

Recruitment of new Chair to Social Care Wales

1. On 23rd October 2025 the Welsh Government Public Appointments Team advertised for a Chair for Social Care Wales (SCW).

Background

2. The current Chair of SCW, Mick Giannasi has been on the board since August 2019, and his initial four-year term was extended to 31st July 2027. He will have served three of his four-year extended term on the board on 31st July 2026. Mick Giannasi announced his intention to stand down to the Minister for Children and Social Care in June 2025.
3. SCW was renamed under section 67 of the Regulation and Inspection of Social Care (Wales) Act 2016, having initially been established as the Care Council for Wales under section 54 of the Care Standards Act 2000. As a public body, its primary role is to fulfil its statutory responsibilities set within the context of the Welsh Government's strategic aims. SCW employs more than 240 staff and has a budget in excess of £29m.
4. SCW has the following statutory functions with a view to promoting and maintaining:
 - High standards in the provision of care and support services
 - High standards of conduct and practice among social care workers
 - High standards in the training of social care workers, and
 - Public confidence in social care workers.

SCW also:

- Maintains and publishes the Register of social care workers
- Prepares and publishes codes of professional practice
- Regulates social work and social care training
- Makes rules to secure appropriate education, training and learning provision
- Develops qualifications and national occupational standards
- Leads and support service improvement
- Collects and analyses data to inform policy and planning at national and regional level
- Plays a lead role in research, data and innovation to support evidence informed practice and policy development across the social care sector

The Role of the Chair

5. The Chair's role and responsibilities include:
 - Provide strategic leadership and vision to guide Social Care Wales in fulfilling its purpose: building confidence in the social care and early years

workforce, leading and supporting improvement, and ensuring effective regulation

- Ensure the Board operates cohesively to deliver the organisation's strategic aims through robust governance, clear policies, and aligned strategies
- Align organisational priorities with the wider strategic objectives set by Ministers, ensuring Social Care Wales contributes meaningfully to national policy goals
- Be accountable to the Minister, ensuring transparency and responsiveness in all organisational activities
- Lead the Board effectively, fostering open communication and strong relationships between Board members, the Executive Team, and staff
- Work in partnership with the Chief Executive and Executive Team, who are responsible for operational delivery and resource management
- Hold the Chief Executive to account, ensuring the Executive Team is focused on delivering outcomes that benefit the sector
- Support and enable Board members to engage in collective decision-making and contribute to committees and governance structures
- Act as an advocate for Social Care Wales, promoting its profile and strengthening relationships with the public and key stakeholders
- Collaborate with regional, national, and UK-level organisations to advance the objectives of Social Care Wales and its partners
- Provide assurance on governance and stewardship, ensuring the responsible use of public funds and resources
- Clarify roles and responsibilities for all Board members, ensuring alignment and accountability
- Make sure the Board has the right balance of skills, experiences and backgrounds supported by clear policies and procedures to work in line with the Code of Conduct and the Nolan Principles
- Oversee Board member development, ensuring appropriate training and annual performance reviews
- Champion a positive organisational culture, promoting well-being, ethical standards, and the values of Social Care Wales

6. Under the leadership of the Chair, Board members:

- Make sure Social Care Wales is working in line with procedures and policies
- Make sure Social Care Wales is spending money well and in the right way
- Make sure Social Care Wales has clear ways to manage risks that may affect the organisation
- Listen, ask questions, join in discussions and contribute to ideas on what Social Care Wales will be doing in the future and how this can be done
- Make decisions as part of the Board and be responsible for these decision
- Work with passion and enthusiasm with other Board Members and Social Care Wales staff
- Represent Social Care Wales with its customers, other organisations and communities

7. The successful appointee will receive remuneration at £337 per day plus travel and other expenses within reasonable limits and in accordance with Welsh

Government guidance for eight days per month. The successful appointee will be appointed for four years.

Publicity summary

8. The role was promoted via the following websites and social media platforms:

- Welsh Government website
- Social Care Wales website
- LinkedIn

9. There were no paid advertisements.

10. As part of the Welsh Government's commitment to increasing diversity in public appointments the advert was sent to equality organisations and other organisations who have expressed an interest.

Recruitment process summary

11. Following a six-week advertisement period, the advert closed on 4th December 2025. Four applications in total were received.

12. Following the initial sift, two candidates were put through to the next stage.

13. On 12 January, Social Care Wales led an Assessment Centre which the candidates attended. The assessment centre covered:

- Board meeting
- Stakeholder Engagement Session
- Media Interview Workshop

14. The interviews were held on 4 February.

15. The recruitment panel was chaired by Albert Heaney, Chief Social Care Officer for Wales and included Lindsay Cordery-Bruce, Chief Executive, WCVA, Stephen Vickers, Joint Chief Executive, Torfaen and Blaenau Gwent CBC and Aaqil Ahmed, Senior Independent Panel Member appointed by Public Appointments Unit.