



COLEG CYMRAEG
CENEDLAETHOL

Board Members

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Information pack: new Board members

Applications are invited from individuals to serve on the Board of the Coleg Cymraeg Cenedlaethol (the Coleg) as a Non-Executive Director and Trustee.

This is an exciting opportunity for individuals who are keen to use their skills and experiences to join a team leading 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, and employers to create training and study opportunities in Welsh. We inspire and encourage everyone to use their Welsh language skills. The Coleg's aim is to create a Welsh and bilingual education and training system which is open to everyone and to develop a bilingual workforce.

New appointments to the Coleg Board

We are looking for individuals who have experience of strategic leadership and who can add to the range of skills and perspectives on our Board.

The appointments will be for a four-year term, with the opportunity to serve for a further four-year term. Appointments will start at different times, with up to four appointments starting in November 2026. Further appointments may also be made to start in spring 2027. The Coleg will also be looking to appoint a new Chair to the Board during this period.

A time commitment of approximately 12 days is expected throughout the year.

The role is voluntary, but travel expenses and other reasonable expenses will be covered.

The Coleg is looking for individuals who offer a range of different experiences and expertise to our Board. The Coleg is committed to reflecting the population of Wales as a whole and particularly welcomes applications from black, Asian and minority ethnic backgrounds.

The Role Specification and Person Specification can be found in the second half of this pack. For a description of the general responsibilities of members of governing boards of bodies such as the Coleg, see the section 'Responsibilities of a Board member and Trustee'.

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 contribute significantly to the targets for [Cymraeg 2050](#) in the tertiary 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](#), launched in February 2020, underpins our work and builds on the Coleg's achievements since our inception. The Coleg will publish a new Strategic Plan before the end of 2026, setting our direction for the years to come.

That Plan sets out an ambitious and exciting vision that will open a new chapter in the Coleg's history. We understand that in order to realise our vision, we need to influence the whole system around us, and so working in partnership, supporting and inspiring others, and collaborating with education and training providers across the tertiary education sector, is key to achieving that.

For that reason, we are eager to attract enthusiastic, dedicated and hardworking individuals to join the Coleg Board.

The Board's role is to govern strongly and lead effectively, work with the executive staff to define and develop strategic direction, and set challenging objectives.

Celebrating fifteen years

This year, the Coleg celebrates its fifteenth anniversary. 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 universities, operating on the principle that any academic or vocational discipline can be delivered in Welsh.

There has been a significant increase in the breadth of Welsh-medium provision at our universities over the last decade and there is now a strong community of Welsh-medium lecturers and educators working across Wales, and there has also been an increase in the number of students studying some of their higher education course through the medium of Welsh. Since 2018 the Coleg's responsibilities have also been extended to include the further education and apprenticeship sectors. This has presented 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. Given the numbers of learners and trainees enrolling each year in the post-16 sector, and their direct link to the Welsh 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.

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.

The Welsh Ministers have designated the Coleg 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 from parliamentary committees on issues relating to education and the Welsh language, and works closely with bodies such as Medr, the Office of the Welsh Language Commissioner, Qualifications Wales, Yr Athrofa Dysgu Cymraeg Genedlaethol, 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's Board

The Coleg Board consists of up to twelve members who act as Non-Executive Directors and Trustees. Board members are appointed through a process of open 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

The dates of the Board's meetings in 2026/27 (tbc) will be:

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

The Coleg's Executive

The Coleg has a team of central staff, based at offices in Carmarthen, Cardiff, Aberystwyth and Caernarfon. Since the Coleg's inception in 2011, Dr Ioan Matthews has been the Chief Executive and has led the Coleg through several periods of strategic growth, and ensured that the Coleg has played a key role in the development of Welsh and bilingual provision 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.

The Coleg's principal sponsor is the Welsh Government and it is the Board's duty to ensure that the Welsh Government's aims and objectives, as set out in the annual grant letter to the Coleg, are effectively realised.

Find out more about the Coleg's 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 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;
- [News, events and blogs](#)

Current Coleg Board Members:

- Dr Aled Eirug, Chair (until 31 August 2026)
- Ann Beynon, Interim Chair (from 1 September 2026)
- Nia Elias
- Angharad Roberts
- Meri Huws
- Professor Anwen Jones
- Professor Enlli Thomas
- John Hayes
- Yusuf Ibrahim

Required experience and expertise

To ensure that the Board can meet its responsibilities appropriately and effectively, members are expected to bring a range of skills and experience. The current members have a wealth of experience between them across a number of areas, including from outside the education sector.

We are looking for individuals who:

- have the ability and experience to lead strategically at a high level, contributing to setting the Coleg's long-term direction and effectively monitoring performance;
- understand the importance of tertiary education, can deal with complex information, scrutinise and collate data, and are able to link it all together to promote the interests of the Welsh language;
- have the ability to think independently and to challenge constructively, contributing eagerly to the Board's deliberations;
- have values that align with the Coleg's vision and purpose.

The Coleg Board is eager to attract candidates who will strengthen the range of skills and experiences that the current members have, in particular:

- **the law**
- **finance and/or accounting**
- **audit and risk management**
- **Cyber security and information technology**
- **marketing**

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, diverse backgrounds and geographic areas. We would particularly welcome applications from black, Asian and minority ethnic backgrounds, recognising the value of a diversity of perspectives in informing the work of the Board.

Board Member role specification

The role of a Board Member includes:

- Preparing for, and attending, all Board meetings and participating in, and contributing to, making key 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, and the achievement of the Coleg's strategic objectives;
- Providing authoritative and timely advice to the Chair and Chief Executive, as required, between formal meetings;
- As individual members, 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 tertiary sector in Wales, stakeholders, and other relevant bodies.

Person Specification

- An ability to think and make decisions strategically across a wide range of complex issues, as well as the ability to collaborate effectively as part of a team to support collective decisions;
- An ability to handle complex information, scrutinise and collate data;
- Be able to communicate clearly and confidently at Board level;
- A commitment to ensuring the highest quality of service, promoting efficiency and effectiveness;
- An understanding of the importance of Welsh-medium tertiary education;
- An ability 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 aside any personal obligations or interests they may have in the performance of their duties as members of the Board;
- A 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 an organisation that operates through the medium of Welsh;
- A willingness to fully commit to the role, including time to prepare for and to attend meetings regularly.

Responsibilities of a Board member and Trustee

Constitutionally, the Coleg is a company limited by guarantee and also a charity. As a result, Board members are Non-Executive Directors of the company, and also Trustees of the charity. The Coleg and the members of the Board must comply with companies legislation and charity law, and with the rules and regulations of Companies House and also of the Charity Commission for England and Wales. Board members are responsible for governing and overseeing the overall management of the body, ensuring that it is carried out effectively and complies with all its legal duties.

Key responsibilities

- To act at all times in the best interest of the body and to ensure that its activities are consistent with and contribute to the achievement of the body's objectives, and in the public interest
- Make informed decisions, taking joint responsibility with other members
- Protect the body's resources, including finances, assets, and reputation
- Ensure proper financial management, reporting, and accountability

Acting as a Board Member

- Work collaboratively with fellow members (such as non-executive directors and trustees), sharing responsibility for all aspects of the body's work

- Attend and prepare for Board meetings and any committees, contributing to discussions and decision making
- Monitoring the body's performance, risk management and financial position

Standards of behaviour

- Putting the body first, avoiding personal benefit or influence
- Identify and manage conflicts of interest openly and appropriately
- Acting with integrity, honesty and transparency to maintain public trust

Compliance and accountability

- Ensure that the body meets its reporting duties (e.g. annual returns and accounts)
- Ensure that as members they have an up-to-date awareness of the requirements and rules and regulations of Companies House and the Charity Commission
- Ensuring compliance with all relevant legal requirements
- Ensure that robust and appropriate policies, controls and governance processes are in place, implemented and regularly reviewed

For more information on the responsibilities of Trustees, see [the Charity Commission's Charity Trustees Welcome Pack](#) .

Further details

Term of appointment

The Coleg is looking to appoint new members to serve on our Board for four years. Up to 4 new members will be appointed initially in November and up to a further 2 the following March.

There will be up to 4 new appointments to be made in the short term.

These members will serve for four years from November 18, 2026 to November 17, 2030.

The terms of another 2 members of the current Board expire between February and March 2027, so it is possible that the appointments panel will identify other suitable candidates for appointment later in spring 2027.

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

Time commitment

The Coleg Board meets at least three times a year, and the Board's committees also meet once each term. Overall, Board members are expected to set aside approximately 12 days throughout the year to carry out their duties to the Coleg.

The Coleg's working language

Welsh is the working language of the Coleg. All the Coleg's meetings are held in Welsh, providing simultaneous translation facilities, as well as relevant papers in English, to non-Welsh speaking Board members and

committees as required. This creates an environment where everyone can contribute to discussions and decisions, and for those who do not speak Welsh to develop their skills and increase their confidence in a bilingual atmosphere. The Welsh language belongs to all of us and to people from different backgrounds and from all parts of Wales. We welcome applications from people from all backgrounds.

Remuneration and Expenses

This is a voluntary role. However, Board members may claim travel expenses and other reasonable expenses that may arise in 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.

Applications

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

Diversity statement

The Coleg recognises the importance of having a Board that reflects a wide variety of cultures, identities and backgrounds. We encourage applications from all parts of society, and we want to appoint from the broadest and most diverse pool of talent possible.

We welcome applications from everyone without regard to age, marital status (including same-sex marriage) and civil partnership, sexual orientation, gender, 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 generally under-represented on the boards of public bodies.

Disability Confident

The Coleg accepts the social definition of disability, in which it is recognised that barriers in society can disable people who have impairments or health conditions or who uses British Sign Language.

We are committed to removing barriers so that 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 role. Meeting the 'minimum criteria' means that you must provide 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 appointing disabled people and developing their careers. If you would like to apply under the interview guarantee scheme, please contact us to let us know.

If you have an impairment or health condition, or if you use British Sign Language, and wish to discuss reasonable adjustments for any part of this recruitment process, please contact us as soon as possible to discuss your requirements and any questions you may have.

Making an application

Those interested in applying are asked to apply to contact Dr Dylan Phillips, the Coleg's Secretary, (d.phillips@colegcymraeg.ac.uk) **by 25 September 2026** to arrange a conversation on the phone about the role of 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 9 October 2026**. Application forms received after this date will not be considered.

Interviews will be held on **2 November 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. Those 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.