

RHIAN BOWEN-DAVIES

Biographical Details

EMPLOYMENT HISTORY

October 2017 to date	Independent Consultant providing bespoke consultancy to public and voluntary sector organisations. Selected work: Chair and Author of 12 Domestic Homicide Reviews across England and Wales. Development of the regional Violence against Women, Domestic Abuse and Sexual Violence strategy and commissioning plan for Mid and West Wales (2023). Thematic Review of Domestic Homicide Reviews: Cysur Regional Safeguarding Board (2023). Research into the support and advice services available for older people at risk of, or experiencing abuse in Wales. Research commissioned on behalf of the Older People's Commissioner for Wales (2020-2021). Programme lead for the development and establishment of multi-agency safeguarding, early intervention and prevention hubs in Gwent (2020). Review of Independent Sexual Violence Adviser Services on behalf of the Police and Crime Commissioners for South Wales, Dyfed Powys and Gwent (2021). Partnership Lead for the Early Action Together Programme, a Home Office funded programme to improve policing and partners responses to vulnerability from a trauma informed and Adverse Childhood Experiences perspective (2018 -2021). Review of Sexual Abuse, Violence and Exploitation Services in Gwent for Gwent Police and Crime Commissioner (2018). <i>Prisons and the Welsh Language</i> . Research contract for the Welsh Language Commissioner (2018).
2015 to 2017	Wales' National Adviser for Violence against Women, other forms of gender-based violence, Domestic Abuse and Sexual Violence The first of its kind in the UK, this high-profile Public Appointment provided independent, strategic and expert advice on the implementation of the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015. Working with, and alongside Survivors, Ministers, Welsh and UK Government, leaders in the Public and Third sectors to shape and influence policy and legislative developments. Reporting directly to the Minister the purpose of the role was to drive forward improvements and promote best practice and quality standards in the provision of services for individuals and families experiencing Violence against Women, Domestic Abuse and Sexual Violence.
2013 to 2015	Chief Executive Calan Domestic Violence Services Leading the strategic development and sustainable growth of this dynamic organisation; providing robust governance and financial management, strong performance management frameworks, income diversification and business development, strategy development and implementation' promoting

excellence and best practice to deliver positive, life changing services for individuals and families experiencing domestic violence and abuse. Influencing policy on Violence against Women, Domestic Abuse and Sexual Violence and related matters including Housing and Homelessness, Health and Social Care, Education, Equality and Diversity.

- 2008 to 2013** **Manager Neath Women's Aid**
- 2005 to 2008** **Independent Domestic Violence Advocate (IDVA) Pontypridd Safety Unit**
- 2001 to 2008** **Police Officer South Wales Police**

VOLUNTARY POSITIONS

- 2014 to 2015** **Board Member Cymorth Cymru**
- 2011 to 2013** **Trustee Welsh Women's Aid**

PERSONAL ACHIEVEMENTS

- 2015** **Institute of Directors (UK)** Director of the Year, Not for Profit and Social Enterprise Sector
- 2015** **Institute of Directors (Wales)** Director of the Year, Charity and Social Enterprise
- 2014** **UK Third Sector Awards** Finalist and Highly Commended 'Rising Chief Executive'
- 2013** **Leaders in Wales Award** Voluntary and Not for Profit Sector

QUALIFICATIONS

- 2001** LLB Batchelor of Law Degree 2:1 University of Wales Cardiff

CONTINUING PROFESSIONAL DEVELOPMENT

Strategic and Holistic Leadership

Completed programmes that have increased knowledge, skills and confidence to lead high performing teams, deliver strategic change and explore the qualities, behaviors and competencies of effective leaders.

Financial management and compliance

Completed financial management and governance related training to increase skills, knowledge and competencies in order to ensure a compliant, sustainable and financially astute organisation.

Mentoring and Coaching

Undertaken training in these areas to support the development of individuals and teams to achieve their potential and maximise their contributions to overall organisational and personal goals.

Subject specific learning

Legislative, policy and practice briefings, conferences, research and formal programmes to significantly enhance my subject specific knowledge and understanding.