Llywodraeth Cymru
Welsh Government

Information Pack for Applicants

Dysgu –
Professional Learning and Leadership
Education Wales

Appointment of Members

Closing date: 22/12/2025

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Making an Application

Thank you for your interest in the appointment of a Member of the Board to Dysgu.

There are four Board Member roles currently being recruited for. Appointments to commence 1 April 2026.

Key facts about the role of Board Member

Location:	Pan Wales
Time commitment:	You will be expected to commit a minimum of 1 day per month and also attend meetings of the Board and meetings of sub-committees as agreed.
Tenure of office:	Four years initial appointment
Remuneration:	The post of Board Member is remunerated at £198 per day. Dysgu will have a scheme to reimburse travel and other reasonable expenses incurred in carrying out the role. The appointment is not pensionable. Members will not be employed by Dysgu nor the Welsh Ministers and, therefore, will not have the rights of an 'employee' under employment legislation.

The attached Annexes provide detail on the role of the member and the person specification, the role and responsibilities of Dysgu and the selection process.

To make an application, please visit the Welsh Government vacancies page.

https://cais.tal.net/vx/lang-en-GB/mobile-0/appcentre-4/brand-7/xf-509f77e961d6/candidate/jobboard/vacancy/6/adv/

To apply for the role of board member, click on the vacancy and click on 'apply' at the bottom left-hand corner. The first time you apply for a post, you will need to register on the Welsh Government online application system. You will only need to register once, after which you can track the progress of your current application, and any future applications via your online registered account.

https://cais.tal.net/vx/lang-en-GB/mobile-0/appcentre-4/brand-7/xf-4ac5797242e0/candidate/register

When you have completed registration, you will be able to access the application form. To apply, you will need to upload a personal statement and CV with your online application form.

Personal Statement

The personal statement is your opportunity to demonstrate how you meet each of the criteria set out in the person specification. How you choose to present the information is your choice. You should, however, aim to provide detailed examples demonstrating how your knowledge and experience match each of the criteria, and your role in achieving a specific result.

It will benefit the selection panel if you can be clear in which particular evidence relates to each specific criterion. Providing separate paragraphs in relation to each criterion is common practice.

Please limit your personal statement to no more than two pages. Your application may be rejected if you exceed this limit.

CV

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.

Indicative timetable

Closing date	22/12/2025
Shortlisting	w/c 12/01/2026
Interviews	w/c 09/02/2026

Diversity Statement

The Welsh Government recognise the value of having public bodies reflecting a wide range of cultures, identities and backgrounds. We encourage applications from all parts of society and want to appoint from the widest and most diverse pool of talent.

We welcome applications from everyone regardless of age, marriage (including same sex marriage) and civil partnership, sexual orientation, sex, gender identity, impairment or health condition, race, religion or belief or pregnancy.

We are committed to recruiting women, Black, Asian and Minority Ethnic people, disabled people and members of the LGBTQ+ community, who are currently under-represented in board positions at public bodies.

Disability Confident

The Welsh Government accepts the social definition of disability, in which it is recognised that barriers in society act to disable people who have impairments or health conditions, or who use British Sign Language (BSL).

We are committed to removing barriers so all staff and board members can perform at their best. The Equality Act 2010 uses the medical 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".

We guarantee to interview anyone who is disabled, whose application meets the minimum criteria 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'.

We are committed to the employment and career development of disabled people. If you would like a guaranteed interview, please contact PublicAppointments@gov.wales to let them know.

If you have an impairment or health condition or use BSL and need to discuss reasonable adjustments for any part of this recruitment process, please contact PublicAppointments@gov.walesas soon as possible to discuss your requirements and any questions you may have.

Contacts

For further information regarding the selection process, please contact

Public Appointments Team

Email: publicappointments@gov.wales

For further information regarding the role of Dysgu and the role of Board Member please contact

Guto Dafydd, Head of Leadership – School Practitioner Division

Tel: 03000256455

Email: Guto.Dafydd002@gov.wales

Should you need any further assistance with applying for this role, please contact publicappointments@gov.wales

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

Annex A

Context and functions of Dysgu

Welsh Government has brought a range of existing functions together into an arms-length body, Professional Learning and Leadership Education Wales (Dysgu), which has been operational since September 2025. Dysgu will lead on the delivery of nationally consistent professional learning to support practitioners including teaching assistants, teachers, senior leaders and headteachers in maintained schools in Wales along their career pathways. It will provide national support, including leadership and direction, for school improvement advisors and youth workers. The national professional learning programmes will reflect the Cabinet Secretary for Education's priorities, including literacy, numeracy and wellbeing, alongside long-term change programmes including Welsh as a subject and Additional Learning Needs (ALN). It will also support the delivery of statutory requirements like National Professional Qualification for Headship and induction for Newly Qualified Teachers. Dysgu will deliver a significant change to the arrangements for commissioning, design and delivery of professional learning, enquiry and leadership support on a national level, responding to feedback from school leaders and practitioners through the review of the future direction and roles and responsibilities of education partners in Wales.

Dysgu will play a key role in delivering support for Welsh Government policy in respect of the development of the workforce, the continued realisation of the curriculum and ALN reforms, and the ongoing programme supporting enquiry and pedagogy across the school system. Critical to meeting professional learning and leadership support across the education sector will be the creation of effective relationships at a strategic and at an operational level. Dysgu will need to develop and establish relationships with the Welsh Government, local authorities, Estyn, Adnodd, and the National Centre for Learning Welsh and will need to deliver in this interface, achieving clear impact on teaching quality, alongside cohesion and value for money. Direct engagement with teachers, teaching assistants, leaders and school improvement advisors and unions will also be essential to ensure that Dysgu is responsive to the needs of the workforce.

In partnership with Dysgu, the Welsh Government will develop capacity in the following areas to support the Cabinet Secretary's priorities:

- the establishment of the Education Improvement Team, which will have expert capacity seconded in from the school and local authority sector to support regular dialogue with local authorities and local improvement communities, and
- the development of national support programmes which will be co-designed with Dysgu and transferred to Dysgu for delivery.

Dysgu will be at the forefront of the significant changes to the Welsh Government's national support for school improvement and will work closely with the Education Improvement Team, local authorities and practitioners to develop and deliver or

commission professional learning in response to emerging sector needs and Ministerial priority areas.

As part of its remit, Dysgu will be charged with an extensive range of responsibilities that are transferring from the Welsh Government, the National Academy for Educational Leadership and the local authority partnerships. These will include, but are not limited to:

- realising a strategic approach to the delivery of professional learning and support in range of areas in line with the National Approach to Professional Learning;
- managing the delivery of the statutory National Professional Qualification for Headteachers (NPQH) and the professional learning leading to and from this qualification to inspire our next generation of school leaders;
- developing and maintaining a national repository of high-quality bilingual professional learning and leadership opportunities and resources on the Hwb platform;
- delivering projects and programmes that support the development of practitioners' research and enquiry skills in collaboration with our universities;
- managing the delivery of professional learning to develop practitioners as coaches or mentors;
- developing and delivering professional learning for school improvement advisers in collaboration with local authorities, and
- providing clear consistent national guidance and support for improving teaching practice and pedagogy in line with the ambitions of Curriculum for Wales, international research, and the professional standards
- working with universities on the continued delivery of the National Masters in Education (Wales) and the National Doctorate in Education (Wales) will also be a responsibility for Dysgu, along with developing links with MEDR – the Commission for Tertiary Education and Research.

Annex B

The role of Board Member – Job Description and Person Specification

Job Description

The Board of Dysgu will be expected to challenge, support and provide an external perspective and experience. The aim is to have a Board that comprises a diverse range of relevant skills and life experiences that will enable it to develop a collective view on issues, providing the stimulus for continuous improvement within the organisation for the benefit of its stakeholders and wider society.

We are therefore looking for a skills-based board. A list of specifically required expertise is given below. Board Members will need to provide support and expertise to a relatively new organisation, providing a clear sense of direction and purpose. Members will need to develop a strong grasp of the role and remit and potential reach of Dysgu and its important role within education reforms in Wales.

All Board members will be expected to:

- Provide strategic direction and leadership, driving performance and holding Dysgu to account against its strategic and corporate plans.

- Ensure propriety, regularity, economy efficiency and effectiveness in the operation of the body and adherence to the 7 principles of public life (the Nolan principles).

- Together with other Board members and the Chair of the board, support Dysgu to fulfil its aims and objectives.

- Be a champion for the organisation and its aims and objectives. Be a role model for both staff and stakeholders.

- Work co-operatively to build relationships with all stakeholders and to ensure that stakeholders' voices are clearly heard in the running of Dysgu.

This will include:

- Scrutinising and monitoring performance against strategic and corporate business plans

- Providing effective scrutiny and governance in line with best practice

- Representing Dysgu externally and fostering close working relationships with key stakeholders.

- Seeking to make links to other areas within the education system, ensuring that Dysgu develops in conjunction with education reforms.

Person Specification

The skills and experiences we are looking for are set out below. To be considered, you must be able to demonstrate that you have the qualities, skills and experience to meet all the **essential criteria** for appointment.

Essential Criteria

- Demonstrable interest in education and understanding of the education system in Wales including an understanding of the future needs and challenges, with a commitment to ensuring Dysgu drives progress on the Welsh Government's key priorities in education.

- Excellent analytical skills and intellectual capability with the ability to make decisions and contribute effectively to thinking on both strategic and practical issues

- Excellent communication skills with the ability to represent Dysgu in public and engage with key stakeholders

- Ability to work collaboratively, in partnership and as part of a team to meet common goals

- The ability to bring fresh ideas to discussions while ensuring Dysgu keeps to its stated aims and has effective governance arrangements

- An ability to demonstrate understanding of the commitments of a public role, and the importance of robust governance, helpful challenge and scrutiny. Able to demonstrate a track record of commitment and delivery in relation to principles of equality and diversity.

In addition to the essential criteria above, candidates will need to demonstrate a knowledge and/or experience in one or more of the following areas. Please clearly indicate in your personal statement which area(s) of knowledge/experience you are demonstrating:

- Experience of leadership or effective pedagogy within a school or the wider education system

- Experience of running a business, public administration at a senior level, working for a charity, or being a trustee

- Understanding of finance systems to ensure Dysgu's financial dealings are prudently and systematically accounted for (eg accountancy qualification or experience)

- Understanding of assurance, risk management and audit procedures

- Knowledge of IT and Technology and its role in professional learning

- Understanding of Human Resources (which may include experience of promoting equality and diversity or supporting staff wellbeing)

- Understanding of matters relating to the Welsh language within the Education sector, including the requirements of the Welsh Language and Education (Wales) Act 2025.

Applicants able to offer expertise in one or more of these areas should clearly demonstrate this on their application.

Applications from individuals with other relevant backgrounds and experiences that will help the Board to learn and grow would also be welcome.

Welsh Language

The Welsh language requirements of the appointment have been identified as:

Welsh skills are essential for 2 Board Members

Welsh skills are desirable for 2 Board Members

Eligibility

You are eligible to apply if you are able to provide evidence of your experience against each of the essential criteria and applied, where appropriate, to the Members key responsibilities.

Candidates should be individuals who conduct themselves at all times in a manner which will maintain and further develop public confidence.

Please note, you will be disqualified from applying if you are:

- the subject of a bankruptcy restrictions order or an interim order or have made a composition or arrangement with creditors.
- the subject of a disqualification order under the Company Directors Disqualification Act 1986.
- a Member of Senedd Cymru/Welsh Parliament.
- a Member of the House of Commons or the House of Lords.

- a Member of the Scottish Parliament or the Northern Ireland Assembly.
- a member of a local authority (including National Parks Authorities and Fire and Rescue Authorities).
- employed in the civil service of the State or, • the holder of an office, or a member of a body or a member of staff of a body specified by the Welsh Ministers by regulations

Candidates should also note that membership of Dysgu 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)

Conflict of Interests

When applying, you will be asked to declare any private interests which may or may be perceived to conflict with the role and responsibilities of Board Member of Dysgu including any business interests and positions of authority outside of the role in Dysgu.

Any conflicts of interest will be explored at interview If appointed, you will also be required to declare these interests on a register which is available to the public.

Due Diligence

Welsh Government Public Bodies Team will undertake due diligence checks on all candidates successfully sifted to interview. This will include, but not necessarily be limited to, social media and internet searches. As a result, you may be asked questions at interview in relations to any findings from due diligence searches.

Standards in Public Life

You will be expected to demonstrate high standards of corporate and personal conduct. All successful candidates will be asked to subscribe to the Code of Conduct for Board Members of Public Bodies.

Code of Conduct for Board Members of Public Bodies (gov.uk)

Annex C

The selection process

The interview panel will assess candidates' CVs and personal statements to determine who it believes best meet the criteria for the role, and who will be invited to interview. The panel will rely only on the information you provide in your CV and statement to assess whether you have the skills and experience required. Please ensure that you provide evidence to support how you meet all of the essential criteria.

The selection panel will be chaired by Chris Warner, Deputy Director – School Practitioner Division and will also compromise the Chair of Dysgu, and Lowri Jones (Assistant Director – Estyn) as an Independent Panel Member.

Your application may be "long listed", subject to the volume of applications received, before it is passed to the selection panel for consideration. You should be aware that in this situation, your application may not be considered in full by all of the panel.

We anticipate that during January 2026 the panel will have decided who will be invited for interview in February 2026. It is our intention that interviews will take place via Microsoft teams.

The panel will select for interview only the strongest applicants who it feels have demonstrated that they best meet the criteria set out in the person specification. However, if you have applied under the guaranteed interview scheme and you meet the **essential minimum criteria** for the post, you will also be invited to attend an interview.

If you are invited to interview, and the date of the interview is not already provided in this information pack, we will aim to provide you with as much notice as possible of the interview date. If you are unable to make the arranged date, we will endeavour to re-arrange it, but it may not be possible due to time constraints within the appointment timetable or selection panel availability.

You will receive email communication from Welsh Government's application centre to let you know if you have been invited to interview.

If you attend an interview, the panel will question you about your skills and experience, asking specific questions to assess whether you **meet the criteria** set out for the post.

Candidates who the panel believe are 'appointable' will be recommended to Ministers, who will make the final decision. The Minister may choose to meet with appointable candidates before making their decision. If they do, they will meet all candidates in the presence of the panel chair, or their nominated representative. There will be a time gap between interview and a final appointment decision being made. Candidates who have been interviewed will be kept informed of progress.

If you are successful, you will receive a letter appointing you as a Board Member of Dysgu, which will confirm the terms on which the appointment is offered.

Queries

For queries about your application, please contact publicappointments@gov.wales

If you are not completely satisfied

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

Additionally, you can write to the

Office of the Commissioner for Public Appointments, Ground Floor, 1 Horse Guards Road, London, SW1A 2HQ, or via email at publicappointments@csc.gov.uk