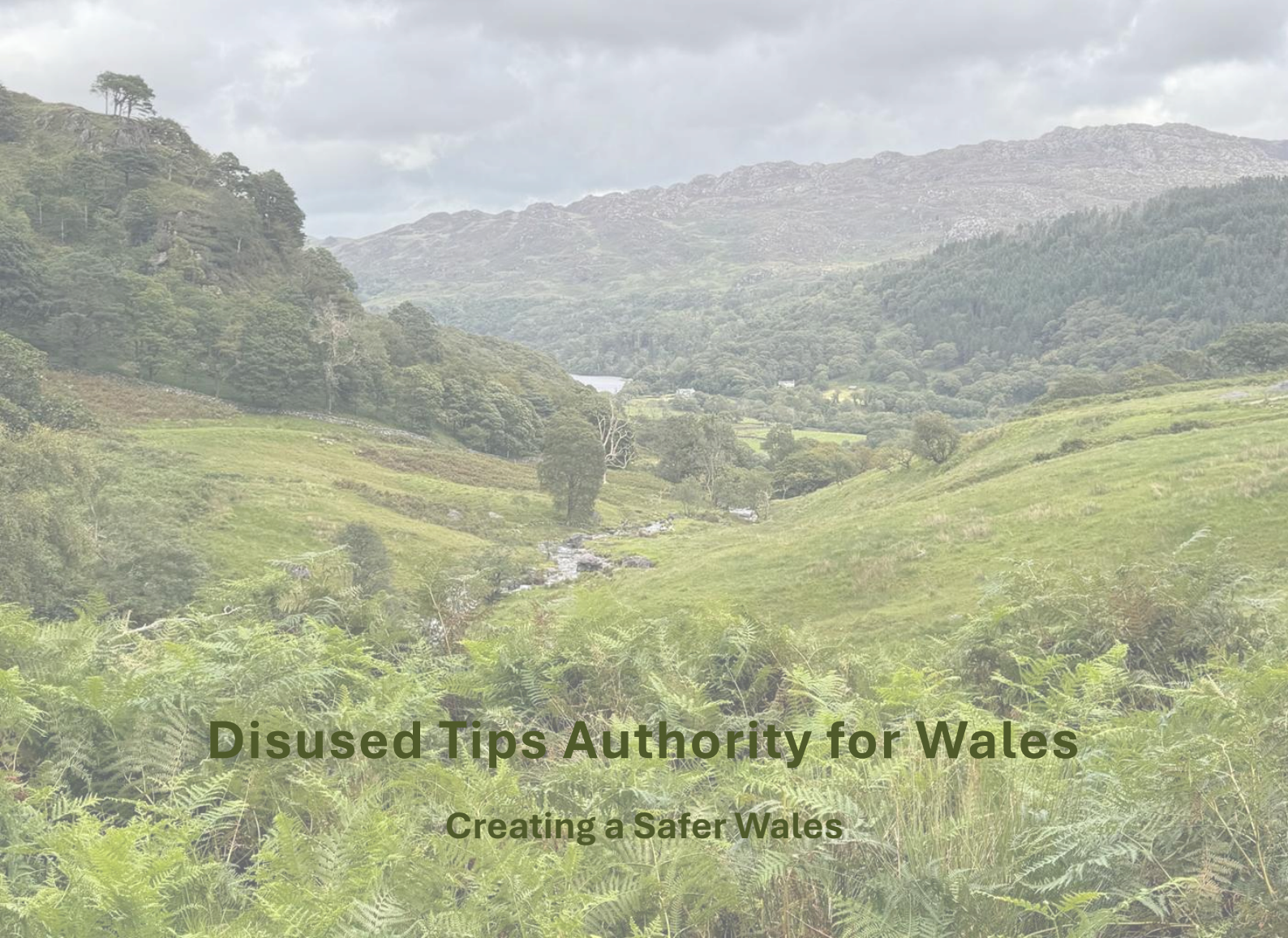


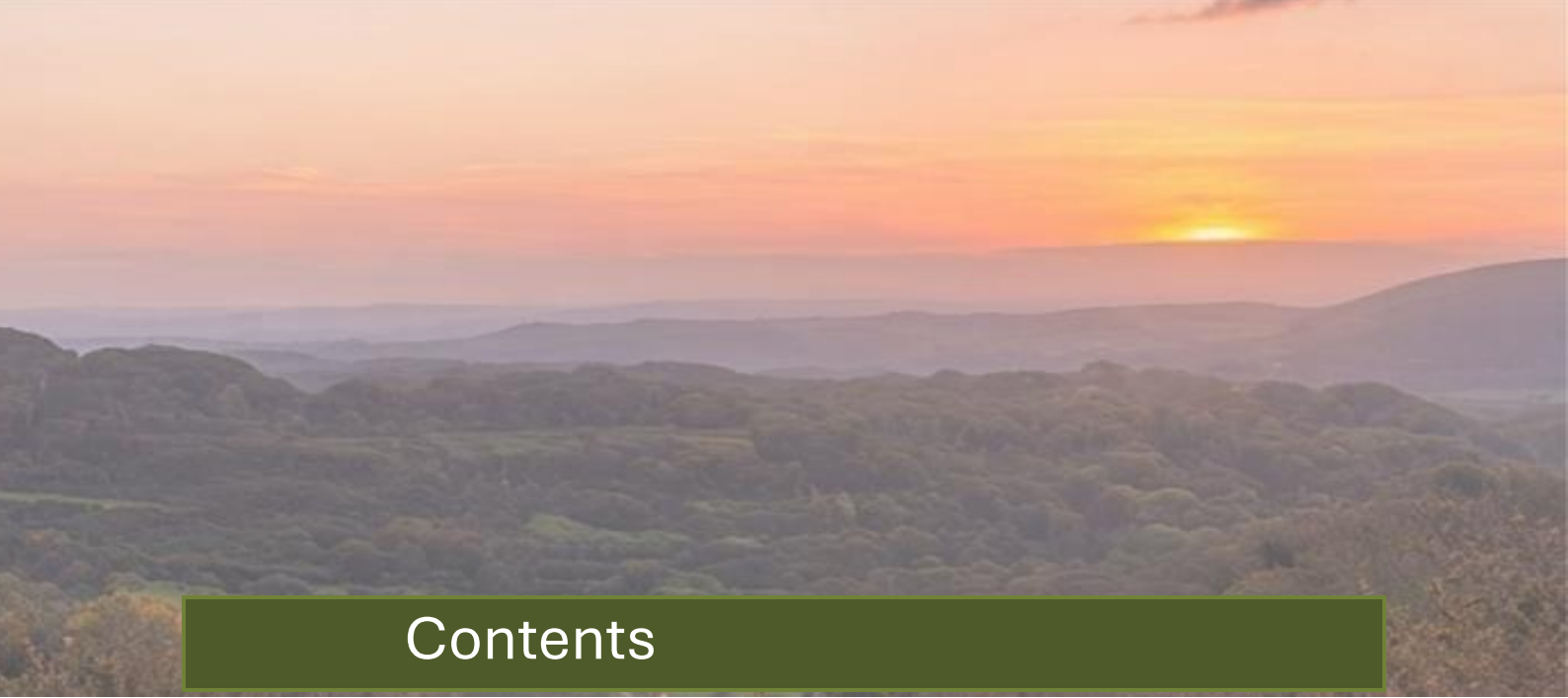


# **Disused Tips Authority for Wales**

**Creating a Safer Wales**

## **Candidate Information Pack**

**Executive Director Opportunities**



# Contents

## **Candidate Information Pack | Executive Director Opportunities**

### **Welcome and Context**

- 01** Welcome from the Chair
- 02** Welcome from the Chief Executive Officer
- 03** Our Purpose & Why This Matters
- 04** Our Ambition
- 05** Our Promise to You
- 06** Your Promise to Us

### **The Role**

- 07** The Opportunity
- 08** Person Specification

### **Application Process**

- 09** How to Apply
- 10** Recruitment Journey

### **Additional information**

- 11** Equality, Diversity and Inclusion
- 12** Reward and Benefits
- 13** Closing Message

# Welcome from the Chair

Thank you for your interest in joining the Disused Tips Authority for Wales.

The establishment of the Authority marks an important milestone for Wales. Created through landmark legislation passed by the Senedd with broad support, it reflects a shared national commitment to protecting communities through a modern, nationally coordinated approach to the management and regulation of disused mine and quarry tips.

As Chair, I am proud to be helping establish an organisation that will make a lasting contribution to public safety, environmental stewardship and public confidence. We have a unique opportunity to honour our past, protect communities today and build confidence for future generations by creating a modern public body that sets the standard for how disused tip safety is understood, managed and continually improved.

Our ambition is to build an organisation recognised for its professionalism, technical excellence and commitment to public service. Our teams will play a pivotal role in shaping the Authority from the very beginning, establishing the culture, standards and leadership that will define how we work and the confidence others place in us.

If you are motivated by public service and inspired by the opportunity to help build a new national organisation with lasting significance for Wales, I encourage you to apply.

I look forward to welcoming the successful candidates as we begin this important journey together.



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**Fiona Jones OBE**

Chair





# A Message from our CEO

The Disused Tips Authority for Wales is being created to deliver something important: protecting communities, reducing risk and strengthening public confidence in the way disused tip safety is managed.

This is a rare opportunity to join a new national organisation at the very start of its journey. Together, we have the chance to shape not only how the Authority operates, but also the culture, relationships and leadership that will define it for years to come.

For me, building a successful organisation is about far more than structures and systems. It is about bringing together talented people who share a commitment to public service, trust one another's expertise and are motivated by making a genuine difference for Wales.

From day one, we are committed to creating an organisation that combines care with competence—one that is:

- Rooted in public service
- Connected to communities
- Driven by integrity, transparency and professionalism
- Focused on delivering meaningful outcomes for Wales

I want the Authority to be a place where people are proud to belong; where expertise is valued, collaboration comes naturally and people are trusted to use their judgement to make a real difference.

We are seeking exceptional people who are:

- Curious and forward-thinking
- Collaborative and supportive of others
- Committed to doing the right thing
- Willing to take ownership and accountability
- Dedicated to continuous improvement and high standards

These are individuals who understand that excellence and kindness are not competing priorities—they go hand in hand.

By joining us, you will help establish the culture, values and leadership approach that will underpin the organisation for years to come. That is a responsibility I do not take lightly, and I hope it is one that excites you as much as it does me.

If you are inspired by the opportunity to build something new, lead meaningful change and make a lasting contribution to Wales, I would be delighted to hear from you.



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**Christina Harrhy**

Chief Executive Officer



# Our Purpose

## **Creating a Safer Wales**

**Honouring our past. Protecting communities today. Building confidence for future generations.**

Wales' mining and quarrying heritage has shaped our landscape, our economy and our communities. It is a legacy that has helped define our nation—bringing prosperity, opportunity and a strong sense of identity to generations of people across Wales.

It has also left us with a lasting responsibility.

Across Wales, thousands of disused mine and quarry tips require ongoing assessment, monitoring and management to ensure they remain safe for the communities that live and work around them. As our climate changes and weather events become more frequent and severe, that responsibility has never been greater.

The **Disused Tips Authority for Wales** has been established under the *Disused Mine and Quarry Tips (Wales) Act 2025* to provide national leadership, oversight and regulation of disused mine and quarry tip safety.

**Our purpose is clear, ambitious and deeply rooted in Wales.**

**To honour our past — by managing its legacy with responsibility, care and professionalism.**

**To protect today's communities — through consistent, evidence-led regulation that puts public safety first.**

**To build confidence for the future — so generations to come inherit a safer, stronger and more resilient Wales.**

We will work alongside local authorities, landowners, emergency responders, Welsh Government and many other partners to ensure that decisions are informed by evidence, guided by expertise and focused on protecting people.

Everything we do is rooted in public service and driven by one shared ambition: to make Wales safer.

## **Why Our Work Matters**

**Protecting people. Supporting communities. Building trust**

The work of the Authority extends far beyond regulation.

It is about giving communities confidence that the risks associated with disused tips are identified, understood and managed responsibly before they become emergencies.

It is about bringing together technical excellence, collaboration and innovation to strengthen how Wales understands and manages one of its most complex public safety challenges.

And it is about ensuring that no organisation works in isolation. Protecting communities requires partnership between national and local government, emergency responders, landowners, technical specialists and the communities themselves.

As the national regulator, we have a responsibility not only to oversee the system as it exists today, but to help shape how it develops for the future.

That means investing in knowledge, supporting professional capability, embracing innovation and helping create a stronger, more resilient system for Wales.

Ultimately, our success will not be measured only by the decisions we make.

It will be measured by the confidence we help create:

- ✓ confidence that communities are safer;
- ✓ confidence that risks are understood and managed proportionately;
- ✓ confidence that decisions are based on evidence and expertise; and
- ✓ confidence that Wales is building a lasting legacy for future generations.

For our founding teams, this is a rare opportunity to shape something of national significance. You will help establish a new organisation, influence a developing profession and play a leading role in creating an Authority that will serve Wales—and its communities—for generations to come.



# Our Ambition

## **Building a trusted national Authority**

### **Distinctively Welsh, internationally renowned.**

The Disused Tips Authority has been created to do more than regulate.

We have an opportunity to build a modern public body that sets the standard for how disused mine and quarry tip safety is understood, managed and continually improved.

Our ambition is to become Wales' recognised centre of expertise for disused tip safety—bringing together operational excellence, technical excellence, research and innovation to support communities today while helping shape the future of the profession.

We want to be an organisation that others look to for leadership, advice and collaboration. One that works openly with local authorities, Welsh Government, emergency responders, academia, industry and professional bodies to strengthen capability across Wales.

Achieving that ambition means investing not only in our own people, but in the wider system. We want to be an organisation that is distinctly Welsh and internationally renowned.

We will support the development of national standards, promote professional excellence, encourage research and innovation, and help build the skills, knowledge and partnerships needed to manage disused tip safety for generations to come.

As a founding Executive Director, you will help shape that ambition from the outset. The decisions you make, the culture you create and the relationships you build will influence the Authority long after its establishment.

## **Creating Confidence**

### **Everything we do is designed to build confidence.**

**Confidence for communities living near disused tips** — that risks are understood, monitored and managed responsibly.

**Confidence for partners making important decisions** — that they are supported by clear standards, reliable evidence and trusted expertise.

**Confidence for government** — that risks are being managed effectively, proportionately and transparently.



**Confidence for Wales** — that we have the capability, expertise and leadership to meet future challenges.

**We believe confidence is built on three foundations.**

### Three foundations for confidence

#### **Competence**

Developing highly skilled people with the expertise, judgement and professional standards needed to understand complex risks and make sound decisions.

We will invest in learning, leadership and continuous professional development to ensure our people remain at the forefront of their profession.

#### **Consistency**

Creating a nationally consistent approach to regulation through clear standards, evidence-led decision making and proportionate, transparent practice.

Communities should have confidence that risks are assessed fairly and managed consistently wherever they live in Wales.

#### **Capacity**

Building capability across Wales by working collaboratively with local authorities, professional bodies, universities and partners to strengthen expertise, develop future talent and improve resilience across the wider system.

Together, these three foundations enable us to achieve our purpose:

**Honouring our past. Protecting communities today. Building confidence for future generations.**

**This is the organisation we are creating.**



# Our Promise to you

As one of Wales' newest public bodies, we have a unique opportunity to create not only a new organisation, but a great place to work. As the Authority grows and evolves, we will grow together — developing our people, creating a safer Wales and building trust and confidence with the communities we serve. Together, the following four commitments reflect our promise to you.

## **Attract. Build. Belong. Thrive.**

We will attract for mindset, build for capability, belong through culture, thrive through purpose.

### **1. Attract - Join for the purpose. Stay for the impact.**

This is a rare opportunity to join an organisation at its inception, helping shape not only what we do, but how we do it. You will work alongside talented colleagues, both within the organisation and across our partners, who share a commitment to protecting communities, solving complex challenges and building something of lasting significance for Wales.

We want to attract diverse and talented people who are motivated by our shared purpose of creating a safer Wales and excited by the opportunity to help build a new organisation

You'll work alongside talented colleagues both within the organisation and across our partners who share a commitment to protecting communities, solving complex challenges and building something of lasting significance for Wales.

### **2. Build - Grow with us.**

We are building more than a new organisation.

We are building new capability, new ways of working and a new national profession.

We will invest in learning, leadership and professional development, creating opportunities for people to broaden their experience, strengthen their expertise and continue growing throughout their careers.

We value curiosity, encourage innovation and believe that everyone should have the opportunity to learn, contribute and develop.

As the Authority grows, so will the opportunities for our people.

### **3. Belong - Bring your whole self.**

We want everyone to feel they belong from the moment they join us.

We will create and grow an inclusive, respectful and supportive environment where different perspectives are welcomed, people feel safe to contribute and challenge and everyone is treated with respect.

We want to be an organisation with a human face—one where people know one another, value each other's expertise and enjoy working together to achieve something that matters.

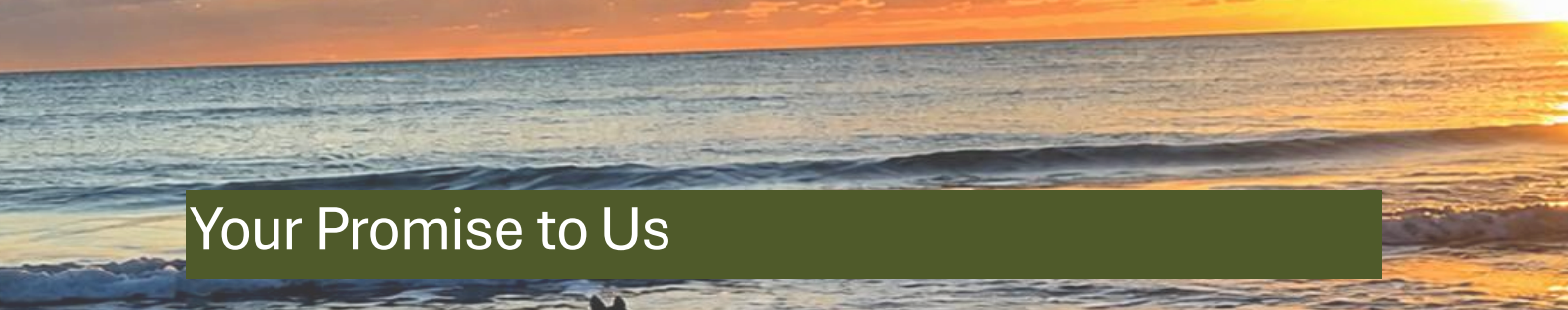
### **4. Thrive - Do your best work.**

We believe people perform at their best when they are trusted, supported and given the confidence to use their judgement.

We will create an environment where high expectations are matched by genuine care for wellbeing, flexibility and personal growth.

You'll be encouraged to take ownership, contribute ideas and help shape how the Authority develops as it grows.

Because when our people thrive, our organisation thrives—and the communities we serve benefit too.



# Your Promise to Us

In return, we ask everyone who joins the Authority to share our commitment to public service and to the way we work together.

We ask you to: ☐

- ✓ care about protecting people and strengthening public safety;
- ✓ take ownership and follow through on your commitments;
- ✓ work collaboratively, sharing knowledge and supporting others;
- ✓ remain curious, open to learning and committed to improvement; and
- ✓ act with integrity, professionalism and sound judgement.

The organisation we are building will be defined not only by what we achieve, but by how we achieve it.

**Together, we will honour our past, protect today's communities and build confidence for future generations.**





# The Opportunity

## Director of Governance & Performance

Salary range £82,089 - £99,500

**Lead the governance, performance and assurance functions that will help shape Wales' newest national regulator.**

This is a rare opportunity to help establish a new national public body from the ground up and create the governance, accountability and performance frameworks that will underpin the Disused Tips Authority for years to come.

As Director of Governance & Performance, you will provide executive leadership for governance, operational policy, performance, finance and assurance, ensuring the Authority has the systems, controls and insight required to fulfil its statutory responsibilities and maintain public confidence.

You will play a central role in creating an organisation where decisions are made clearly and transparently, performance is continuously improved, governance enables delivery and public resources are managed responsibly. Working closely with Welsh Government, regulators, auditors and stakeholders, you will help establish the Authority as a trusted, accountable and high-performing public body.

As a member of the Executive Team, you will help shape not only how the Authority operates, but how confidently it makes decisions, manages risk and maintains the trust of communities, stakeholders and government.

**This is an opportunity to create the governance, assurance and organisational foundations that will have a lasting impact on Wales.**

## What You'll Be Responsible For

### Leading Governance and Organisational Accountability

You'll establish and lead governance arrangements that support effective decision-making, transparency, accountability and organisational delivery, ensuring governance enables success rather than constraining it.

### Driving Performance and Organisational Insight

You'll develop performance, reporting and assurance frameworks that provide a clear understanding of organisational effectiveness, delivery and impact, supporting evidence-based decision-making and continuous improvement.

### **Strengthening Risk, Assurance and Internal Control**

You'll lead the Authority's approach to risk management, assurance and internal control, ensuring risks are understood, managed appropriately and supported by proportionate assurance arrangements.

### **Shaping Policy, Strategy and Organisational Clarity**

You'll ensure alignment between strategy, operational policy, performance and delivery, helping the organisation operate with clarity, consistency and a strong focus on learning and improvement.

### **Providing Financial Stewardship and Public Value**

You'll provide strategic oversight of financial planning, governance and resource management, ensuring public resources are used responsibly and aligned to organisational priorities, performance and risk.

### **Supporting Board, Ministerial and Public Accountability**

You'll provide assurance and confidence to the Chief Executive, Board, Welsh Government and stakeholders through robust governance, transparent reporting and effective accountability arrangements.

### **Working Across the System**

You'll build trusted relationships with Welsh Government, regulators, audit and assurance bodies, oversight organisations and key partners, recognising that confidence in the Authority depends upon openness, collaboration and accountability.

### **Shaping the Authority**

As one of our founding Executive Directors, you'll contribute to the wider strategic leadership of the organisation, helping to establish the culture, values, behaviours and systems that will define the Authority for years to come.



# Person Specification

## **We're Looking for an Exceptional Leader**

We're looking for an exceptional leader who can combine strategic insight, sound judgement and collaborative leadership to help establish a new national public body and leave a lasting legacy for Wales.

You'll bring the credibility, influence and executive leadership capability required to operate successfully within a complex, highly visible and publicly accountable environment. You will understand how governance, performance, assurance and financial stewardship work together to support effective organisational delivery, public confidence and responsible use of public resources.

You'll be passionate about creating clarity, enabling good decision-making and building organisations that operate with integrity, accountability and professionalism. Most importantly, you'll be excited by the opportunity to help build a new organisation from the ground up and establish the Authority as a trusted, high-performing and accountable national public body.

### **1. Do you have the technical capabilities to do the role well?**

We are looking for candidates who can demonstrate experience and capability in:

#### **Governance & Organisational Accountability**

Leading governance, assurance or accountability functions within complex organisations.

Designing and operating governance frameworks that support effective decision-making, transparency and organisational delivery.

#### **Performance, Insight & Continuous Improvement**

Developing organisational performance frameworks and outcome-focused measures. Using insight, evidence and organisational intelligence to support strategic decision-making and continuous improvement.

#### **Risk, Assurance & Financial Stewardship**

Leading corporate risk management, assurance or internal control frameworks. Ensuring effective stewardship of public resources through sound financial oversight, assurance and accountability arrangements.

#### **Policy, Strategy & Organisational Clarity**

Translating strategy into clear operational policies, standards and organisational priorities.

Creating alignment between strategy, performance, policy and delivery.

### **Board, Ministerial & Public Accountability**

Providing strategic advice, assurance and support to Boards, Ministers or senior stakeholders.

Ensuring effective reporting, transparency and accountability within highly scrutinised environments.

### **Executive Leadership & Corporate Contribution**

Contributing effectively as a member of an Executive Team.

Providing leadership across organisational boundaries to support delivery of strategic priorities and public value.

### **Stakeholder & System Leadership**

Building trusted relationships with government, regulators, oversight bodies and key stakeholders.

Working collaboratively across organisational boundaries to strengthen confidence, accountability and shared outcomes.

### **Communication & Strategic Judgement**

Communicating complex governance, performance, risk or organisational issues clearly and confidently.

Making balanced, proportionate and evidence-based decisions in situations involving uncertainty, competing priorities or public scrutiny.

## **2. Do you share our values?**

Technical expertise is only one part of effective leadership. We're creating an organisation where how we work is just as important as what we achieve.

Our values guide every decision we make and shape the culture we're building together.

As one of our founding Executive Directors, you'll play a vital role in bringing these values to life.

**We Make Wales Safer** – We put public safety at the heart of every decision and every action.

**We Do the Right Thing** – We act with integrity, professionalism and accountability, even when decisions are difficult.

**We Take Ownership** – We focus on what matters, follow through on our commitments and take responsibility for delivering positive outcomes.

**We Work Together** – We achieve more through partnership, collaboration and mutual respect.

**We Learn and Improve** – We are curious, ambitious and committed to continuously improving ourselves, our organisation and the services we provide.

### 3. Can you meet our Leadership Expectations?

Leadership at the Authority is not defined by grade or job title.

It is demonstrated through the way we make decisions, support others and deliver for the communities we serve.

We expect all our leaders to:

**Lead with Integrity and Purpose** – Provide clarity, act with honesty and build trust through consistent, values-led leadership.

**Put People First** – Create an inclusive environment where people feel valued, supported and able to contribute their best.

**Collaborate for Impact** – Build strong relationships across organisational, professional and sector boundaries to deliver shared outcomes.

**Drive Excellence and Innovation** – Promote learning, continuous improvement and evidence-based thinking to strengthen organisational effectiveness.

**Take Ownership and Deliver** – Lead with confidence, take responsibility and ensure that plans are translated into meaningful outcomes.

**Think Strategically and Act Decisively** – Balance governance, performance, risk and organisational priorities to make informed decisions that support effective delivery and public confidence.

This role requires a leader who can inspire confidence in governance, accountability and organisational performance, ensuring the Authority operates with transparency, integrity and professionalism while maintaining the trust of communities, stakeholders, Welsh Government and the wider public.





# How to Apply

Applying for the role is straightforward. There are **three parts** to the application process.

| Your application will include three parts |                                                                                                                                                                                        |
|-------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>01 Registration</b>                    | Complete the online registration form with your personal details and contact information.                                                                                              |
| <b>02 Your CV</b>                         | Use your CV to demonstrate the breadth, depth, scale and impact of your experience against the Technical Capabilities and Leadership Expectations set out in the Person Specification. |
| <b>03 Leadership Experience Statement</b> | Show how you lead, using practical examples against our Technical Capabilities and Leadership Expectations, explaining how your experience has prepared you for this role.             |

## Your CV

This will be used to assess the Technical Capabilities and Leadership Expectations set out in the Person Specification. It should demonstrate the breadth and depth of your experience, highlighting the scale, complexity and impact of the roles you have undertaken and the outcomes you have delivered.

We're particularly interested in evidence of your experience in:

- ✓ leading governance, performance, finance, assurance or corporate services functions at a senior level;
  - ✓ operating within complex, high-profile and publicly accountable environments;
  - ✓ designing, implementing or improving governance, assurance or organisational performance frameworks;
  - ✓ working with Boards, Ministers, regulators or senior stakeholders to support effective decision-making and accountability;
  - ✓ developing systems of risk management, internal control, assurance and organisational oversight;
  - ✓ aligning strategy, policy, performance, risk and resource allocation to improve organisational effectiveness;
  - ✓ overseeing the stewardship of public resources and ensuring value for money;
- and

- ✓ driving organisational improvement, performance and accountability within complex organisations.

Rather than responding to each capability separately, we encourage you to present a clear and concise career narrative that demonstrates your experience, achievements and the impact you have made throughout your career.

### **Your Leadership Experience Statement**

This is your opportunity to demonstrate **how you lead** – showing practical examples against our **technical capabilities** and our **leadership expectations**.

We're interested not only in what you've achieved, but how you've led people, exercised judgement and delivered outcomes in complex and highly accountable environments.

In this section, please tell us how your experience, knowledge and achievements have prepared you for the role of Director of Governance & Performance.

Your statement should demonstrate how you:

- ✓ lead with integrity and purpose;
- ✓ put people first;
- ✓ collaborate for impact;
- ✓ drive excellence and innovation;
- ✓ think strategically and act decisively; and
- ✓ take ownership and deliver.

We encourage you to focus on one or two significant leadership examples that clearly demonstrate your personal contribution, judgement, impact and approach to leadership. In particular, we are interested in how you have:

- ✓ created clarity and direction within a complex organisation;
- ✓ built organisational capability, accountability and high performance;
- ✓ worked effectively with Boards, regulators, government or senior stakeholders;
- ✓ made balanced, evidence-based decisions in the face of uncertainty, competing priorities or organisational risk;
- ✓ translated strategy into delivery through effective governance, performance or assurance arrangements; and
- ✓ delivered measurable improvements in organisational performance, accountability, assurance or public confidence.

### **Our Assessment Process**

Throughout the recruitment process, we'll assess candidates against three areas:

| Assessment Area                | We'll assess this through                                              |
|--------------------------------|------------------------------------------------------------------------|
| <b>Technical Capability</b>    | CV, Leadership Experience Statement, Presentation and Interview        |
| <b>Leadership Expectations</b> | Leadership Experience Statement and interview                          |
| <b>Values</b>                  | Leadership Experience Statement, psychometric assessment and interview |

Where candidates are closely matched, **Technical Capability** will be the lead criterion for appointment, reflecting the importance of governance, assurance, performance, financial stewardship and strategic judgement within the role.

### Psychometric Assessment

Shortlisted candidates will complete a psychometric assessment to provide additional insight into their leadership style, values and preferences.

The assessment:

- ✓ is **not scored**;
- ✓ does **not determine progression**; and
- ✓ is used to inform discussion during the interview.

### Interview

The interview is designed to explore your experience, leadership and suitability for the role.

It will include:

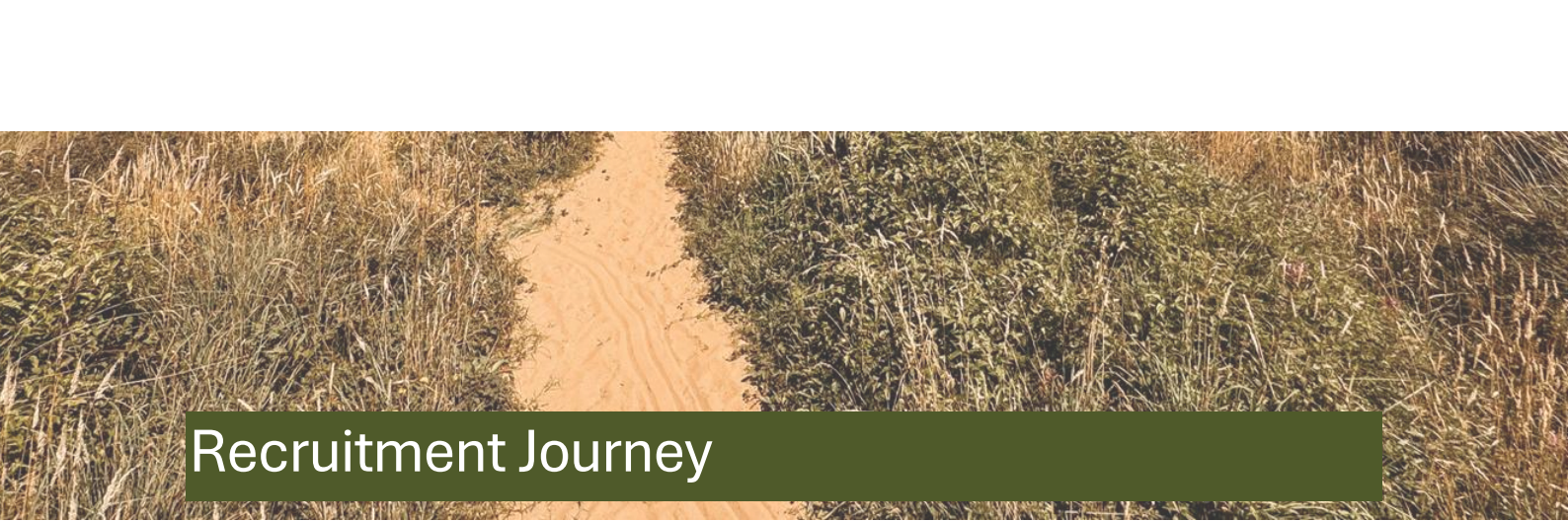
- ✓ a technical presentation;
- ✓ questions about your leadership style and experience; and
- ✓ discussion of your values.

To support your preparation, the Leadership expectation questions and the presentation topic will be shared **five working days before the interview**. Values-based questions will be asked during the interview and will not be shared in advance.

### Recruitment at a Glance

| Stage | What you'll do | What we'll assess |
|-------|----------------|-------------------|
|-------|----------------|-------------------|

|                                   |                                                      |                                                          |
|-----------------------------------|------------------------------------------------------|----------------------------------------------------------|
| <b>01 Application</b>             | Registration, CV and Leadership Experience Statement | Technical Capability and Leadership Expectations         |
| <b>02 Psychometric Assessment</b> | Online assessment                                    | Values discussion only — not assessed                    |
| <b>03 Interview</b>               | Presentation and panel interview                     | Technical Capability, Values and Leadership Expectations |



# Recruitment Journey

The process below shows the expected recruitment journey from advert launch through to appointment. Dates are indicative and may be subject to change.

| Recruitment journey                                                                                                              |                                                                                                                           |          |
|----------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|----------|
| <b>1. Applications open</b><br>week commencing 3 August                                                                          | Candidate brief and application details published.                                                                        | Start    |
| <b>2. Applications close</b><br>8 September                                                                                      | Final date for candidates to submit their application.                                                                    | Deadline |
| <b>3. Sift</b><br>Allow up to 2 weeks for sift outcomes to be issued                                                             | Applications reviewed against the role requirements.                                                                      | Review   |
| <b>4. Assessment activities</b><br>Shortlisted candidates will receive assessment details within 5 working days of sift outcomes | Shortlisted candidates complete relevant assessment activities before interview; these will include psychometric testing. | Assess   |



|                                                                                                                     |                                                                                                                                                                                                                                                   |           |
|---------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| <b>5. Interview</b><br>Interviews are expected to take place over a 2-week period                                   | Final interviews will explore technical capability, values and leadership expectations.                                                                                                                                                           | Interview |
| <b>6. Outcome / offer decision</b><br>Outcomes issued within 10 working days                                        | Outcome decisions and offer information issued to candidates.                                                                                                                                                                                     | Outcome   |
| <b>7. Pre-employment &amp; security checks</b><br>Pre-employment and security checks are expected to take 4–8 weeks | Checks will be completed before the appointment is confirmed and will include all required pre-employment and security clearance requirements. Please ensure all documentation is returned promptly and where possible a passport is used for ID. | Checks    |
| <b>8. Stakeholder engagement</b><br>More details will be shared once final offer is agreed                          | Successful candidates will meet key stakeholders or Board representatives.                                                                                                                                                                        | Engage    |
| <b>9. Start date</b><br>Start agreed after notice period                                                            | Start date agreed following completion of checks and any required notice period.                                                                                                                                                                  | Start     |

**Communications during the campaign:** All formal updates will be issued through the Welsh Government online recruitment system, including application outcomes, next steps and assessment or interview arrangements. Candidates should monitor the recruitment portal, the email address used for their application, and spam or junk folders throughout the campaign. Please respond to any requests for information by the stated deadline.

For queries about the recruitment process, please contact [DisusedTipsAuthorityJobs@gov.wales](mailto:DisusedTipsAuthorityJobs@gov.wales).



# Equality, Diversity and Inclusion

## **Inclusive by design**

We are committed to building a diverse, accessible and inclusive organisation where everyone feels valued, respected and able to succeed. We value the breadth of experience, perspectives and backgrounds that candidates can bring, and recognise that diversity strengthens decision-making, organisational culture and outcomes for communities across Wales. We support flexible and hybrid working, provide reasonable adjustments where needed, and recognise that people work in different ways. By creating an environment that supports wellbeing, flexibility and belonging, we enable our people to perform at their best.

We welcome applications from people with a wide range of backgrounds and experiences. We are committed to fair, evidence-based recruitment and to providing reasonable adjustments where needed so that candidates can participate fully and perform at their best throughout the process. Applications are welcomed in Welsh or English, and applications submitted in either language will be treated equally. We encourage candidates to let us know as early as possible if any adjustments or support would help them take part in the recruitment process.

## **Our commitments include:**

- ✓ Fair, transparent and evidence-based recruitment
- ✓ Inclusive practice built into each stage of the process
- ✓ Reasonable adjustments for candidates who need them
- ✓ A culture of dignity, respect and belonging
- ✓ Recognition and support for the Welsh language and Welsh identity

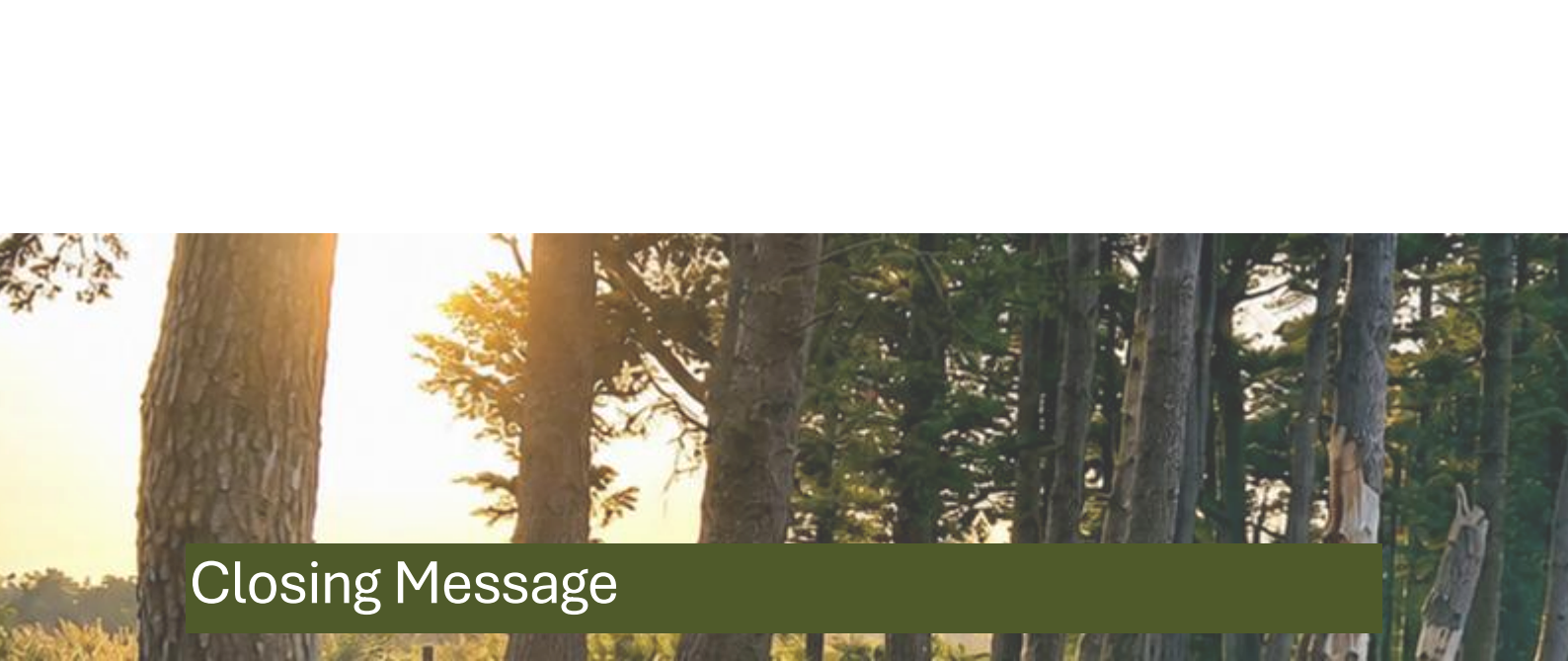


## Reward and Benefits

The Authority offers a comprehensive reward and benefits package designed to support wellbeing, flexibility, professional growth and a sustainable working environment. The offer reflects our commitment to helping colleagues thrive both personally and professionally.

### **At a glance:**

- ✓ Competitive salary
- ✓ Civil Service Pension Scheme
- ✓ 31 days annual leave
- ✓ 8 bank holidays
- ✓ 3 privilege days
- ✓ Flexible and hybrid working
- ✓ Free parking at headquarters
- ✓ Wellbeing Hour
- ✓ Up to five days paid volunteering leave
- ✓ Learning and professional development.



## Closing Message

The Disused Tips Authority is more than a new public body. It is a once-in-a-generation opportunity to build an organisation that will make Wales safer, strengthen confidence in our communities, and leave a lasting legacy for future generations.

As one of our founding Executive Directors, you will help shape not only what the Authority delivers, but the culture, values and leadership that define it from the very beginning. Your influence will be felt across the organisation, within the communities we serve, and in the impact we make for Wales.

If you are inspired by public service, motivated by making a tangible difference, and excited by the opportunity to build something truly distinctive, we would be delighted to hear from you.

Join us in creating an organisation rooted in Wales, trusted by communities, and recognised for excellence in keeping people safe.

**We look forward to receiving your application.**