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Llywodraeth Cymru  
Welsh Government

## **Information Pack for Applicants**

# **Dysgu – Professional Learning and Leadership Education Wales**

## **Appointment of Chair**

**Closing date: 10 October 2025, 16:00**

## Dysgu - Chair

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## Dysgu - Chair

### Making an Application

Thank you for your interest in the appointment of Chair of Dysgu.

### Key facts about the role

Location:	Pan Wales
Time commitment:	You will be expected to commit an average of three days a month
Tenure of office:	4 years initial appointment
Remuneration:	The post of Chair is remunerated at £256 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. The Chair 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 chair 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 this role, 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.

## **Dysgu - Chair**

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

Please limit your personal statement to no more than 2 (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	10/10/2025
Shortlisting	w/c 20/10/2025
Interviews	w/c 17/11/2025

### **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 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

## Dysgu - Chair

level of competence for the role and any qualifications, skills or experience defined as 'essential'.

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.wales](mailto:PublicAppointments@gov.wales) as 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](mailto:publicappointments@gov.wales)

For further information regarding the role of Professional Learning and Leadership Education Wales and the role of Chair, please contact

Chris Warner, Deputy Director – School Practitioner Division

Tel: 03000258753

Email: [Christopher.Warner001@gov.wales](mailto:Christopher.Warner001@gov.wales)

Should you need any further assistance with applying for this role, please contact [publicappointments@gov.wales](mailto:publicappointments@gov.wales)

For further information about Public Appointments in Wales, please visit [www.gov.wales/public-appointments](http://www.gov.wales/public-appointments)

## Context and functions of Dysgu

Welsh Government is bringing a range of existing functions together into an arms-length body, Professional Learning and Leadership Education Wales (Dysgu), which will be operational from summer 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.

## Dysgu - Chair

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.

### **The Role of the Chair – Job Description and Person Specification**

The Chair of Dysgu Board (the Board) is appointed by Welsh Ministers and is responsible for leading the Board and setting the strategic direction for Dysgu and monitoring the delivery of the organisation's business strategy, plans and performance and objectives. Whilst the Board has this strategic level responsibility, the Chief Executive has responsibility in respect of the day-to-day operational management of Dysgu.

Dysgu will be key to driving progress on the Welsh Government's key priorities of improving literacy, numeracy, wellbeing and inclusion in education, and the Chair's role will be critical in ensuring Dysgu remains focussed on these priorities.

The key responsibilities for the Chair include, but are not limited to:

- Providing vision and strategic leadership to the Board, ensuring that the Board as a whole is effective in developing a strategy and corporate business plans that are properly scrutinised and monitored
- Building effective working relationships with the Chief Executive and Directors
- Chairing Meetings and supporting the Board, ensuring expertise is brought in as appropriate
- Ensuring appropriate governance arrangements are established and implemented in line with best practice and the requirements of a public body, in accordance with company law
- The Chair will ensure that Dysgu champions diversity
- The Chair will be responsible for ensuring that they and the Board collectively and individually adhere to the Nolan seven principles of public life.
- Promoting the economic, efficient and effective use of staff and other resources.
- Ensure that all Board members are briefed fully on the terms of their appointment and on their duties, rights and responsibilities, including ensuring that they, together with other Board members, receive appropriate training.
- Working with Board members and Chief Executive to build a positive working environment and encourage a culture of open and effective scrutiny and challenge
- Assess the performance of individual Board members in accordance with the arrangements agreed with the Welsh Government.
- Attend an annual performance review, conducted by Welsh Ministers
- Working with the Chief Executive, in their role as Accounting Officer, ensure that appropriate governance arrangements are implemented in line with best practice and the requirements of a public body.
- Overseeing the work of the Chief Executive, providing appropriate support as necessary, including managing their performance.

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- Representing the Body externally and fostering close working relationships with key stakeholders. Including representing the views of the Board to the Cabinet Secretary for Education.

### Welsh Language

Welsh Language Desirable

### Essential Criteria

To be considered, you **must** be able to demonstrate that you have the qualities, skills and experience to meet all essential criteria for appointment.

- Demonstrable ability to encourage a Board culture of effective and helpful challenge and scrutiny
- An outstanding record of leadership, organisational transformation and development at board level or equivalent. Able to demonstrate an ability to provide coherent leadership; defining and developing strategic direction; setting objectives; holding the Chief Executive to account for ensuring that activities are conducted efficiently and effectively.
- Excellent track record of engaging, inspiring and enthusing staff and stakeholders that demonstrates an inclusive and collaborative approach including working in partnership with staff representatives.
- Excellent interpersonal skills are required, including the ability to negotiate, persuade and influence and provide independent challenge and scrutiny whilst maintaining constructive relationships.
- A clear understanding of governance structures in an organisation and the ability to ensure the body's financial dealings are prudently and systematically accounted for, audited and publicly available showing a commitment to transparency and openness.
- Able to demonstrate a track record of commitment to and notable delivery against principles of equality and diversity. An ability to demonstrate understanding of the commitments of a public role.
- Demonstrable interest in education and understanding of the education system in Wales including an understanding of the future needs and challenges.
- Commitment to ensuring Dysgu drives progress on the Welsh Government's key priorities in education.

### Desirable Criteria

- Understanding of the constraints imposed by operating in the public sector.

## Dysgu - Chair

### Eligibility

You are eligible to apply if you are able to provide evidence of your experience against each of the essential (and desirable) criteria and applied, where appropriate, to the Chair's 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 Professional Learning and Leadership Education Wales is a disqualifying office for membership of the Senedd Cymru under the Senedd Cymru (Disqualification) Order 2020.

[The Senedd Cymru \(Disqualification\) Order 2020 \(from legislation.gov.uk\)](#)

## **Dysgu - Chair**

### **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 Chair of Professional Learning and Leadership Education Wales including any business interests and positions of authority outside of the role in Professional Learning and Leadership Education Wales.

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 \(gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/270207/code_of_conduct_for_board_members_of_public_bodies.pdf)

## 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 Georgina Haarhoff, Director of Education and will also include Christopher Warner, Deputy Director – School Practitioner Division, and 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 October 2025 the panel will have decided who will be invited for interview in November 2025. It is our intention that interviews will take place in person.

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 Chair of, which will confirm the terms on which the appointment is offered.

## Dysgu - Chair

If you are successfully appointed as Chair of Dysgu, you will be asked to attend a Senedd Cymru Committee hearing.

Pre-appointment scrutiny by select committees is an important part of the process for some of the most significant public appointments made by Ministers. It is designed to provide an added level of scrutiny of the overall process and verify that the recruitment meets the principles set out in the Governance Code on Public Appointments. This scrutiny may involve the relevant select committee requesting and reviewing information from the Department and the Minister's preferred candidate. The select committee may also choose to hold a pre-appointment hearing.

Pre-appointment hearings are held in public and involve the select committee taking evidence from the Minister's preferred candidate. These public hearings take place before an appointment is confirmed, but after the selection process has been completed.

Where a public appointment is subject to pre-appointment scrutiny, it is a matter for the relevant select committee to undertake such scrutiny, including whether to hold a pre-appointment hearing. Following a review of information provided by the Department about the recruitment process, the select committee may decide that a pre-appointment scrutiny hearing is not required before it publishes its report, if it agrees with the Minister's choice of candidate.

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### Queries

For queries about your application, please contact [publicappointments@gov.wales](mailto: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](mailto: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](mailto:publicappointments@csc.gov.uk)