

# Agenda Supplement – Culture, Communications, Welsh Language, Sport, and International Relations Committee

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Meeting Venue:	For further information contact:
Committee Room 4 – Tŷ Hywel	Lleu Williams
Meeting date: 13 October 2022	Committee Clerk
Meeting time: 09.30	0300 200 6565
	<a href="mailto:SeneddCulture@senedd.wales">SeneddCulture@senedd.wales</a>

## Hybrid – Supplementary Pack 1

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Please note the documents below are in addition to those published in the main Agenda and Reports pack for this Meeting

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### 2 Pre-appointment hearing for the role of Welsh Language

#### Commissioner: Evidence session with the Welsh Government's preferred candidate

(09.30–10.15)

(Pages 1 – 51)

Efa Gruffudd Jones, Welsh Government's preferred candidate for the role of Welsh Language Commissioner.

Attached Documents:

Research Brief

Paper 1 – Pre-appointment hearing questionnaire (Welsh only)

Paper 1a – Pre-appointment hearing questionnaire (Courtesy translation for Members)

Paper 2 – Information for candidates

Paper 3 – Welsh Government briefing

Paper 4 – Application form, CV and personal statement

### 8 Legislative Consent Memorandum on the Northern Ireland

#### Protocol Bill

(13.00–13.15)

(Pages 52 – 58)



Attached Documents:  
Research Brief

Document is Restricted

# **Gwrandawriad ar gyfer swydd Comisiynydd y Gymraeg**

## Holiadur cyn penodi

Hydref 2022

Ym mis Hydref 2022, bydd y Pwyllgor Diwylliant, Cyfathrebu, y Gymraeg, Chwaraeon a Chysylltiadau Rhyngwladol yn cynnal gwrandawriad gyda'r ymgeisydd a ffefrir ar gyfer swydd Comisiynydd y Gymraeg.

- 1.** Diben y sesiwn hon yw gwella tryloywder y broses o wneud penodiadau cyhoeddus a rhoi cyfle i'r ymgeisydd a ffefrir gael profiad o waith craffu seneddol a chyhoeddus. Bydd adroddiad ar y sesiwn yn cael ei anfon at y Gweinidog sy'n gyfrifol am wneud y penodiad
- 2.** Er mwyn helpu i lywio'r paratodau ar gyfer y sesiwn cyn penodi, byddwn yn ddiolchgar pe gallech gwblhau'r holiadur hwn. Bydd eich atebion yn cael eu rhannu ag aelodau'r Pwyllgor cyn y cyfarfod. Bydd y cwestiynau isod a'ch atebion iddynt yn sail i'n trafodaeth yn ystod y sesiwn. Sylwer y gall Aelodau benderfynu gwyro oddi wrth y strwythur hwn, yn dibynnu ar eich atebion i'r holiadur a'r sesiwn dystiolaeth gyhoeddus.
- 3.** Gofynnir ichi ddychwelyd yr holiadur wedi'i gwblhau drwy e-bost i [SeneddDiwylliant@senedd.cymru](mailto:SeneddDiwylliant@senedd.cymru) erbyn 16.00 ar 5 Hydref 2022. Nid oes yn rhaid i chi gadw eich atebion o fewn nifer cyfyngedig o eiriau ond nid ydym yn argymhell eich bod yn ysgrifennu mwy na dau baragraff ar gyfer pob cwestiwn.



4. Sylwer, oni chytunir fel arall, bydd y Pwyllgor yn cyhoeddi'r holl wybodaeth a gyflwynir iddo, gan gynnwys yr holiadur hwn.
5. Os oes gennych gwestiynau, mae croeso ichi anfon e-bost at y Clerc yn [SeneddDiwylliant@senedd.cymru](mailto:SeneddDiwylliant@senedd.cymru).

<p><b>Tell us a little bit about yourself and your background (for committee session).</b></p>	<p><b>Dywedwch ychydig wrthym amdanoch chi eich hun a'ch cefndir (ar gyfer sesiwn y pwyllgor).</b></p>
<p>Fe'm ganed a'm magwyd yn Nhreforus, ger Abertawe, a derbyniais fy addysg uwchradd yn Ysgol Gyfun Ystalyfera. Yn dilyn hynny es i'r Brifysgol yn Aberystwyth a graddio yn y Gymraeg, a derbyn gradd bellach ar ddatblygiad y nofel Gymraeg. Ers hynny rwyf wedi dal amryw o swyddi sydd wedi cyfuno fy niddordeb yn y celfyddydau ac yn y Gymraeg, gan gynnwys gweithio i Fwrdd yr Iaith Gymraeg a Chyngor Celfyddydau Cymru cyn dod yn Brif Weithredwr ar Urdd Gobaith Cymru am 12 o flynyddoedd ac ar y Ganolfan Dysgu Gymraeg Genedlaethol am 6 mlynedd.</p>	
<p><b>Question 1: What is your motivation for applying to be the Welsh Language Commissioner?</b></p>	<p><b>Cwestiwn 1: Beth yw eich cymhelliant dros wneud cais i fod yn Gomisiynydd y Gymraeg?</b></p>
<p>Rwyf am weld y Gymraeg yn ffynnu yng Nghymru, yn iaith y mae pobl yn mwynhau ei defnyddio ac yn gallu ei defnyddio yn ddi-rwystr bob dydd. Rwyf yn ffodus fy mod oherwydd fy amgylchiadau teuluol a'm gwaith yn gallu byw trwy gyfrwng y Gymraeg ym Mhrifddinas Cymru, ond gwn nad pawb sy'n cael yr un profiad. Mae gwarchod a datblygu cymunedau, gofodau, a chymdeithasau ble gall pobl siarad Cymraeg yn ddi-rwystr yn hanfodol i'w dyfodol bywiog hi. Dylai pobl ble bynnag y mae'n nhw'n byw yng Nghymru allu mwynhau siarad Cymraeg. Byddwn am ystyried sut y gellir defnyddio pwerau a rôl y Comisiynydd orau er mwyn sicrhau bod gan fwy o bobl gyfleoedd i ddefnyddio'r Gymraeg, a'n bod yn rhoi cyfleoedd ystyrlon, er enghraifft, i bobl ifanc sy'n dysgu'r Gymraeg mewn ysgolion i ddatblygu a defnyddio eu sgiliau.</p> <p>Rwyf o'r farn fod y Gymraeg yn drysor sy'n perthyn i bawb yng Nghymru. Fel pob trysor mae angen gofalu amdano. Ni fyddwn am ei weld mewn amgueddfa draddodiadol – ond hoffwn ei weld yn cael ei ddefnyddio a'i ddathlu.</p>	
<p><b>Question 2: Why do you think you are well-suited for the role?</b></p>	<p><b>Cwestiwn 2: Pam ydych chi o'r farn eich bod chi'n ymgeisydd addas ar gyfer y rôl hon?</b></p>
<p>Trwy fy swyddi blaenorol, rwyf wedi datblygu dealltwriaeth dda o hyfywedd cymunedau, siaradwyr a</p>	

siaradwyr newydd y Gymraeg ym mhob rhan o Gymru. Rwy'n sylweddoli o fod wedi gweld llwyddiant y trawsnewidiad digidol yn y sector Dysgu Cymraeg y gall y cymunedau hynny gynnwys cymunedau digidol, erbyn hyn.

Mae gennyf brofiad o fod yn Brif Weithredwr ar ddau sefydliad cenedlaethol ers deunaw o flynyddoedd. Dros y cyfnod hwnnw rwyf wedi cydweithio'n hapus gyda llawer o gydweithwyr a gwirfoddolwyr. Mae fy ngwaith wedi golygu fy mod wedi datblygu sgiliau o ran gosod cyfeiriad a datblygu sefydliadau, annog a chymell cydweithwyr, sicrhau rheolaeth dda o arian ac adnoddau, ac rwyf wedi gallu datblygu prosiectau amrywiol yn llwyddiannus. Dros y blynyddoedd diwethaf rwyf wedi mwynhau rhoi cynllun 'Cymraeg Gwaith' ar waith sy'n cynnig cyfleoedd i weithwyr ddysgu'r Gymraeg yn ddi-gost, ac rwy'n gyffrous am y cynlluniau newydd i ddenu pobl ifanc i ddysgu'r Gymraeg, neu i ail-gydio. Rwyf wedi rhoi blaenoriaeth yn fy holl swyddi ar ymgysylltu gyda'r cyhoedd a rhoi cyfleoedd i bawb gymryd rhan beth bynnag yw eu cefndir. Gydag Urdd Gobaith Cymru roedd hynny'n cynnwys denu arian sylweddol allanol i gynnal prosiectau cyffrous i bobl ifanc o ardaloedd difreintiedig, prosiect yr oeddwn yn falch iawn ohono.

Byddwn wrth fy modd yn dod â'm hymroddiad, brwdfrydedd, a phrofiad i waith Swyddfa'r Comisiynydd gan wneud y cyfraniad gorau posibl i gynyddu'r defnydd o'r Gymraeg.

**Question 3: What are the three main outcomes that you want to achieve during your tenure?**

**Cwestiwn 3: Beth yw'r tri phrif beth ydych chi am eu cyflawni yn ystod eich cyfnod yn y rôl?**

1. Byddwn am sicrhau bod defnydd o'r Gymraeg yn cynyddu o ganlyniad i fy ngwaith fel Comisiynydd y Gymraeg. Byddwn am sicrhau, nid yn unig bod mwy o wasanaethau Cymraeg ar gael o ganlyniad i'r broses o osod a monitro Safonau, ond bod defnydd cynyddol yn cael eu gwneud o'r gwasanaethau hynny wrth i'r gwasanaethau ddod yn fwy cyffredin a hygyrch i bobl.
2. Byddwn am sicrhau bod y pwerau sydd gan Swyddfa'r Comisiynydd yn cael eu defnyddio i'w llawn botensial, gan sicrhau bod y gwaith o rheoleiddio sefydliadau sy'n dod o dan y drefn o osod Safonau'r Gymraeg yn cael ei wneud yn gadarn ond yn gymesur. Fy nod fyddai cynorthwyo sefydliadau i fod yn uchelgeisiol yn eu dehongliad o'r safonau, gan gynnig y gwasanaethau gorau posibl i'r cyhoedd trwy gyfrwng y Gymraeg.
3. Byddwn am sicrhau bod y Comisiynydd yn chwarae ei rhan yn yr ymdrechion i sicrhau dyfodol llewyrchus i'r Gymraeg, gan gefnogi Strategaeth Cymraeg 2050 yn llawn, gan archwilio beth sy'n bosibl o ran cydweithio gydag eraill i sicrhau bod mwy o bobl yn mwynhau defnyddio'r Gymraeg yn eu bywydau cymdeithasol, gan gynnwys wrth ymwneud â'r celfyddydau a'r cyfryngau a thechnoleg. Nid iaith ymwneud â sefydliadau cyhoeddus yn unig ddylai'r Gymraeg fod - ond iaith mwynhau a iaith hwyl.

<p><b>Question 4: How will you work with individuals and organisations that support and promote the Welsh language, and organisations required to comply with Welsh language duties?</b></p>	<p><b>Cwestiwn 4: Sut fyddwch chi'n gweithio gydag unigolion a sefydliadau sy'n hybu a chefnogi'r Gymraeg, yn ogystal â sefydliadau y mae'n ofynnol arnynt i gydymffurfio â dyletswyddau'r Gymraeg?</b></p>
<p>Rwyf wedi mwynhau gweithio mewn partneriaeth trwy gydol fy ngyrfa. Mae arolygwyr allanol wedi nodi bodi bod y Ganolfan Dysgu Cymraeg Genedlaethol yn llwyddo'n effeithiol iawn i greu ystod eang a chyfoethog o bartneriaethau i gynnis cyfleoedd amrywiol i bobl ddysgu a defnyddio'r iaith Gymraeg mewn cyd-destunau ystyrlon. Byddwn am ddod â'r sgiliau o weithio mewn partneriaeth i waith Swyddfa Comisiynydd y Gymraeg.</p> <p>Wrth wraidd hynny mae meithrin perthynas o gyd-ddealltwriaeth gyda sefydliadau eraill, gan ddeall sut y mae modd cefnogi'n gilydd i gyflawni ein hamcanion. Byddwn am feithrin perthynas agored, cydweithredol gyda unigolion a sefydliadau sy'n cefnogi a chynyddu defnydd o'r Gymraeg gan ddeall beth yw eu blaenoriaethau, a sut allant gynorthwyo i gynyddu defnydd eu rhanddeiliaid hwy o'r gwasanaethau eraill sydd ar gael. Rwy'n deall bod heriau ac anghenion gwahanol gan y sector breifat, y sector wirfoddol a'r sector gyhoeddus – ac mae lle i'r Comisiynydd ddatblygu ei berthynas â hwy ymhellach, ac i'w cynorthwyo.</p> <p>O ran y sefydliadau mae'n ofynnol arnynt i gydymffurfio â dyletswyddau penodol, byddwn am feithrin yr un berthynas o gyd-ymdiriedaeth, ac o gefnogaeth iddynt wrth iddynt ymgymryd â'r gwaith o drawsnewid eu gwasanaethau. Byddwn am iddynt ddeall er bod dyletswyddau rheoleiddio a safonau penodol y mae'r Comisiynydd yn disgwyl iddynt eu cyrraedd, bod cefnogaeth ar gael i gynorthwyo gyda materion megis cynllunio gweithlu, a datblygu strategaeth – pr'u'n ai gan Swyddfa'r Comisiynydd ei hunan – neu drwy fynegbostio a rhannu gwybodaeth ac arfer dda.</p>	
<p><b>Question 5: How will you ensure that you maintain your independence from the Welsh Government, whilst also influencing and holding the government to account on areas of priority for Welsh speakers?</b></p>	<p><b>Cwestiwn 5: Sut fyddwch chi'n sicrhau eich bod yn cynnal eich annibyniaeth ar Lywodraeth Cymru, tra hefyd yn ceisio dylanwadu ar y Llywodraeth a'i dwyn i gyfrif ar feysydd blaenoriaeth i siaradwyr Cymraeg?</b></p>
<p>Rwy'n hollol ymwybodol o bwysigrwydd sicrhau bod y Comisiynydd yn lais annibynnol o Lywodraeth sy'n gwarchod buddiannau siaradwyr Cymraeg a darpar siaradwyr Cymraeg.</p> <p>Gellir dadlau mai Llywodraeth Cymru yw'r corff pwysicaf a mwyaf ei ddylanwad, y mae'r Comisiynydd yn gyfrifol am ei rheoleiddio – ac mae'n holl bwysig bod y rheoleiddio hwnnw yn cael ei wneud o ddifrif, ac yn drwyadl. Rwy'n sylweddoli hefyd bod cyfrifoldebau penodol gan Lywodraeth Cymru i ddatblygu Strategaeth ar gyfer y Gymraeg, a'i fod yn bwysig fod y Comisiynydd yn lais annibynnol sy'n craffu arno.</p>	

Nid oes neb, fodd bynnag, yn gweithio mewn gwagle. Mae cynnal perthynas gefnogol i Lywodraeth Cymru hefyd yn bwysig. Gwn o brofiad bod Llywodraeth Cymru yn cymryd ei gyfrifoldebau i ddatblygu sgiliau Cymraeg ei staff o ddifrif a'i fod wedi dechrau cymryd camau cadarnhaol, er bod ffordd i fynd, wrth gwrs. Credaf fod y Comisiynydd mewn lle da i gynghori Llywodraeth Cymru ar y prif flaenoriaethau er mwyn sicrhau bod cyfleoedd a dymuniad pobl i ddefnyddio'r Gymraeg yn cael ei fodloni.

Byddwn yn sicr yn barod i fynegi fy marn yn annibynnol, a byddwn am bwysu ar fy Mhanel Cyngori i'm cynorthwyo yn y gwaith yma, a sicrhau bod gan Swyddfa'r Gomisiynydd ddulliau o ddarganfod barn siaradwyr a siaradwyr newydd am eu blaenoriaethau hwy. Mae annibyniaeth y Comisiynydd wedi ei warchod trwy'r Mesur ac rwy'n meddwl bod hynny'n rhoi sicrwydd i'r Comisiynydd y gall feirniadu a herio os oes angen.

**Question 6: How will you work with Senedd Members, Senedd committees and other stakeholders?**

**Cwestiwn 6: Sut fyddwch chi'n gweithio gydag Aelodau o'r Senedd, pwyllgorau'r Senedd a rhanddeiliaid eraill?**

Yn fy ngwaith hyd yma, rwyf bob amser wedi ymateb yn gadarnhaol i ymholiadau am wybodaeth, neu am gyfraniadau i ymchwiliadau gan Aelodau o'r Senedd, pwyllgorau'r Senedd a rhanddeiliaid eraill. Byddwn am barhau i wneud hynny yn y rôl hon gan baratoi papurau allai fod o gymorth cefndirol, a bod yn barod i drafod neu i rhoi tystiolaeth ar unrhyw adeg.

Er tryloywder rwyf ar hyn o bryd yn Gadeirydd Theatr Genedlaethol Cymru, yn Aelod o Banel sy'n cynnal Arolwg Teilwredig o Amgueddfa Cymru ac yn aelod o Dyfodol. Byddwn yn ymddiswyddo o'r rhain cyn i mi gael fy mhenodi.

Fy nod fyddai gweithio mewn dull tryloyw ac agored bob amser.

## Cefndir

6. Mae Gweinidogion Cymru a'r Senedd wedi cytuno y dylai Pwyllgorau perthnasol y Senedd gynnal sesiynau craffu cyn penodi Cadeiryddion/Comisiynwyr penodol i gynyddu ymhellach tryloywder y broses penodiadau cyhoeddus a'r gwaith craffu sy'n gysylltiedig â'r broses hon. Bydd y gwaith craffu hwn yn digwydd ar ffurf gwrandawriad 45 munud o hyd, mewn sesiwn gyhoeddus, ar gyfer yr ymgeisydd a ffefrir.
7. Fel rhan o'r broses recriwtio, byddwch wedi cael gwybod eisoes bod Pwyllgorau'r Senedd yn gallu dewis cynnal gwrandawriad ar gyfer penodiadau arwyddocaol gan Weinidogion Llywodraeth Cymru. Mae Comisiynydd y Gymraeg yn un o'r rolau hyn.

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- 8.** Fel rhan o'i rôl, bydd yn rhaid i'r ymgeisydd a ffefrir fod yn destun gwaith craffu seneddol a chyhoeddus. Mae'r gwrandawriad hwn yn gyfle i brofi'r broses hon. Mae'r meysydd trafod yn ystod y gwrandawriad yn fater i aelodau'r Pwyllgor; fodd bynnag, byddant fel arfer yn ymdrin â:
- chymhwysedd proffesiynol yr ymgeisydd;
  - annibyniaeth bersonol yr ymgeisydd;
  - sut y bydd yr unigolyn dan sylw yn bwriadu ymgymryd â'r rôl (er enghraifft, drwy feithrin perthynas â rhanddeiliaid mewnol ac allanol a gweithio gyda Llywodraeth Cymru); a'r
  - profiad a'r arbenigedd y byddent yn eu cyfrannu at y rôl.
- 9.** Ni ddisgwylir i'r ymgeisydd ddeall prosesau manwl y corff y bydd yn gyfrifol amdano, sef, yn yr achos hwn, swyddfa Comisiynydd y Gymraeg, er y gallai cwestiynau ar y prosesau hyn fod yn rhan o sesiynau tystiolaeth a gynhelir ar ôl i'r unigolyn perthnasol ddechrau yn ei swydd.

## **Gweithdrefn**

- 10.** O leiaf wythnos cyn y dyddiad a drefnwyd ar gyfer y gwrandawriad, sef 13 Hydref 2022, bydd Llywodraeth Cymru yn rhoi enw a manylion perthnasol (CV, datganiad personol, datganiad o ddiddordeb ac ati) yr ymgeisydd a ffefrir i'r Pwyllgor, ynghyd â gwybodaeth am y rôl, yn ogystal ag amlinelliad byr o'r modd y cynhaliwyd y broses recriwtio.
- 11.** Dylai Llywodraeth Cymru fod wedi briffio'r ymgeisydd a ffefrir ar natur y gwrandawriad cyn penodi ymlaen llaw. Fodd bynnag, mae croeso i ymgeiswyr siarad yn uniongyrchol â Chlerc y Pwyllgor i drafod dull gweithredu tebygol y Pwyllgor. Os hoffech siarad â'r Clerc am eich gwrandawriad, anfonwch e-bost at [seneddddiwylliant@senedd.cymru](mailto:seneddddiwylliant@senedd.cymru).
- 12.** Yn dilyn y gwrandawriad, bydd Clerc y Pwyllgor yn ysgrifennu crynodeb o sylwadau'r Pwyllgor ac yn anfon yr adroddiad hwn at Uned Cyrff Cyhoeddus Llywodraeth Cymru o fewn 48 awr. Bydd yr adroddiad yn nodi barn y Pwyllgor ar ba mor addas yw'r ymgeisydd a ffefrir ar gyfer y rôl.
- 13.** Bydd yr ymgeisydd a ffefrir a'r Gweinidog fel arfer yn cael copi o'r adroddiad o dan embargo am gyfnod o 24 awr i roi amser iddynt ystyried yr adroddiad ac, os oes angen, paratoi ymateb i unrhyw bwyntiau penodol sydd ynddo.

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- 14.** Yna, bydd y Gweinidog yn pwyso a mesur barn y Pwyllgor yn ofalus yn erbyn y dystiolaeth a ddaeth i law yn ystod y broses benodi er mwyn dod i farn derfynol, i sicrhau bod y penderfyniad yn cael ei wneud yn deg a rhoi sylw i'r holl ystyriaethau perthnasol.
- 15.** Mater i'r Gweinidog yw penderfynu a yw am dderbyn argymhellion y Pwyllgor ynghylch penodiad ai peidio. Rhaid i'r Gweinidog ystyried unrhyw sylwadau perthnasol y mae'r Pwyllgor yn eu gwneud cyn penderfynu a ddylid bwrw ymlaen â'r penodiad.

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Llywodraeth Cymru  
Welsh Government

**Information pack for applicants**

# **Appointment of Welsh Language Commissioner**

**Closing date: 17 June 2022**

*Regulated by the Commissioner for Public Appointments*

## Welsh Language Commissioner

### Making an application

Thank you for your interest in the appointment of the Welsh Language Commissioner (“the Commissioner”). This document provides details on the role and responsibilities of the post and the selection process.

To make an application please visit the Welsh Government public appointment website here <https://cymru-wales.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-2/candidate/jobboard/vacancy/7/adv/>.

To apply for this role, click on the vacancy and click on ‘Apply’ at the bottom of the page. The first time you apply for a post, you will need to complete a registration form for the Welsh Government’s online application system. You will only need to register once, and you will be able to keep yourself updated on the progress of your application, and any other applications you make, via your registered account.

Once you’ve registered, you’ll be able to access the application form. To apply you will need to upload a personal statement and CV to the ‘Reasons for applying’ section of the 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 on page 7. How you choose to present the information is up to you. However, you should aim to provide detailed examples that demonstrate how your knowledge and experience matches each of the criteria, and which describe what your role was in achieving a specific result. It will also benefit the selection panel if you can be clear which particular evidence you provide relates to which criteria. Providing separate paragraphs in relation to each criterion is considered as good practice.

Please limit your personal statement to two pages.

### 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:	17 June 2022
Shortlisting:	July 2022
Interviews:	Week commencing 12 September 2022

### Diversity Statement

The Welsh Government is encouraging a wide and diverse range of individuals to apply for appointments to public bodies. Applications are particularly welcome from all under-represented groups including women, people under 30 years of age, black, Asian and minority ethnic people, disabled people, lesbian, gay, bisexual and transgender people.

### Guaranteed Interview Scheme - Positive about Disability

The Welsh Government operates a Positive about Disabled People scheme and welcome applications from people with disabilities. The scheme guarantees an

## Welsh Language Commissioner

interview to disabled people if they meet the minimum criteria for the post. The application form also enables you to detail any specific needs or equipment that you may need if invited to attend an interview.

### **Queries:**

For further information regarding the role of the Welsh Language Commissioner please contact Alan Jones:

Email: [alan.jones4@gov.wales](mailto:alan.jones4@gov.wales)

If you need any further assistance in applying for this role, please email [publicappointments@gov.wales](mailto:publicappointments@gov.wales).

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

## Appointment of Welsh Language Commissioner

### Background

The Welsh Language (Wales) Measure 2011 (“the Measure”) confirmed the official status of the Welsh language in Wales, created a new regulatory system of Welsh language standards, and created the role of the Welsh Language Commissioner (“the Commissioner”). The appointment of the Commissioner is made by the First Minister.

The term of office of the Commissioner is 7 years and is non-renewable.

### Context of the appointment

In 2017, the Welsh Government published an ambitious, long term strategy for the Welsh language, *Cymraeg 2050*. The strategy sets out its ambition to reach a million Welsh speakers by 2050, and the kinds of interventions and actions the Welsh Government and other bodies need to take to achieve this ambition. As a result, it is clear that the right balance must be struck between achieving a growth in the number of Welsh speakers, interventions to increase the use of Welsh, and regulation.

The Welsh Government’s strategy, *Cymraeg 2050*, can be found here:

<https://gov.wales/topics/welshlanguage/welsh-language-strategy-and-policies/cymraeg-2050-welsh-language-strategy/?lang=en>

In July 2021 the Welsh Government published a *Cymraeg 2050 Work Programme for 2021 to 2026*. The programme details what policies the Government will prioritise over between 2021 and 2026 to help reach a million Welsh speakers and double the daily use of Welsh by 2050. The Welsh Language Commissioner is a key partner as the Government works towards those targets. The Work Programme can be found here:

<https://gov.wales/cymraeg-2050-work-programme-2021-2026.html>

### Key areas of responsibility:

- (i) Promoting and facilitating the increase of Welsh language services, and other opportunities to use Welsh
- (ii) To work towards ensuring that the Welsh language is treated no less favourably than the English language and that persons in Wales should be able to live their lives through the medium of the Welsh language if they choose to do so
- (iii) To encourage best practice and to offer assistance to bodies in relation to mainstreaming the Welsh language in policy development, with the aim of

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increasing the use of Welsh, increasing opportunities for persons to use the language, and ensuring that Welsh is not treated less favourably than English

- (iv) To be responsible for regulating the Welsh Language standards system. Approximately 120 bodies are currently required to comply with standards. This work includes:
- Give compliance notices to bodies that come under standards, and consult on a draft version of a notice
  - monitoring the performance of bodies in accordance with the duties imposed on them and keep under review compliance notices, varying and revoking them as appropriate
  - issue codes of practice for the purpose of providing practical guidance to bodies with respect to the requirements of standards
  - determine on applications for the Commissioner to decide whether the requirement to comply with the relevant standards is unreasonable or disproportionate
  - publish decision notices following investigations into complaints of non-compliance with relevant standards, in accordance with the enforcement policy
  - deal with complainants, service providers, the Welsh Language Tribunal and any other parties involved in any appeals procedure
  - create and maintain a register of enforcement action detailing all investigations, outcomes and any appeals to the Welsh Language Tribunal
- (v) Following an application by an individual, consider investigating cases where there is an alleged attempt to interfere with the freedom of Welsh speakers to use the language with one another, and determine on cases which are investigated
- (vi) To keep under review the adequacy and effectiveness of the law relating to the Welsh language and to advise Welsh Ministers on any changes that may be required
- (vii) To work collaboratively with the Public Services Ombudsman Wales and other ombudsmen and commissioners as appropriate
- (viii) To contribute to the process of appointing an Advisory Panel and to consult with the Panel in exercising his or her duties
- (ix) To produce a 5-year report focusing on the position of the Welsh language over that period. A copy of the report must be laid before the Senedd
- (x) To produce an annual report including, amongst other matters, a summary of the action taken in the exercise of the Commissioner's functions and his/her proposals for a work programme for the following year. A copy of the annual report must be laid before the Senedd
- (xi) To conduct and commission research into the Welsh language

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- (xii) To play an active role in the international network of language commissioners, and to share best practice and implement best practice from other countries where appropriate
- (xiii) To make recommendations or representations, or give advice, to any person including the Welsh Ministers in connection with any of his or her functions.
- (xiv) To lead and manage the Office of the Welsh Language Commissioner and appoint a Deputy Welsh Language Commissioner
- (xv) To act as Accounting Officer and be responsible for ensuring the efficient financial management of the Commissioner's Office and preparing accounts of expenditure and estimates of income and expenses as required. The Commissioner will be responsible for an annual budget of around £3million
- (xvi) To create and maintain a register of interests of each relevant office holder.

### PERSON SPECIFICATION

#### Essential requirements

**The person we are looking for will be able to demonstrate the following key skills and knowledge:**

- Proven leadership qualities.
- Experience of organisational design and development
- Knowledge of Welsh language policy issues; an understanding of the issues facing Welsh speakers and learners; and a commitment to increasing the use of Welsh.
- Excellent interpersonal skills in Welsh and English and the ability to work effectively through the medium of Welsh in all kinds of situations including working with a wide range of people such as Ministers, senior representatives of both private and public bodies, and engaging with members of the public.
- Experience of dealing and talking with the press and media.
- Credibility at a level which will command the confidence and respect of the Welsh Government, Senedd Members, local government, public, private and third sector organisations and the public.
- Proven ability to work effectively in partnership with stakeholders and external bodies to resolve difficult issues satisfactorily.
- Strong financial and people management and governance experience.
- A clear understanding and commitment to equality issues and to Nolan's 'Seven Principles of Public Life'.

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Welsh language skills are essential.

### Key facts about the post

**Location:** Flexible. For information, the majority of the Commissioner's staff are based in the Cardiff and Caernarfon offices.

**Time Commitment:** 37 hours a week

**Tenure of office:** The appointment will be for a seven year, non-renewable term.

**Remuneration:** The post will attract a salary of circa £95,000. The salary is subject to tax and national insurance and is pensionable.

### Eligibility

If the successful candidate falls within any of the categories below, he/she will be required to relinquish their position before being appointed as Welsh Language Commissioner:

- a Member of Parliament;
- a Member of the Senedd;
- a member of a county council, a county borough council or a community council in Wales;
- a member of the Welsh Language Tribunal;
- a member of the Advisory Panel to the Commissioner;
- a person who is employed by, or advises, a person who is within Schedule 5 or Schedule 7 to the Measure. For further details, please refer to the Measure which can be accessed online:  
<http://www.legislation.gov.uk/mwa/2011/1/contents/enacted>
- a member of the Commissioner's staff.

Applicants are required to declare whether they are aware of anything in their private or professional life that would be an embarrassment to themselves; to the Office of the Welsh Language Commissioner or to the Welsh Government if it became known in the event of appointment.

### **Conflict of Interests**

You will be asked to declare any private interests which may, or may be perceived to, conflict with the role and responsibilities as Welsh Language Commissioner, including any business interests and positions of authority outside of the role of Commissioner.

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.

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### **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, you can access this document at:

<http://www.bl.uk/aboutus/governance/blboard/Board%20Code%20of%20Practice%202011.pdf>

## Welsh Language Commissioner

### Annex B

### The selection process

The selection 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 Bethan Webb, Deputy Director Welsh Language, Welsh Government, Craig Stephenson, Rhian Huws-Williams, a Delyth Jewell MS.

Your application may be "long-listed", subject to the volume of applications received, before it is passed to the shortlisting panel for consideration. You should be aware that in this situation, your application might not be considered in full by all of the panel.

We anticipate that the panel will decide who will be invited for interview in July 2022 and the interviews will be held in September 2022.

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 minimum essential criteria for the post, then you will also be invited for interview.

If you are invited to interview and if the interview date is not already provided in this information pack, we will aim to provide you with as much notice as we can of the interview date. If you are unable to make the arranged interview date, we will endeavour to re-arrange it but it might not be possible due to time constraints within the appointment timetable or selection panel availability.

You will receive email communication from the Appoint system to let you know whether or not you have been invited to be interviewed. It is our intention that interviews will take place in Cardiff.

If invited to 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. Ministers may choose to meet with one or more appointable candidates before making a decision. The preferred candidate will also be invited to a pre-appointment hearing session before the Senedd Culture, Communications, Welsh Language, Sport, and International Relations Committee before the appointment is confirmed. Candidates who have been interviewed will be kept informed of progress.

If you are successful, you will receive a letter appointing you as the next Welsh Language Commissioner, which will confirm the terms on which the appointment is offered.

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If you are unsuccessful at interview, you will be notified by Welsh Government. We appreciate it takes a lot of time and effort to apply for roles and that feedback is a valuable part of the process. As a result, the letter will provide the details of who you may approach for feedback on your interview and application, if you so wish.

### **Queries & Complaints**

For queries about your application or if you are dissatisfied with any aspect of the recruitment, please contact the Public Appointments Unit on [publicappointments@gov.wales](mailto:publicappointments@gov.wales).

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