

# Information pack for new Directors





Are you passionate about developing  
a Welsh-medium and bilingual  
education workforce for our schools?

# Coleg Cymraeg Cenedlaethol



## **Applications are invited for a new Director to serve on the Coleg Cymraeg Cenedlaethol's Board of Directors.**

This is an exciting opportunity for an individual who is keen to use his/her skills and experiences to join a team that leads an ambitious national planning body where the Welsh language is at the heart of its purpose and vision.

The Coleg Cymraeg creates training and study opportunities in Welsh by working with further education colleges, universities, apprenticeship providers and employers. We inspire and encourage everyone to use their Welsh language 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.

We are looking specifically for an individual that has experience of strategic leadership, experience of initiatives to train and develop the education workforce, and/or practical and recent experience of the secondary schools sector.

The Coleg is also keen to ensure that we have a Board that reflects the population of Wales as a whole. We would particularly welcome applications from people from black, Asian and minority ethnic backgrounds.

The appointment will begin in May 2023 for a period of four years, with the opportunity to serve for a further term of four years.

## Background Information



Our contribution to achieving the Government's Cymraeg 2050 targets is crucial as we create a confident and bilingual workforce for the future.

The Coleg's vision is that the Welsh language is part of the lifelong learning pattern of the people of Wales. This is an innovative vision that will contribute significantly to the targets for [Cymraeg 2050](#) in the post-compulsory education sector.

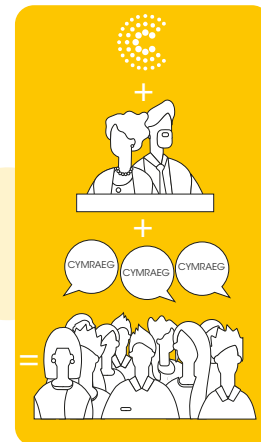
We are a national and strategic planning body, with the Welsh language at the heart of our purpose and vision. Our five-year [Strategic Plan](#) was launched in February 2020; a strategy that will build on the achievements of the Coleg since our inception and underpin the Coleg's work program over the next few years.

# The first decade

The Coleg was established in 2011 following the Welsh Government's policy decision to create a national institution to plan and co-ordinate Welsh-medium provision in the universities, operating on the principle that

any academic or vocational discipline can be delivered in Welsh.

There has been a significant increase in Welsh-medium provision at our universities over the last decade and there is now a strong community of Welsh-medium lecturers and educators working in our universities across Wales. **As a result of increased provision and the number of lecturers and educators, since the Coleg's inception there has been an increase of over 2,000 in the number of full-time students studying at least some of their course through the medium of Welsh and an increase of around 400 in the number studying a third or more of their degree courses through the medium of Welsh.** The Coleg aims to maintain and expand upon this increase over the next period and as we enter a new decade we have exciting plans to attract new audiences to Welsh-medium and



## Extending the Coleg's responsibilities



bilingual higher education.

Following a review in 2016/17, the Welsh Government decided to extend the Coleg's responsibilities to include the further education and apprenticeship sectors. This presents an innovative opportunity to embed the Welsh language in further education colleges and in workplaces across Wales to a much greater extent than previously possible.

The Coleg's target audience will span all post-16 learners and trainees and the plans that have been developed are based on a holistic model that provides Welsh language skills training opportunities for everyone. Given the numbers of learners and trainees enrolling each year in the post-16 sector, and their direct link to the economy, employment, public services and communities of Wales, there is a golden opportunity to make a significant contribution to achieving the [Cymraeg 2050](#) targets as well as realising the Welsh Government's strategies in other areas.

Further information on the [Coleg's work in the post-16 sector](#) can be found





The Coleg is also keen to ensure that we have a Board that reflects the population of Wales as a whole.

# Key strategic issues



There are several key strategic issues that will affect the Coleg over the coming years:

- **The Welsh Government's Cymraeg 2050 Welsh Language Strategy**
- **Establishing the Commission for Tertiary Education and Research (CTER)**
- **the proposed Welsh Education Act**
- **The need to create a bilingual workforce, for example in Education and Health and Social Care**



# The Coleg Cymraeg's Board of Directors



The Coleg's Board of Directors consists of up to twelve members who are all appointed through an open advertisement process. The Board's Chair is Dr Aled Eirug.

The Board provides leadership and direction to the organisation by setting plans, agreeing how and where resources will be used, reviewing the progress of the Coleg's work, and scrutinizing its achievement. The Board works closely with the Chief Executive and management in undertaking its role.

The Board delegates some of its responsibilities to the following standing sub-committees:



The Coleg has a central team of staff, based at offices in Carmarthen, Cardiff, Aberystwyth and Bangor.

The Board must ensure that the aims and objectives set by the Welsh Government through the annual grant letter are met and that the organisation is well run and accountable. Constitutionally, the Coleg is a company limited by guarantee and is also registered as a charity.

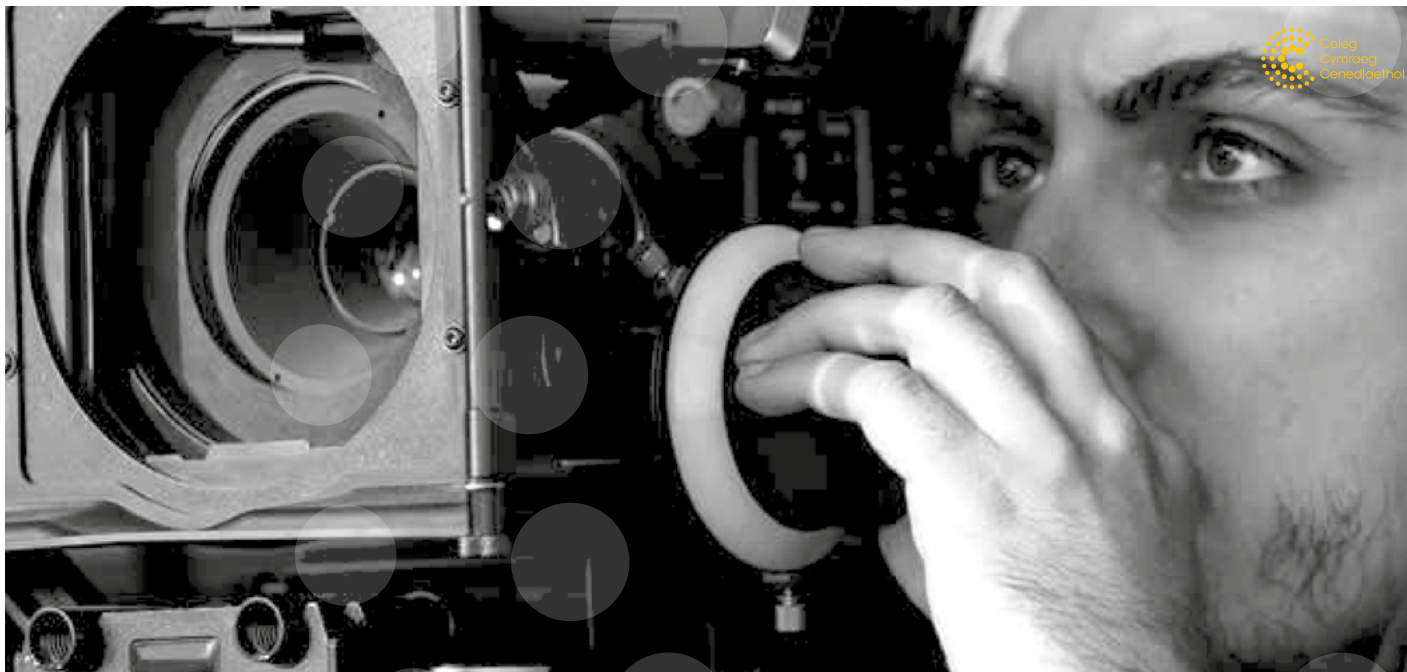
# The Coleg Cymraeg's Board of Directors

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

- [Memorandum and Articles of Association](#);
- the Coleg's [Annual Report](#);
- [Strategic Plan](#);
- the [Higher Education Academic Plan](#);
- the [Further Education and Apprenticeships Operational Plan](#);
- information on the [Board of Directors](#) and its' sub-committees;
- information on [grants and support for projects](#), the [Associate Lecturers](#) scheme, the [Gwreiddio Scheme](#) for post-16 sector staff, and the Coleg's academic planning activities;
- information on [undergraduate scholarships](#) and the Coleg's postgraduate [Research Scholarships](#) scheme;
- details of the Coleg's various [membership](#) categories.

The Coleg's current Directors are:

Dr Aled Eirug (Chair)	Gwilym Dyfri Jones	William Callaway	Pedr ap Iwylid	Llinos Roberts	Nia Elias
Angharad Lloyd Williams	Meri Huws	Professor Anwen Jones	Ann Beynon	Professor Enlli Thomas	Rhys Evans



Are you a leader with experience  
of effective governance and a  
good understanding of the  
education world?

## Required experience and expertise



To ensure that the Board is able to meet its responsibilities appropriately and effectively, the Directors as a body are expected to bring a range of skills and experience to the Board. The current Directors have a wealth of experience between them in several areas, including the higher education and further education sectors.

The Coleg is committed to supporting the Welsh Government's plan to develop its Welsh in Education Workforce, and therefore we are looking to appoint a Director that has an understanding and experience of workforce development and initial teacher training. We would also like to improve and strengthen progression through the medium of Welsh between the key learning stages within the education system. For that reason applications from individuals who have a practical and recent experience of the secondary schools sector, in particular schools that have a sixth form, would also be welcomed.

We are therefore looking for individuals who:

- can lead strategically at a high level;
- have experience of training and developing the education workforce;
- have practical and recent experience of the secondary schools sector.

The Coleg is also keen to ensure that we have a Board that reflects the population of Wales as a whole, and we would welcome applications from individuals from a wide range of ages, geographic areas, and diverse backgrounds and communities. We would particularly welcome applications from people from black, Asian and minority ethnic backgrounds.

# Director's Role Specification



The role of a Director includes:

- Preparing for, and attending, all Board meetings and contributing to, and participating in, key decisions relating to the Coleg's strategy;
- Working closely with the Chair and Chief Executive in advising and encouraging the Coleg in relation to the formulation, development and implementation of policy and the achievement of its responsibilities and objectives;
- Providing authoritative and timely advice to the Chair and Chief Executive as required between meetings;
- As individual members, to chair or be members of the standing committees of the Board and the Coleg as required;
- Contributing to the overall effectiveness of the Board and its committees, and maintaining the highest standards of corporate governance, integrity and fairness;
- Contributing to ensuring that the Coleg works effectively with and via Wales' higher and further education institutions and all other appropriate bodies.

# Person Specification



- Ability to think and make decisions strategically across a wide range of complex issues, as well as being able to work well as a team to support the achievement of agreed decisions;
- Good communication at Board level;
- A commitment to ensuring the highest quality, efficiency and effectiveness of service;
- An understanding of Welsh-medium post-compulsory education;
- An ability to relate that knowledge of post-compulsory education more widely to the social, economic and cultural needs of Wales, and to the interests of the Welsh language and the needs of individuals, communities and employers;
- A demonstrable commitment to the Seven Principles of Public Life (Nolan) and a clear understanding of and commitment to equality issues and a willingness to challenge discriminatory procedures;
- A commitment to act in the best interests of the Coleg first and foremost, and put aside any other obligations or interests they may have in carrying out their duties as a Director of the Coleg;
- A commitment to the Coleg's aims of developing and increasing the provision of post-compulsory education through the medium of Welsh and support for the Coleg's ethos as an organisation that operates through the medium of Welsh;
- The time to fully commit to their role as a Director of the Coleg, including preparing for and attending meetings.



For more information go to  
[www.colegcymraeg.ac.uk/newdirector](http://www.colegcymraeg.ac.uk/newdirector)



## Other details



### **Appointment term**

17 May 2023 – 16 May 2027. Directors are appointed for a period of four years, with the possibility of serving for one further term.

### **Time commitment**

It is expected that Directors will need to devote approximately the equivalent of about one day per month to the Coleg.

### **The Coleg's working language**

Welsh is the working language of the Coleg. All Coleg meetings are conducted in Welsh, with simultaneous translation and relevant papers provided in English where necessary. The Coleg would welcome applications from people who don't currently speak Welsh.

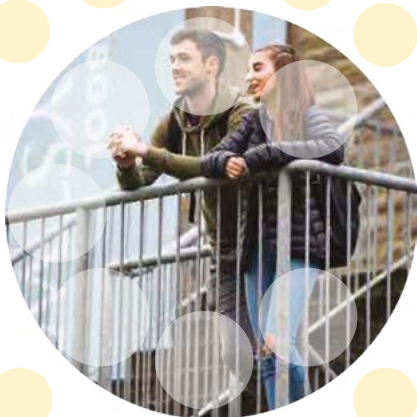
### **Remuneration and Expenses**

This is an unpaid role. However, you will be able to claim travel and other reasonable expenses incurred in carrying out work on behalf of the Coleg.

### **Declarations of interest**

Applicants should declare any personal, professional, or business interests which may influence their judgment in performing the functions of a Director of the Coleg.

# Making an application



Applications are welcome from all sections of the community. The principles of fair and open competition will apply, and the appointment will be made on merit.

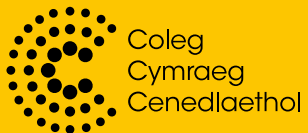
Those interested in applying are asked to contact Dylan Phillips, the Coleg's Secretary, by **17 March 2023** (e-mail [d.phillips@colegcymraeg.ac.uk](mailto:d.phillips@colegcymraeg.ac.uk)) to arrange a conversation on the phone about the role of Director.

Applications should be made by completing the [application form](#), which should be returned by e-mail to [d.phillips@colegcymraeg.ac.uk](mailto:d.phillips@colegcymraeg.ac.uk).

The equal opportunities monitoring form should also be completed and returned.

The deadline is **12.00, Friday, 24 March 2023**. Application forms received after this date will not be considered.

We intend to hold interviews on **Wednesday, 26 April 2023 in Carmarthen**. The interview panel will include members of the Coleg's Appointments and Governance Standards Committee, chaired by Rhian Huws Williams. Those invited to interview are expected to demonstrate how they meet the requirements listed in the role and person specifications using examples and evidence.



Coleg Cymraeg Cenedlaethol,  
Y Llwyfan, Heol y Coleg,  
Caerfyrddin, SA31 3EQ  
@colegcymraeg colegcymraeg.ac.uk

