



**LLESIANT
CENEDLAETHAU'R DYFODOL
WELL-BEING OF
FUTURE GENERATIONS**



Candidate Information Pack

Future Generations Commissioner for Wales

Closing date: 15 August 2022 16:00

Please note the closing date for this vacancy was previously advertised as 8 August 2022.



Making an application

Thank you for your interest in the role of Future Generations Commissioner for Wales (“the Commissioner”). This document provides details on the role and responsibilities of the post and the selection process.

To make an application please visit the Welsh Government public appointment website here <https://gov.wales/public-appointments>

To apply for this role, click on the ‘Search for Welsh public appointments’, locate the vacancy, and click on ‘Apply’ at the bottom of the page. The first time you apply for a post, you will need to complete a registration form for the Welsh Government’s online application system. You will only need to register once, and you will be able to keep yourself updated on the progress of your application, and any other applications you make, via your registered account.

Once you have registered, you will be able to access the application form.

To apply you will need to submit two supporting documents:

- A full CV, and
- A personal statement detailing your experience, how you meet the role description and person specification and how you could contribute to the role of Commissioner.

The two documents should be uploaded to the ‘Attach Supplementary Document(s)’ section of the online application form.

If you need us to put adjustments in place to enable you to make an application, please contact the Public Appointments Team:

PublicAppointments@gov.wales

Curriculum Vitae

Please ensure your CV includes brief details of your current or most recent post and the dates you occupied this role. Please identify any past or present Ministerial appointments.

Personal Statement

The personal statement is your opportunity to demonstrate how you meet each of the criteria set out in the Person Specification in this pack.

The statement should include examples that show how your knowledge and experience matches each of the criteria below. These examples should describe what your role was, and the approach you took to achieving a specific result.

Please limit your personal statement to two pages of A4 using Arial font 12.

Selection process

The First Minister will appointment the Future Generations Commissioner for Wales.

The appointment of the Future Generations Commissioner will be a significant appointment by Welsh Ministers and is now regulated under the [Governance Code on Public Appointments](#).

The First Minister will be assisted in their decision making by an **Advisory Assessment Panel**. This panel will be made up of the Minister for Social Justice (the lead Minister), three members representing the remaining political parties of the Senedd, and a Senior Independent Panel Member. In undertaking their assessment of candidates, the role of the Panel is to decide objectively who meets the published selection criteria for the role, in other words, who is appointable to the role. The panel will be chaired by a Senior Civil Servant.

There will also be a **stakeholder session** stage for shortlisted candidates which will be made up of individuals from the Future Generations Leadership Academy alumni. This Academy is run by the Commissioner's office and brings together a diverse range of people from the public, private and third sector to develop their knowledge, practice, and leadership on the Well-being of Future Generations (Wales) Act 2015 (the 'WFG Act'). Shortlisted candidates will be required to engage with Academy stakeholders during the session on a relevant and critical topic which will be agreed nearer the time.

It is likely that there will be a pre-appointment hearing of the preferred candidate conducted by the [Equality and Social Justice Committee](#). The Committee will take evidence from the preferred candidate before the appointment is confirmed, but after the selection process has taken place.

Disqualification

[Paragraph 6](#) of Schedule 2 of the WFG Act details the grounds in which individuals may be disqualified from being appointed as a Commissioner.

Timetable (provisional)

- Advert closing date: **8 August 2022**
- Sift: **late August/early September**
- Stakeholder session and interviews: **late September/early October**
- Potential pre-appointment hearing: **end of October/early November**
- Appointment confirmed: **November 2022**
- Appointment start: **February 2023**

Diversity Statement

The Welsh Government is encouraging a wide and diverse range of individuals to apply for appointments to public bodies. Applications are particularly welcome from all under-represented groups including women, people under 30 years of age, Black, Asian, and Minority Ethnic people, disabled people, lesbian, gay, bisexual and transgender people, and people from different socio-economic backgrounds and circumstances.

Guaranteed Interview Scheme

As part of our commitment to encouraging disabled people to apply for appointments to public bodies we will offer an interview to disabled people who meet the minimum requirements for the post.

By ‘minimum criteria’ we mean that you must provide us with evidence in your application which demonstrates that you generally meet the level of competence for the role and any qualifications, skills or experience defined as essential. 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 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 neuro-divergent or use British Sign Language and need to discuss reasonable 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 email the Public Appointments Team (PublicAppointments@gov.wales) as soon as possible and a member of the team will contact you for a discussion.

Queries

For further information regarding the role of the Future Generations Commissioner please contact Andrew Charles (Deputy Director, Sustainable Futures) andrew.charles@gov.wales

If you need any further assistance in applying for this role, please email publicappointments@gov.wales

For further information about Public Appointments in Wales, please visit www.gov.wales/publicappointments

The Welsh Government will aim to process all applications as quickly as possible and to treat all applicants with courtesy. If you have any complaints about the way your application has been handled, please contact publicappointments@gov.wales



Appointment of Future Generations Commissioner for Wales

Striving for a more sustainable Wales

In Wales we are doing things differently. We have a law in Wales that helps us all work together to improve our environment, our economy, our society, and our culture.

For people, for our planet. For now, and for our future.

This is called the [Well-being of Future Generations Act 2015](#).

Through the Well-being of Future Generations (Wales) Act 2015 ('the WFG Act'), Wales has set out seven ambitious well-being goals which establish a long-term vision for a sustainable Wales and describes sustainable development as the way in which these goals will be achieved. This is about meeting the needs of current generations without compromising the ability of future generations to meet their own needs.

The Welsh Government is committed to leading Wales in achieving these well-being goals and changing the way that Wales works so that sustainable development is the core principle guiding our actions to improve the well-being of people now and in the future.

To assist, support, and inspire this transformation, an independent Future Generations Commissioner for Wales ('the Commissioner') was established to provide advice and support on sustainable development and be an advocate for future generations.

We are looking for candidates who can play a leading role in making Wales a sustainable and globally responsible nation by inspiring, supporting, and convening people and organisations together to deliver Wales' national well-being goals.

The next Future Generations Commissioner for Wales will provide the necessary leadership to guide and enable sustainable development in Wales over the period 2023-2030.

This is an exciting time to support Wales in achieving its well-being goals and moving the country on to a more sustainable path.

The WFG Act continues to frame and shape how policy and services are delivered in Wales, and with new bodies being added to the WFG Act, and long-term milestones being set by the Welsh Government there is a renewed opportunity to engage and inspire the Welsh public service and other sectors so that Wales develops in a sustainable way and delivers for people and planet.

The Well-being of Future Generations [pages](#) and [essentials guide](#) provide further background on the WFG Act. Further information can be found on the [Future Generations Commissioner's website](#).



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The post

[Section 17 of the WFG Act](#) establishes the office of the Future Generations Commissioner, an individual appointed by Welsh Ministers after consultation with the Senedd. The Commissioner is appointed for a period of **7 years**. The Welsh Government provides the Commissioner a budget of £1.509 million per annum.

Summary of duties and powers

The **general duty** role of the Commissioner is to:

- **Promote** the sustainable development principle,
- **Act as a guardian** of the ability of future generations to meet their needs
- **Encourage** public bodies to take greater account of the long-term impact of their activities.
- **Monitor and assess** the meeting of the well-being objectives set by the public bodies subject to the WFG Act.

In carrying out the general duty the Commissioner may

- Provide **advice or assistance** to:
 - A public body.
 - A public services board (in relation to the preparation of its local well-being plan).
 - Any other person that they believe is taking, or is seeking to take, action that may contribute to Wales' well-being goals.
- **Encourage best practice** and promote awareness amongst public bodies to help ensure they meet their well-being objectives in a manner that is consistent with the sustainable development principle.
- Encourage public bodies to **work with each other** and with other persons if this could assist them in meeting their well-being objectives, sharing lessons learned and best practice.

- Promote awareness amongst public bodies of the need to take steps to meet their well-being objectives in accordance with the sustainable development principle.
- Conduct a **review** into the extent to which a public body is safeguarding the ability of future generations to meet their needs.
- Undertake **research** or **study** into the consistency of well-being goals and indicators with the sustainable development principle, the principle itself, and anything related to impacts on economic, social, environmental, and cultural well-being.
- Provide advice to the Auditor General for Wales on the sustainable development principle.

The Commissioner must:

- Prepare and publish a **Future Generations Report** 12 months before each Senedd election containing their assessment of the improvements public bodies should make to achieve the well-being goals. The Commissioner must consult a wide range of organisations and representatives in preparing the report.
- Prepare and publish an **Annual Report** which will include a summary of the actions taken by the Commissioner, an analysis of the effectiveness of that action, a summary of complaints received, and a forward work programme. The Annual Report may include the Commissioner's assessment of the improvements that public bodies should make to meet their well-being objectives in accordance with the sustainable development principle.
- Have regard to the work of the Auditor General's examinations when carrying out reviews and preparing a Future Generations Report.

The WFG Act does not dictate a decision a public body should reach in any given situation and does not confer rights onto individuals. The Future Generations Commissioner for Wales is not a regulator of individual decisions by public bodies subject to the WFG Act. The Commissioner does not investigate complaints or provide financial support to individual seeking remedy for their specific cases. It is not an extra layer of appeal on specific issues.

The WFG Act is designed to stimulate discussion, support, and drive improvements to how things are done in Wales so that sustainable development is the central organising principle that guides what public bodies do and how public bodies work.

In discharging the role's duties and powers, the Commissioner will:

- **Support organisations** to embed sustainable development as their central organising principle and facilitate joint working and collaboration within the Welsh public service and wider Welsh society to make this happen.
 - Be an **advocate** for future generations within decision making in Wales, stimulating a national discussion and continuous dialogue on the need for Wales to develop in a sustainable way through the active consideration of the long term.
 - Promote better **understanding** of key concepts and values that underpin the WFG Act, such as global environmental limits, intergenerational equity, good governance, and foresight. This includes the links between sustainable development and the climate and nature emergencies and tackling inequality. They should complement expert advice that is available on parts of the well-being goals.
- Be focused on **enabling the change** in public bodies and supporting improvements to the culture, capability and systems that guide their work so that more sustainable choices and decisions are made. This means giving particular attention to how and when to support public bodies and others to maximise effectiveness enabling those bodies to generate the sustainable solutions themselves. The sharing and promotion of good practice will be an important part of this.
 - Develop **relationships** with all sectors (including communities and wider civil society) to promote and encourage sustainable development.
 - Ensure the office has **access to independent advice** to shape and inform their work. This includes, but is not limited to, advice from the Advisory Panel. An Advisory Panel made up of statutory members, and other members appointed by Welsh Ministers will provide advice to the Commissioner on the exercise of the Commissioner's functions.
 - **Lead and manage the office** of the Future Generations Commissioner for Wales and ensure it continues to be a strong, confident, and trusted body that supports continuous improvement in how our public services act in accordance with the sustainable development principle. The body should demonstrate best practice in acting in accordance with the sustainable development principle in how it works.

- The Commissioner will fulfil the role of Corporate Sole and act as **Accounting Officer** and be responsible for ensuring the office operates effectively and to a high standard of probity. This will include efficient financial management of the Commissioner's Office to use its resources economically and effectively, avoiding waste and extravagance, and plan to use its resources on an affordable and sustainable path, within agreed limits. It will be essential for the Commissioner to take a proportionate view about other demands or resources. The Commissioner will prepare an estimate of the income and expenses of the Commissioner and the Commissioner's staff and submit to Welsh Ministers.
- Support **culture change** within public bodies and other organisations. This will include a focus on supporting bodies improve their arrangements for, and application of the five ways of working (long-term, integration, involvement, prevention, and collaboration).
- **Work with partners** in Wales and Welsh Government to promote Wales as a globally responsible nation and enable people and organisations from Wales to showcase and be part of the international sustainable development movement.
- Agree with Welsh Government an updated protocol or **Framework Agreement**.
- Work collaboratively with the **Auditor General for Wales** given the respective duties each has under the WFG Act.

To find out more about the Future Generations Commissioner please visit <https://futuregenerations.wales>

For the specific provisions concerning the Future Generations Commissioner please see [Well-being of Future Generations \(Wales\) Act 2015 \(legislation.gov.uk\)](#)

Person Specification

The First Minister is seeking to appoint an individual who can demonstrate the following:

- Sound knowledge and understanding of sustainable development, its relevance to Wales and the challenges and opportunities that the Well-being of Future Generation Act presents.
- Proven leadership qualities and experience of successfully delivering or facilitating organisational and culture change in organisations.
- A well-developed ability to inspire confidence in a diverse range of stakeholders, to include skills in persuading, and positively influencing people at all levels, handling the media and wider public audiences.
- Experience of working with public bodies or similar organisations to support and encourage them to work in a more integrated way and/or look to the long term.
- Knowledge of, and track record of commitment to equality, diversity and inclusion and practice in large and complex organisations.
- Strong financial, people management and governance experience.
- Ability to express complex issues simply and articulately and present evidence in a clear and compelling way.
- Proven knowledge of the political and public sector landscape in Wales.
- An understanding of the relative roles of public, private and third sector bodies and a commitment to Nolan's Seven Principles of Public Life.

Welsh Language

The role of Commissioner is considered to be Welsh Desirable at the level specified below:

Understanding — Can understand basic conversations about everyday topics

Reading — Can read some basic words and phrases with understanding

Speaking — Can converse in simple work-related conversations

Writing — Can write basic messages on everyday topics

This means that it would be an advantage for applicants to understand and speak parts of a basic conversation in Welsh if all other essential criteria have been met.

ANNEX 1 – Background on the Well-being of Future Generations (Wales) Act 2015 and Future Generations Commissioner

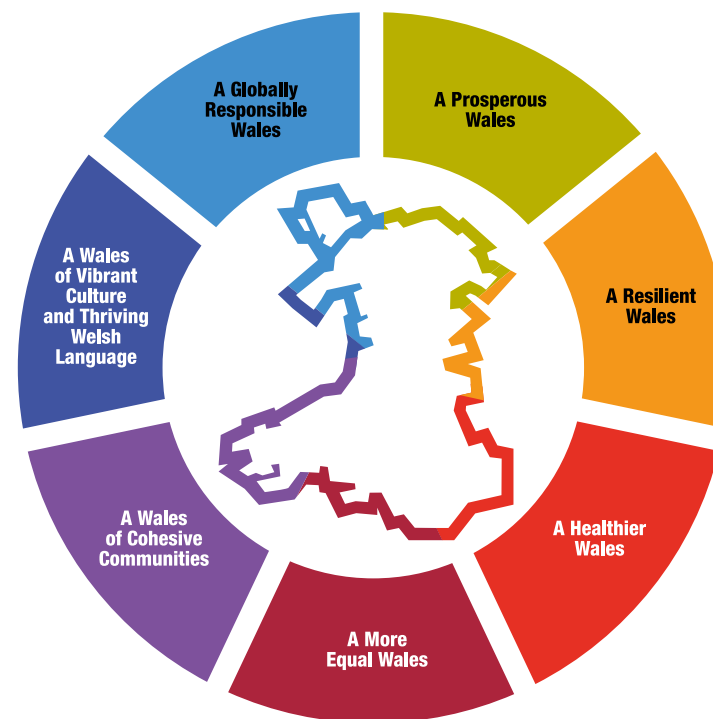
Sustainable Development in Wales

Since the establishment of devolution in Wales, sustainable development has been a guiding principle of how Wales works. In the Government of Wales Act 1998 and Government of Wales Act 2006, the *duty to promote sustainable development* by Government has shaped public policy making helping Wales lead the way in tackling the sustainability challenges that nations across the world face.

In 2015, the introduction of the [Well-being of Future Generations \(Wales\) Act 2015](#) (“The WFG Act”) by the Welsh Government delivered a significant and comprehensive legislative framework to cement sustainable development at the heart of Government and public bodies serving the people of Wales and its environment. Through the WFG Act, Wales is the only country to provide a comprehensive legislative response to [Agenda 2030 – the Sustainable Development Goals](#).

The WFG Act provides for a set of integrated and indivisible [well-being goals](#) that describe a sustainable Wales through the prism of economic, social, environmental and cultural well-being.

The seven national well-being goals



It puts in place a [measurement framework](#) for these goals through [50 national well-being indicators](#) and a series of [milestones](#) indicating the scale of change needed to achieve the well-being goals.

The WFG Act also puts in place a far-reaching means of implementation through **individual well-being duties on public organisations** such as local authorities, health boards and national bodies, and **collective well-being duties** bringing these bodies together at a local level to assess and plan for improvements to the well-being of their areas (Public Services Boards).

The primary aim of the WFG Act is to ensure that sustainable development - *development that meets the needs of the present without compromising the ability of future generations to meet their own needs* – is the **core organising principle** of Government and public bodies. The duties under the WFG Act were therefore designed to influence and shape **what** bodies do, **how** they work, and **how** they communicate action.

The intentionally broad nature of the WFG Act recognises that sustainable development is not just about individual decisions, it is about a cultural shift in the capability, skills, knowledge and behaviours of decision makers in Wales. It remains an enabling legislative framework which is designed to support and challenge ways of working that may be short term and reactive, lack coherence across different policy interventions, lack the collaboration needed to deliver, and disengaged from the people directly affected. The five ways of working that make up the sustainable development principle seek to address these weaknesses in how organisations respond to systemic and interconnected sustainability challenges such as climate change, biodiversity loss, inequality, and fair work.

Whilst the Welsh Government assists this continuous improvement, it was recognised that an **independent source of support** was needed to help promote the sustainable development principle, share good practice, and inspire the transformation needed. In recognition of these challenges a new institution was established under the WFG Act – the **Future Generations Commissioner for Wales**. This brought greater consistency to the independent advice on sustainable development in Wales.

Welsh Government

The Welsh Government's responsibilities include education, health, local government, transport, planning, economic development, social services, culture, Welsh language, environment, agriculture, and rural affairs. The Welsh Government makes decisions on matters regarding these areas, for Wales as a whole, develops and implements policies, and proposes Welsh laws (Senedd bills).

The responsibility for policy on sustainable development/well-being of future generations rests with the Welsh Government. This policy has largely been consolidated into the WFG Act. Welsh Ministers have a long-standing duty to promote sustainable development and therefore a good working relationship between Government and Commissioner in promoting sustainable development will be needed to provide collective leadership on this agenda.

The Commissioner is responsible for their work programme independently from Government and will be developed and published as part of their Annual Report. Consultation with the Welsh Government on the work programme is encouraged so that there is coherence between the activities to promote sustainable development by both organisations.

As set out in [Managing Welsh Public Money](#), the Welsh Government has put in place a Framework Agreement with the Future Generations Commissioner. This is prepared with, and agreed by, the Commissioner. This will be reviewed following appointment of the new Commissioner with the aim to agree an updated Framework Agreement within three months of the appointment.

Senedd Cymru

The Senedd Cymru or Welsh Parliament is the democratically elected body that represents the interests of Wales and its people, makes laws for Wales, and holds Welsh Ministers to account. Commonly known as the Senedd, it makes laws for Wales, agrees Welsh taxes, and holds the Welsh Government to account. It has 60 elected Senedd Members and is the Welsh equivalent to the UK Parliament in Westminster. Elections to the Senedd are held every five years. The Senedd, which is based in Cardiff Bay, houses the parliamentary debating chamber known as the Siambwr.

The Senedd holds Welsh Ministers to account for their decisions and may draw on information provided by the Commissioner to do this.

The [Equality and Social Justice Committee](#) is the lead Senedd Committee responsible for scrutiny of the Well-being of Future Generations (Wales) Act 2015. The Committee may also scrutinise the work and Annual Reports of the Commissioner. The [Public Accounts and Public Administration Committee](#) may take evidence from the Commissioner (as accounting officer).

Additional Information

Barriers to the successful Implementation of the Well-Being of Future Generations (Wales) Act 2015 (2020)
<https://business.senedd.wales/mglIssueHistoryHome.aspx?lId=28311>

Annual scrutiny of the Future Generations Commissioner:
An update April 2022
<https://senedd.wales/media/4q2idfrj/cr-ld15086-e.pdf>