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Llywodraeth Cymru
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# Candidate Brief

## Closing Date 20/01/2026

**Board Members and Deputy Chair**, The Disused Tips Authority for Wales

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# An Introduction from Huw Irranca-Davies MS,

## Deputy First Minister and Cabinet Secretary for Climate Change and Rural Affairs

**Across Wales, our landscape is marked and moulded by our centuries of mining history. A history that shaped and touched the lives of people throughout the twentieth century, as our Welsh coalfield communities fuelled the industrial revolution. Today, those same communities are left with the difficult legacy of disused coal and non-coal tips.**

This is a unique opportunity to play a key leadership role in the establishment of the Disused Tips Authority for Wales (the Authority), a new Welsh Government Arm's Length Body that will become operational on 1 April 2027. It will have functions to deliver a proactive management regime for disused coal and non-coal tips to protect human welfare, safeguard communities and protect Wales's critical infrastructure.

The Authority will provide a consistent proactive approach for the assessment, registration, monitoring and management of disused tips in Wales. A central component of the regime is a duty on the new body to develop and to maintain a national register of disused tips that pose or could pose a threat to human welfare.

For thousands of people, these tips are an ever-present reminder of what can go tragically wrong. As a nation, we will never, and should never, forget the tragedy of Aberfan. As we know, the risks are growing as we feel the impacts of the climate emergency. Storm Bert in 2024 provided another stark warning of the damage rainfall can cause, and how vulnerable disused tips can be to extreme weather conditions. I saw the frightening impact in Cwmtillery myself and as the climate changes, we can expect more storms and wetter winters. That means we must be ready to adapt and to respond.

The role of the Board is a high-profile and influential one in delivering the Authority's main objective, to ensure that disused tips do not threaten human welfare by reason of their instability to make sure that our communities will be safer, both now and in the future.

The Board will work closely with the Chair and Chief Executive to provide strong strategic direction and leadership, ensuring the Authority effectively fulfils its functions.

We aim to establish a Board composed of individuals with diverse and relevant expertise, enabling thoughtful, well-rounded insights on key issues. We are looking for forward-thinking, ambitious contributors who bring fresh ideas, strategic vision, and a strong drive to achieve meaningful, high-quality results.

We welcome individuals who can offer fresh perspectives, strategic thinking and a commitment to delivering high-quality outcomes, with a strong desire to make a positive impact. We are committed to diversity and inclusion and encourage applications from individuals from all backgrounds.

**Huw Irranca-Davies,**
***Deputy First Minister and Cabinet Secretary for Climate Change and Rural Affairs***

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# A message from Fiona Jones

## Chair of the Disused Tips Authority for Wales

**Do you share my passion for improving the lives of communities, keeping people at the heart of decision making, and have the personal drive to make a difference?**

These are rare and exciting leadership opportunities. The Disused Tips Authority for Wales is the first organisation of its kind, and we are looking for talented people to help us build and shape it from the ground up, as we operationalise the Disused Mine and Quarry Tips (Wales) Act 2025.

As a Non-Executive Director, you will play a critical role in providing independent oversight, constructive challenge, and strategic guidance to ensure we operate with integrity, transparency, and accountability, while encouraging collaboration. You will provide high quality and evidence-based assurance on the Authority's operational effectiveness to make sure we are delivering key objectives that are ambitious and achievable.

We are looking for individuals with diverse perspectives and experience, who have a clear sense of the opportunity and the difference they can make and are committed to creating a resilient organisation to be proud of.

By joining us at this formative stage, you will have the opportunity to make a lasting impact. Your expertise and creativity will help us establish strong foundations while cultivating a culture of innovation and continuous improvement, as we embed values that will guide our work for years to come.

Thank you for your interest in joining our Board as a Non-Executive Director. This Candidate Pack outlines the roles, responsibilities, and the qualities we are looking for. I look forward to hearing from candidates who share our ambition to do things differently and better in the pioneering journey ahead.

**Fiona Jones**
***Chair of the Disused Tips Authority for Wales***

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# Background

**There are over 2,500 disused coal tips in Wales, 360 of which are classified as category C and D, those that have a higher level of potential threat. Of these over 90% are in the South Wales Valleys, disproportionately affecting areas which experience high levels of deprivation.**

**Our industrial legacy extends beyond coal tips. It is estimated there could be more than 20,000, non-coal tips in Wales. Disused tips are a significant and visible legacy of Wales's proud mining past.**

The more recent landslides in Tylorstown in February 2020 and Cwmtillery in November 2024, are attributed to the frequency and intensity of increased rainfall impacting the engineered drainage systems, some of which were not designed to cope with current and predicted levels of rainfall. They also demonstrate the importance of having a robust regime for inspection and monitoring tip stability.

The Coal Tip Safety Task Force ('the Taskforce') was established by the First Minister immediately after the Tylorstown landslide. The Task Force has undertaken a wide programme of work, from gaining a better understanding of the scale of the challenge and carrying out inspections and maintenance works on tips, to introducing technology trials to assess the role of technology in providing information on ground movement and water regimes.

Since 2020, the Welsh Government has funded the Mining Remediation Authority (Coal Authority as was) to carry out periodic inspections of all tips with an interim rating of category C or D (those with a higher potential risk) and to collate data on disused coal tips more broadly. The inspections were extended to cover category B tips in 2024, and category A tips will be inspected in 2025-2027.

Tip inspections help to identify maintenance and remedial works required on tips, including whether drainage systems are blocked or not functioning effectively. Since late 2020, a Welsh Government grant scheme has been in place to enable local authorities and Natural Resources Wales (NRW) to undertake these works and tip inspections to identify maintenance, including remedial works on tips which have known stability issues.

To support the coal tip safety programme, the Welsh Government has committed over £100million in this Senedd term, including the £25m allocation from the UK Government in its Autumn Statement 2024. Further to this, the UK Government announced a £118million investment into coal tip safety over the next 3 years in the Spending Review, meaning our joint UK and Welsh Government investment in coal tip safety now stands at over £220m to date.

This investment includes support to local authorities and Natural Resources Wales to carry out maintenance and remediation works on coal tips, and our programme has now delivered more than 3,000 coal tip inspections across Wales to date. Further funding has been committed up to the establishment of the body when the work will be transferred to the Disused Tips Authority.

# Role and Responsibilities of the Authority

**The Disused Mine and Quarry Tips (Wales) Act 2025 (the Act) provides for a new system of regulation for disused spoil tips in Wales. The Act creates a statutory body which will have functions to deliver a proactive management regime for coal and non-coal tips to protect human welfare, safeguard communities and protect Wales's critical infrastructure. The Authority will provide a consistent approach for the assessment, registration, monitoring and management for disused tips in Wales.**

**The Authority will have responsibility for the implementation and oversight of the new disused tips regime and will work within a framework of powers and duties to ensure that disused tips do not threaten human welfare.**

**The Authority will be operational on 1 April 2027 and will have a workforce of around 70 when fully resourced.**

## The Authority will be a Welsh Government Arm's Length Body responsible for:

- **The development and maintenance** of a national register of disused tips which pose a threat to human welfare;
- **A new national approach to the categorisation of tips** underpinned by a full assessment for each site which passes an initial screening. This assessment will account fully for the hazards a tip might pose to communities, property, and infrastructure;
- **A tiered monitoring regime** with prescribed monitoring and management requirements based on the category of each tip ensuring a proportionate, hazard-based approach, and a duty to ensure management arrangements are in place for the highest-category tips;
- **A general duty to perform its functions** to ensure that disused tips do not threaten human welfare by reason of their instability.
- **Civil enforcement powers**, including powers allowing the Authority to require information and documents, and to access and inspect disused tips.
- **Enforcement powers** for the management of disused tips in an emergency; and criminal enforcement powers.

# Appointment of Members of the Board

**The Board will consist of a maximum of 9 members comprising the Chair, the Chief Executive Officer (CEO), up to 5 Board Members appointed by Welsh Ministers and up to 2 staff members.**

It is our intention to appoint a Deputy Chair. They will support the Board Chair in fulfilling leadership duties, and act on behalf of the Chair when required.

**Your application must clearly indicate whether you are applying for Board Member only, Deputy Chair only or both. Additional criteria must be evidenced if your application includes the role of Deputy Chair.**

Board Members will contribute to the transition arrangements required to establish the new organisation by April 2027. This will include working with the Chief Executive Officer to ensure appropriate systems and processes are in place to enable the Authority to delivers its functions.

Members will be accountable to the Chair of the Board and will be expected to contribute to help inform decision making and delivery during the Authority's establishment and beyond. Members will support the Chair to ensure that authoritative and timely advice is provided to the Welsh Ministers via officials and will provide feedback to the sectors.

In line with Welsh Government's Anti-Racist Wales Action Plan, actions will be taken to ensure that Boards of public bodies are representative and inclusive, and committed to diversity and inclusion.

## Role of the Board

The Board will support the Chair in ensuring the Authority is fully operational by 1 April 2027 and will continue to guide its development and performance through sustained leadership, strategic direction and ambitious objective setting.

The Deputy Chair will collaborate closely with the Board Chair, provide support in fulfilling leadership duties, and act on behalf of the Chair when required. If you wish to be considered for the deputy chair position, please state your interest clearly within your application .

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# Appointment of Members of the Board

## Key responsibilities include:

- Evaluating the development and delivery of the Authority's business strategy, plans, and performance objectives;
- Establishing robust governance, risk management, and internal control arrangements;
- Upholding high standards of public finance, including regularity, propriety, and value for money;
- Ensuring compliance with statutory and administrative requirements in the use of public funds;
- Monitoring financial performance and ensuring operations remain within delegated limits agreed with the Welsh Government;
- Keeping the Minister informed of any developments that may affect strategic direction or target delivery;
- Embedding strong governance to fulfil the Authority's legal responsibilities and statutory duties;
- Leading subgroups as required to support the Board's work plan and delivery targets;
- Fostering a culture of collaboration, inclusivity, and diversity, supported by a structure that motivates and guides others.

## Board Members will:

- Play a key role in supporting the Chair in setting the strategic direction for the Authority and in assessing and evaluating the development and delivery of the Authority's Corporate Plan, business strategy, operational plans and performance objectives;
- Support the development of the Board's terms of reference alongside the Chair to ensure the role and remit of the Board is agreed from the outset;
- Contribute to Board meetings to enable informed and engaging discussions and effective decision making;
- Provide expertise advice in or chair committee meetings as well as other advisory committees the Board might establish;
- Promote high standards of public finance; upholding the principles of regularity, propriety and value for money.

## Skills required by the Board:

Board members are required to have expertise in at least one of the areas listed below. Candidates should clearly identify and describe the areas in which they have demonstrated expertise and provide supporting details where appropriate.:

- Financial expertise – or an accountancy qualification;
- Audit, Governance and Legal;
- Risk management;
- HR, People and Transformation expertise;
- Engineering ground or civil; Environmental management; Mining or geological expertise.

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# Person Specification

## Essential Criteria

- Have a clear understanding and commitment to Nolan's "Seven Principles of Public Life';
- Ability to think logically and objectively in analysing complex information in order to identify key issues and make effective decisions;
- Proven ability to engage and motivate staff and stakeholders through an inclusive, collaborative approach.;
- A track record of successfully managing complex and challenging relationships, providing appropriate support as necessary and managing performance effectively;
- An ability to challenge current thinking and test opinion and an openness to be challenged and re-examine viewpoints to reach better decisions.

## Deputy Chair Criteria

In addition to evidencing all of the essential criteria, applications including consideration for the position of Deputy Chair of the Board must also provide evidence against the below additional criteria.

- Demonstrating leadership when undergoing a period of transformation or change.
- An experienced leader with a strong track record in governance, strategic leadership and stakeholder engagement.
- You will be a visible and influential leader, capable of building consensus and driving high-level strategic decision-making.

## Desirable Criteria

- Ability to communicate through the medium of Welsh.

# Sift and Interview Assessment Criteria

| Criteria | Sift | Interview |
|---|---|---|
| Ability to think logically and objectively in analysing complex information in order to identify key issues and make effective decisions. | ✓ | ✓ |
| Proven ability to engage and motivate staff and stakeholders through an inclusive, collaborative approach. | ✓ | ✓ |
| A track record of successfully managing complex and challenging relationships, providing appropriate support as necessary and managing performance effectively. | ✓ | ✓ |
| An ability to challenge current thinking and test opinion and an openness to be challenged and re-examine viewpoints to reach better decisions. | ✓ | ✓ |
| Have a clear understanding of and commitment to Nolan's 'Seven Principles of Public Life'. | ✓ | ✓ |

| Additional Criteria for the role of Deputy Chair | Sift | Interview |
|---|---|---|
| Applications for the position of Deputy Chair of the Board must also provide evidence against the below additional criteria: | | |
| • Demonstrating leadership when undergoing a period of transformation or change. | ✓ | ✓ |
| • An experienced leader with a strong track record in governance, strategic leadership and stakeholder engagement. | ✓ | ✓ |
| • You will be a visible and influential leader, capable of building consensus and driving high-level strategic decision-making. | ✓ | ✓ |

# Candidate Journey

**At Goodson Thomas, we value the relationships we develop with candidates and want to ensure your experience is the best it can be. As you move through this recruitment process, we want you to be clear about the key milestones you will encounter, our role in exploring your experience and answering your questions, and what to expect post-application.**

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# Step 1:
# Advert Live and Application

*17 December 2025 – 20 January 2026*

To make an application please visit the:
Welsh Government's public appointment website

# Step 2:
# Shortlisting

The advisory assessment panel will assess candidates' personal statements and CVs to determine who it believes best meet the criteria for the roles and who will be invited to interview. The panel will rely only on the information you provide in your CV and personal statement to assess whether you have the skills and experience required. **Please ensure your CV does not exceed 2 sides of A4 and your supporting letter does not exceed 3 sides of A4.**

# Step 3:
# Client Interview

*w/c 9th March 2026*

**Interviews will be held in-person in Merthyr Tydfil.**

# Step 4:
# Outcome

*Ministerial Decision*

Candidates who the panel believe are 'appointable' will be recommended to the Deputy First Minister and Cabinet Secretary for Climate Change and Rural Affairs who will make the final decision. He may choose to meet with appointable candidates before making a final decision.

# Key Facts about the Role

- **Location:** Merthyr Tydfil
- **Time Commitment:** We anticipate the Board members will work up to 4 days per month for the first 2 years following appointment which will then reduce to 2 days per month. Occasional ad-hoc meetings or events may be necessary.
- **Terms of appointment:** Initial appointment of up to 3 years, unless otherwise terminated before the date giving three months' notice in writing. Similarly, the Minister may terminate the appointment at any time.
- **Renumeration:**
  **Board member -** £282 per day, plus travel and other expenses within reasonable limits. (This post is non pensionable).
  **Deputy Chair -** £311 per day, plus travel and other expenses within reasonable limits. (This position is non-pensionable).
- **Retirement:** There is no mandatory retirement age.
- **Welsh Language:** The Welsh Government acknowledges the importance of developing and growing bilingual capabilities in public appointments in Wales, and whilst Welsh language skills are not essential for this role, applicants are expected to show an appreciation of bilingualism and a commitment to promoting and mainstreaming the Welsh language. We welcome your application whatever your skills level.
- **Eligibility:** Any specific criteria which disqualify an individual from sitting on the board of the Body should be listed here. This might include specific disqualification or eligibility criteria or where the House of Commons Disqualification Act 1975 or Orders made under the Government of Wales Act 2006 apply.

  Candidates should also note that membership of The Disused Tips Authority for Wales is a disqualifying office for membership of the Senedd Cymru under the Senedd Cymru (Disqualification) Order 2020.

  The Senedd Cymru (Disqualification) Order 2020 (from legislation.gov.uk)

# How to Apply

To support in the search and appointment of this role, we have exclusively retained **Goodson Thomas**, an Executive Search consultancy.

For an informal discussion, please contact the Goodson Thomas team on **029 2167 4422** or info@goodsonthomas.com.

To make an application please visit the Welsh Government's public appointment website. For queries about the roles please email the Welsh Government's Public Appointments Unit via publicappointments@gov.wales.

To apply for this role, go to the Welsh Government's public appointments website and click on the vacancy you are interested in. Click on 'Apply' at the bottom left-hand corner. If you'd like to apply for this vacancy in Welsh, please use the 'Newid laith / Change Language' link at the top right-hand side of this page, to take you to the Welsh version of this advert, from where you can apply in Welsh.

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 can use this to keep yourself updated on the progress of this or any other applications you make.

Once you've registered, you'll be able to access the application form. To apply you will need to upload a CV and personal statement. **Please ensure your CV does not exceed 2 sides of A4 and your supporting letter does not exceed 3 sides of A4.**

**Application Deadline: 20 January 2026**

**Interviews: w/c 9 March 2026**

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# Diolch
# Thank you

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