Political activity prefer not to say		
Conservative		
Green		
Labour		
Liberal Democrats		
Plaid Cymru		
Scottish National Party		
United Kingdom Independence Party		
Any other parties		

11. The four shortlisted candidates were interviewed on the afternoon of 14 July.
12. The panel reconvened on 15 July. They discussed the candidates' performance at interview and agreed relative scores. Performance against advertised criteria at the formal interview was the only evidence taken into consideration to score the candidates and place them in merit order.
13. Subsequently, the panel reported to the Minister that two of the four candidates were appointable, and two were not. Of the two appointable candidates, one scored higher, and therefore the panel recommended that candidate to the Minister as the preferred candidate.
14. On 13 July, each of the four shortlisted candidates had attended informal 15-minute discussions with the WRA Chief Executive and Accounting Officer, Dyfed Alsop. The sessions were observed by Anna Adams. The sessions were not a part of the selection process and did not influence the panel's decisions, nor the recommendations the panel subsequently made to the Minister.
15. The Minister accepted the recommendation on 28 July. The candidate was informed, and accepted the nomination as the Minister's preferred candidate, on 2 August.

Minister for Finance and Local Government's preferred candidate: Ruth Glazzard

Conflict of Interest

16. None

Political Activity

17. None