

Information pack for new Board Members



COLEG CYMRAEG
CENEDLAETHOL





Information pack for new Board Members

Applications are invited for individuals to serve on the Board of the Coleg Cymraeg Cenedlaethol (the Coleg) as Non-Executive Directors and Trustees.

This is an exciting opportunity for individuals who are keen to use their skills and experiences to contribute to the work of an ambitious national planning body that has the Welsh language at the heart of its vision and purpose.

The Coleg works with further education colleges, universities, apprenticeship providers, schools and employers to create opportunities to study in Welsh.

We inspire and encourage everyone to use their Welsh skills.

The Coleg's aim is to build a Welsh and bilingual education and training system which is open to everyone and to develop a bilingual workforce.





Information about the appointments

We are looking for individuals who have experience of leading strategically at a high level, and who can add to the Board's current range of skills and perspectives. The Coleg is committed to reflecting the population of Wales and particularly welcomes applications from Black and Asian and Minority Ethnic individuals.

The appointments will be for a term of four years, with the opportunity to serve for a further term of four years. The appointments will commence at different periods, with 1 appointment commencing on 25 March 2026 and 2 appointments commencing on 1 April 2026, and it's possible that a further appointment may be made to begin in December 2026. A time commitment of approximately 12 days is expected throughout the year.

Board meeting dates for 2026/27 (to be confirmed) are:

- 24 June 2026
- 18 November 2026
- 17 March 2027
- 30 June 2027





Background Information

The Coleg's vision is for the Welsh language to be part of the lifelong learning pattern of the people of Wales. This is an innovative vision that will ensure that the Coleg makes a significant contribution to the targets of the Cymraeg 2050 Strategy in the tertiary education sector.

We are a strategic and national planning body, with the Welsh language at the heart of our purpose and vision. Our Strategic Plan launched in February 2020 continues to inform our work and build on the Coleg's achievements since our inception. It provides the framework for our ongoing work programme as we look to the future. The Coleg will publish a new Strategic Plan in 2026, setting the direction for the years to come.





Extending the Coleg's responsibilities

The Tertiary Education and Research (Wales) Act 2022 established Medr (Commission for Tertiary Education and Research) with responsibility for planning, funding, and regulating the entire tertiary education sector in Wales. Medr officially began operating on 1 August 2024, and among its strategic duties is responsible for promoting and encouraging tertiary education through the medium of Welsh. Welsh Ministers have designated the Coleg Cymraeg Cenedlaethol as the body to advise Medr on its duties relating to the Welsh language, giving the Coleg an important and influential national strategic role. In its first advice to Medr in September 2024 the Coleg outlined an ambitious vision:

'that all learners use, maintain and develop their Welsh language skills during their tertiary education or training'.

As well as providing formal advice under the designation, the Coleg also responds to Medr's policy consultations on issues such as their strategic plan, regulatory framework, quality framework, learner engagement code, learner protection plans, etc. In addition, the Coleg is also very active in responding to consultations and inquiries of Senedd committees on issues relating to education and the Welsh language, and works closely with bodies such as the Welsh Language Commissioner, Qualifications Wales, the National Centre for Learning Welsh, and sectoral bodies representing tertiary education providers such as Universities Wales, ColegauCymru, NTfW and CYDAG. More information about the Coleg's work can be found on [our website](#).





The Coleg Board

The Coleg Board consists of up to twelve members who act as Non-Executive Directors and Trustees. The Chairman of the Board is Dr Aled Eirug and members are appointed through an open process of advertising.

The Board provides strategic guidance to the Coleg by setting priorities, agreeing on resource allocation, and reviewing progress against objectives. It also scrutinises the effectiveness of the Coleg's operations and works closely with the Chief Executive and management team to ensure that the Coleg achieves its aims.

The Board delegates some of its responsibilities to standing sub-committees, namely:

Audit and Risk Committee



Finance and General Purposes Committee



Appointments and Governance Standards Committee



Key strategic matters

The Coleg has a team of central staff, based in offices in Carmarthen, Cardiff, Aberystwyth and Caernarfon. Since the Coleg's inception in 2011, Dr Ioan Matthews has been the Chief Executive and he has led the Coleg through many periods of strategic growth, and has ensured that the Coleg plays a key role as Welsh and bilingual provision develops across the tertiary sector. His expertise in education policy and his commitment to promoting the Welsh language have been fundamental to the Coleg's success over the years.

It is the Board's duty to ensure that the Welsh Government's aims and objectives, as set out in the Coleg's annual grant letter, are effectively achieved. Constitutionally, the Coleg is a registered charity and a company limited by guarantee. As a charity, all members of the Coleg Board are also Trustees of the charity. This means that Board members have additional legal and financial responsibilities, and to ensure that the Coleg complies with the Charity Commission's regulations and guidance, see the [Charity trustee welcome pack](#).





The Coleg Board

More information about the Coleg, including the following, can be found on our [website](#):

[Memorandum and Articles of Association](#)



[The Coleg's Annual Report](#)



[The Coleg's Strategic Plan](#)



[Information about the relationship between the Coleg and Medr](#)



[The Higher Education Academic Scheme](#)



[The Further Education Action Plan](#)



[Information about the Coleg Board and its subcommittees](#)



[Information about grants and project support schemes, the Associate Lecturer scheme, the Gwreiddio Scheme and the Coleg's activities in various areas](#)



[News, Events and Blogs](#)



[Information on the Coleg's undergraduate scholarships and postgraduate research scholarships](#)





The Coleg Board

The Coleg's current Board members are:

Dr Aled Eirug (Chair)	Pedr ap Llwyd	Llinos Roberts	Nia Elias
Angharad Roberts	Meri Huws	Professor Anwen Jones	Ann Beynon
Professor Enlli Thomas	Rhys Evans	John Hayes	

Experience and expertise requirements

To enable the Board to meet its responsibilities accurately and effectively, members are expected to contribute a range of skills and experience. The current members have a wealth of experience across a number of areas, including from outside the education sector.

We are therefore looking for individuals who:

- are able to lead strategically at a high level, contributing to setting the Coleg's long-term direction and effectively monitoring performance
- have the ability to think independently and to challenge constructively, contributing eagerly to the Board's deliberations;
- have with values that align with the Coleg's vision and purpose.

An understanding of the tertiary education sector (post-compulsory education), and the challenges and opportunities facing the sector is essential for this role, and practical and recent experience of the sector would be desirable.

The Coleg is also keen to ensure that the Board reflects the population of the whole of Wales. We welcome applications from individuals from a wide range of ages, backgrounds and geographical areas. We welcome applications from Black and Asian and Minority Ethnic individuals, recognising the value of diverse perspectives and experiences in informing the work of the Board.





Board Member role specification



The role of a Board Member includes:

- Preparing for, and attending, all meetings of the Board, contributing to key strategic discussions and decisions that inform the direction of the Coleg;
- Working closely with the Chair and Chief Executive, offering advice and support in relation to policy making, development and implementation, as well as achieving the Coleg's strategic objectives;
- Providing authoritative and timely advice to the Chair and Chief Executive, as required, between formal meetings;
- To chair or be a member of the standing committees of the Board and the Coleg, as required, contributing to more detailed work and committee decisions;
- Contributing to the overall effectiveness of the Board and its committees, maintaining the highest standards of corporate governance, integrity and fairness;
- Supporting the Coleg to work effectively with the third sector in Wales, stakeholders and other relevant bodies.



Person Specification

- Ability to think and make strategic decisions across a wide range of complex issues, as well as the ability to work together effectively as part of a team to support collective decisions;
- Be able to communicate clearly and confidently at Board level;
- A commitment to ensuring the highest quality service, promoting efficiency and effectiveness;
- Understanding of Welsh-medium tertiary education;
- To be able to link that understanding of tertiary education to the social, economic and cultural context in Wales, reflecting the interests of the Welsh language and the needs of individuals, communities and employers;
- A clear commitment to the Seven Principles of Public Life (Nolan), along with an understanding of equality issues and a willingness to challenge any discriminatory procedures;
- A commitment to act in the best interests of the Coleg first, putting any personal obligations or interests second in the performance of duties as members of the Board;
- Commitment to the Coleg's aims, supporting the development and progress of tertiary education provision through the medium of Welsh and the ethos of the Coleg as a Welsh-medium institution;
- A willingness to fully commit to the role, including time to prepare for and attend meetings regularly.



Term of appointments

1 appointment 25 March 2026 – 24 March 2030

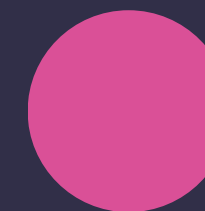
2 appointments 01 April 2026 – 31 March 2030

The term of another 3 members will end between November 2026 and March 2027, and it is possible that the appointing panel will identify suitable candidates for appointment later in 2026 or 2027.

Board members are appointed for a term of four years, with the possibility of serving for a further term.

Time commitment

Board members are expected to set aside approximately 12 days throughout the year to carry out their duties to the Coleg.





Working language of the Coleg

Welsh is the working language of the Coleg and all Coleg meetings are held through the medium of Welsh. However, some Board members in the past have taken advantage of simultaneous translation facilities, as well as receiving papers in English, if they do not speak Welsh or as they become accustomed to working through Welsh. This has created an environment where everyone can contribute in developing their skills and building confidence in Welsh. The Coleg welcomes applications from individuals who do not currently speak Welsh.

Remuneration and Expenses

This is an unpaid role. However, Board members may claim travel expenses and other reasonable expenses that may arise from carrying out work on behalf of the Coleg.

Declaration of interests

Applicants should declare any personal, professional or business interests that may create a conflict of interest or influence their views in acting as a member of the Coleg Board.





Applying

Applications are welcome from all parts of the community. The principles of fair and open competition will be implemented and the appointment will be made on the basis of merit.

Interested applicants are asked to contact Dr Dylan Phillips, Coleg Secretary, (d.phillips@colegcymraeg.ac.uk) **by 15 December 2025** to arrange a telephone conversation to further discuss the role of the Coleg Board members.

Applications should be made by completing the **application form** which can be found on the Coleg's website, and should be returned by email to d.phillips@colegcymraeg.ac.uk. The equal opportunities monitoring form should also be completed and returned.

The closing date is **12.00 on 16 January 2026**. Application forms received after this date will not be considered.

Interviews will be held on **9 February 2026**. The interview can be held virtually or at the Coleg's offices in Carmarthen or Cardiff.

The interview panel will include members of the Coleg's Appointments and Governance Standards Committee, chaired by Rhian Huws Williams. Candidates invited for interview will be expected to demonstrate how they meet the requirements set out in the role and person specifications, by providing relevant examples and evidence.

