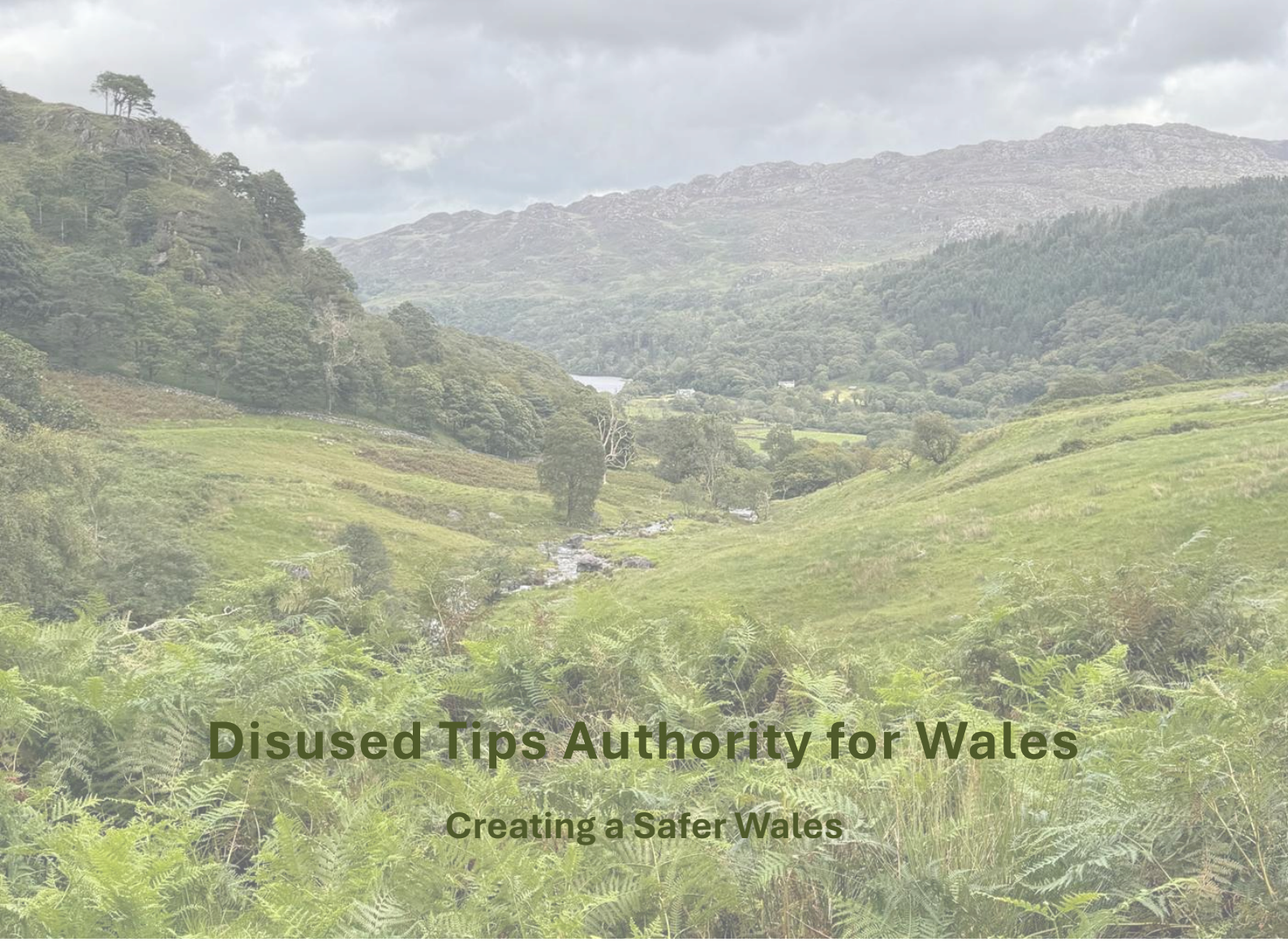
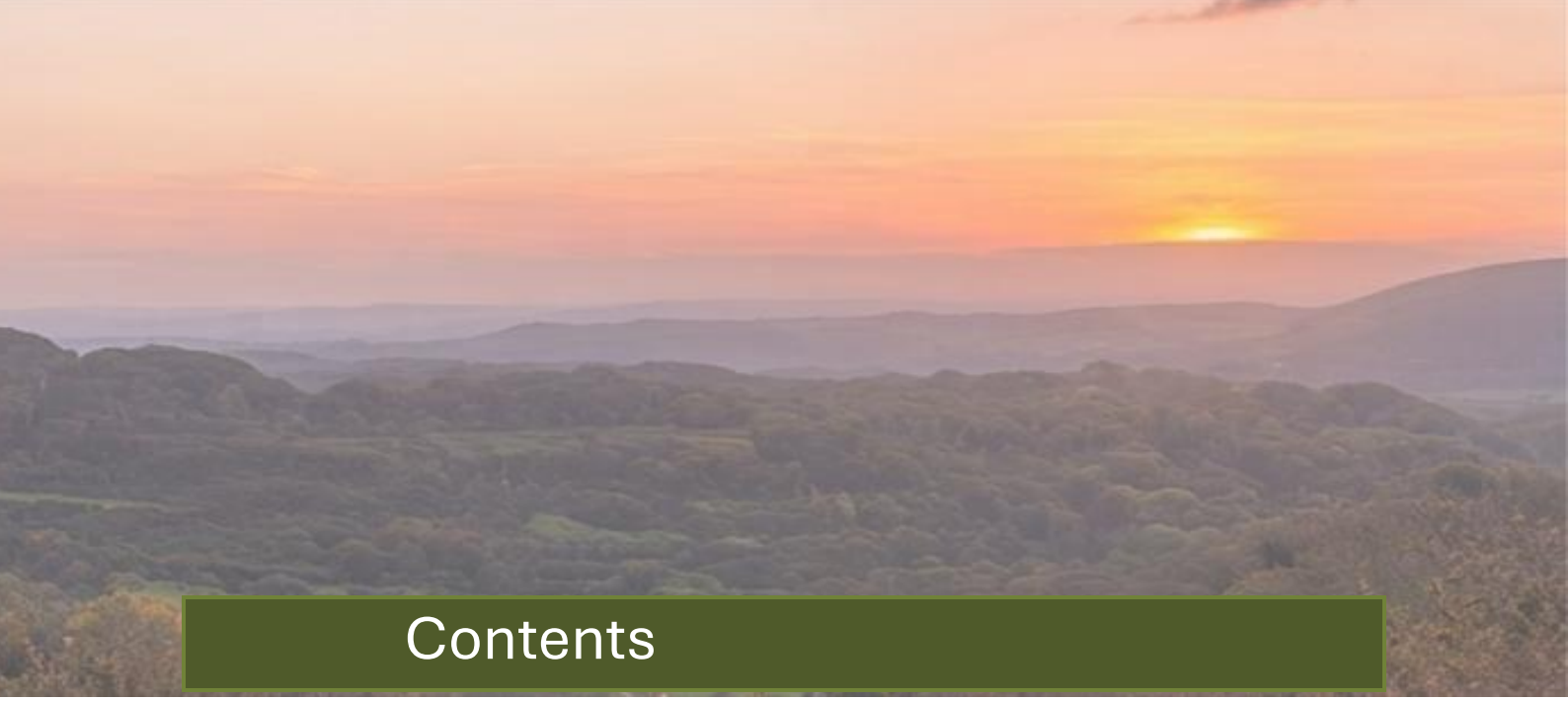


Candidate Information Pack

Executive Director Opportunities



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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.

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:

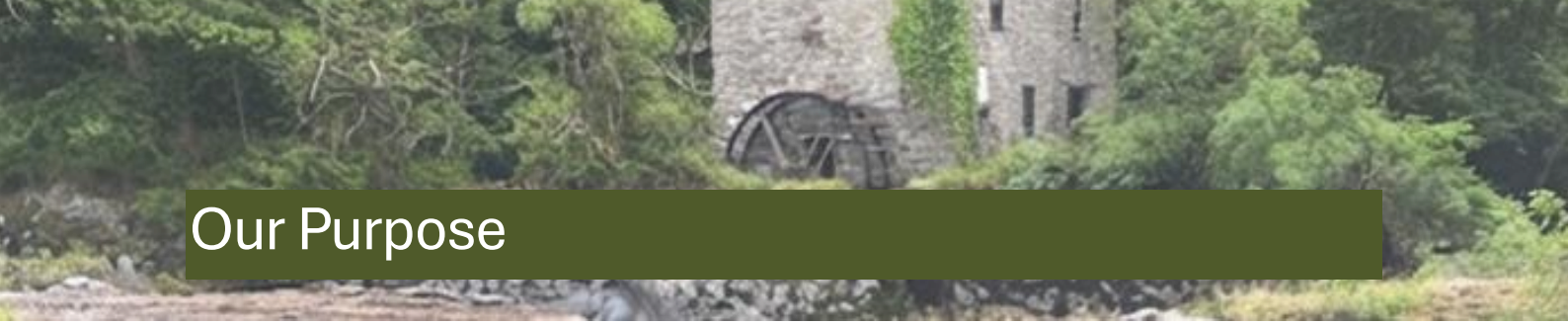
- Curious and forward-thinking
- Collaborative and supportive of others
- Committed to doing the right thing
- Willing to take ownership and accountability
- Dedicated to continuous improvement and high standards

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.

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.

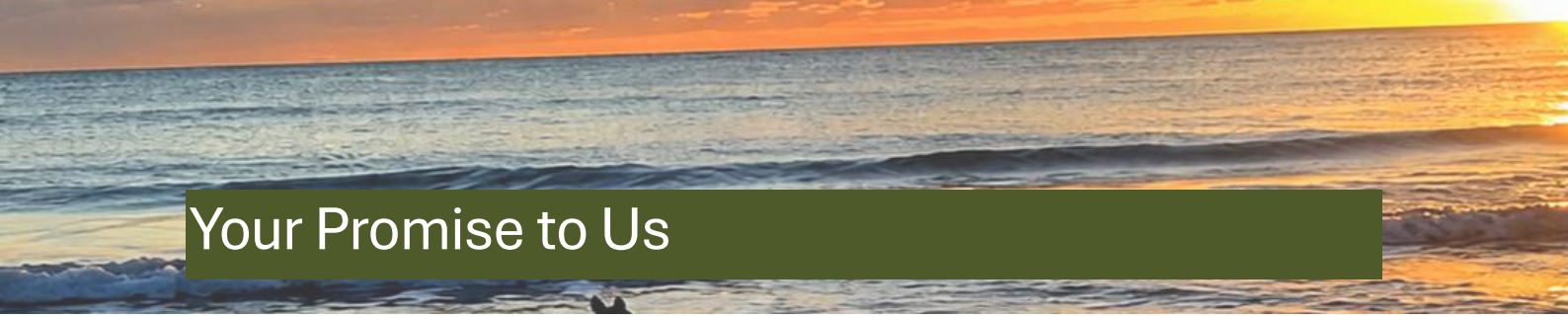
4. **Thrive - Do your best work.**

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;

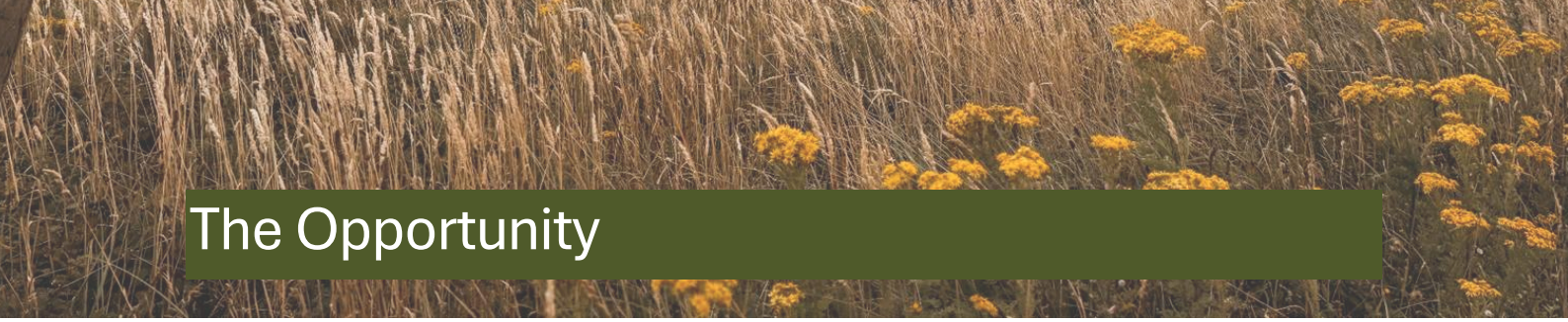
✓ work collaboratively, sharing knowledge and supporting others;

✓ 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 Data & Assurance

Salary range £82,089 - £99,500

Lead the intelligence, insight and assurance functions that will underpin Wales' newest national regulator.

This is a rare opportunity to help establish a new national public body from the ground up and shape how Wales understands, monitors and manages disused tip risk for generations to come.

As Director of Data & Assurance, you will provide executive leadership for the Authority's data, digital, research, standards and assurance functions, ensuring that decisions are informed by trusted information, robust evidence and a clear understanding of risk.

You will play a central role in creating an organisation where risk is clearly understood, information is accurate and reliable, and evidence-based decision-making is embedded at every level. Through your leadership, the Authority will develop the technical capability, intelligence and innovation required to fulfil its statutory responsibilities and maintain public confidence.

Working closely with Welsh Government, local authorities, academic institutions, technical specialists, regulators and delivery partners, you will help establish the Authority as a recognised centre of excellence in data, evidence, research and technical leadership.

As a member of the Executive Team, you will help shape not only how the Authority operates, but how confidently it understands risk, responds to emerging challenges and demonstrates that public safety is being managed effectively across Wales.

This is an opportunity to create systems, capability and knowledge that will have a lasting impact on Wales.

What you'll be responsible for

Leading Data, Intelligence and Assurance

You'll establish and lead an integrated framework for data, intelligence, research, standards and assurance, ensuring that high-quality information and evidence are at the heart of organisational decision-making and risk management.

Providing a Clear National Understanding of Risk

You'll ensure the Authority maintains a trusted, evidence-based understanding of disused tip risk across Wales, providing insight and intelligence that supports operational prioritisation, strategic decision-making and public confidence.

Driving Innovation and Technical Excellence

You'll provide strategic leadership for digital innovation, information systems and emerging technologies, ensuring the Authority remains at the forefront of technical capability, monitoring and risk assessment.

Strengthening Evidence, Research and Learning

You'll promote the development and application of research, standards and evidence-based approaches, ensuring organisational learning, continuous improvement and technical excellence are embedded across the Authority.

Supporting Risk-Based Planning and Asset Intelligence

You'll ensure evidence, insight and asset intelligence inform strategic planning, prioritisation and intervention decisions, working collaboratively with partners and stakeholders.

Working Across the System

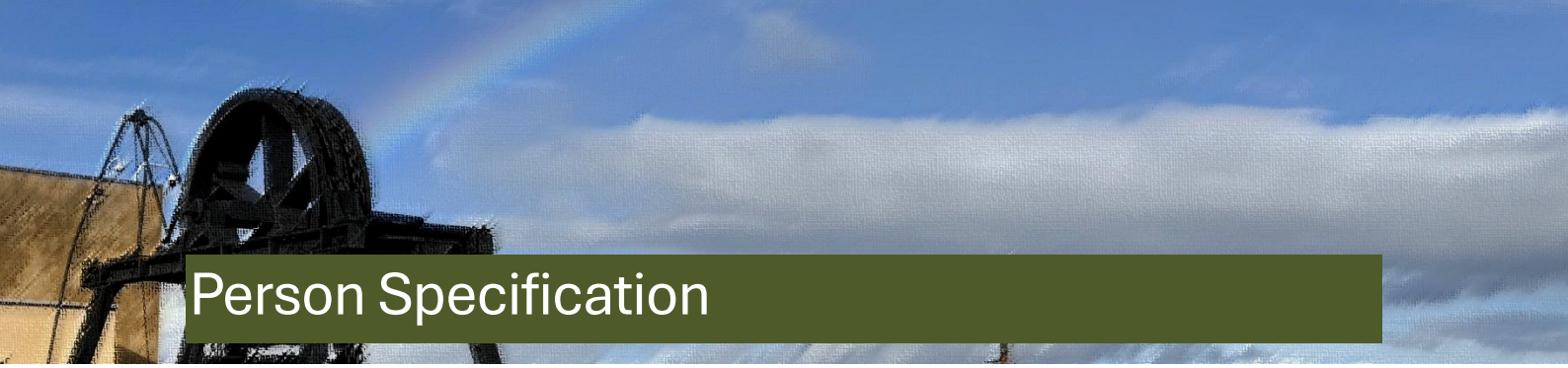
You'll build trusted relationships with Welsh Government, regulators, academia, technical specialists, digital partners and delivery organisations, recognising that effective risk management depends upon collaboration, expertise and shared understanding.

Providing Confidence and Assurance

You'll provide assurance to the Chief Executive, Board, Welsh Government and the public that risks are clearly understood, information can be trusted and evidence-led approaches are being applied consistently across Wales.

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 who can combine technical expertise, strategic insight and collaborative leadership to help establish a new national public body and leave a lasting legacy for Wales.

You'll bring the judgement, credibility and leadership capability required to operate within a complex, highly visible and safety-critical environment, ensuring that decisions are informed by robust evidence, trusted information and a clear understanding of risk.

You'll be passionate about the power of data, insight, innovation and assurance to improve decision-making, strengthen public confidence and support effective operational delivery.

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 recognised centre of excellence in data, evidence and technical leadership.

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

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

Data, Intelligence & Evidence-Based Decision Making

- Leading data, analytical, intelligence or assurance functions within complex organisations.
- Using information, evidence and insight to support strategic decision-making and organisational performance.

Risk, Assurance & Information Integrity

- Developing and maintaining trusted information systems, datasets, registers or assurance frameworks.
- Providing confidence in the quality, accuracy and integrity of information used to inform decision-making.

Digital Innovation & Technical Leadership

- Leading the development and application of digital, technological or innovative solutions to improve organisational capability and outcomes.
- Promoting the effective use of technology, data and emerging approaches to support monitoring, analysis and risk management.

Research, Standards & Continuous Improvement

- Leading the development and application of research, technical standards or evidence-based approaches.
- Translating complex technical information into practical solutions that improve performance, consistency and organisational learning.

Evidence-Led Planning & Asset Intelligence

- Overseeing complex programmes, long-term planning or asset management activities.
- Ensuring resources, interventions and priorities are aligned to evidence, risk and organisational objectives.

Executive Leadership & Corporate Contribution

- Providing strategic advice, assurance and evidence-based recommendations to Boards, Ministers or senior stakeholders.
- Working effectively as part of an Executive Team to deliver organisational priorities and public value.

Partnership & System Leadership

- Building trusted relationships with Government, regulators, technical specialists, academic institutions and delivery partners.
- Working collaboratively across organisational boundaries to achieve shared outcomes and strengthen organisational capability.

Communication & Strategic Judgement

- Communicating complex technical, digital or analytical information clearly and confidently.
- Making balanced, proportionate and evidence-based decisions in situations involving uncertainty, risk 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.

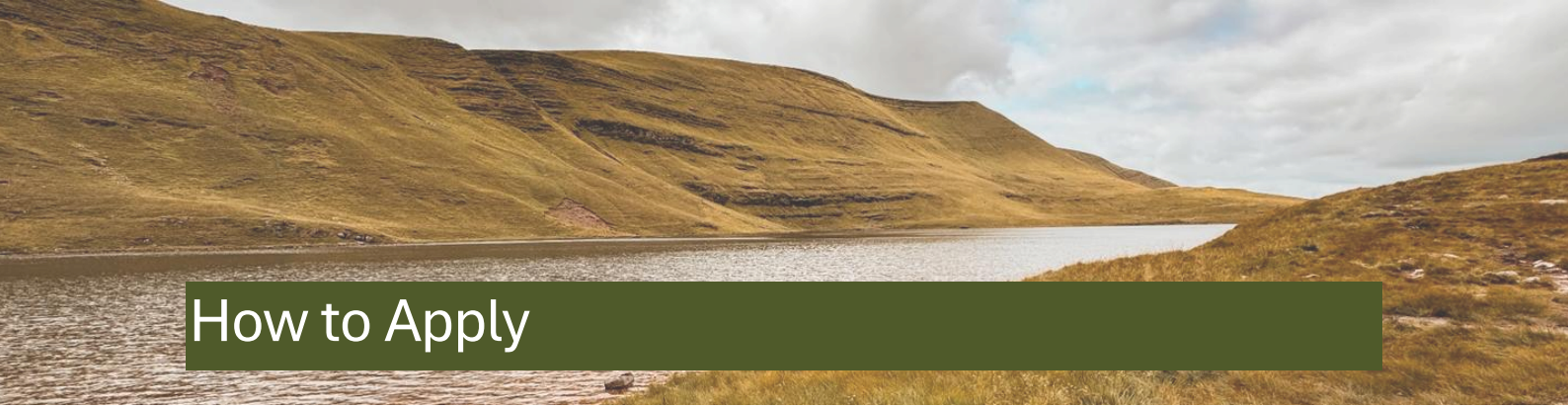
Collaborate for Impact – Build strong relationships across organisational, professional and sector boundaries to deliver shared outcomes.

Drive Excellence and Innovation – Promote learning, embrace innovation and use evidence to continually improve organisational performance.

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

Think Strategically and Act Decisively – Balance evidence, risk and organisational priorities to make informed decisions that support public confidence and long-term success.

This role requires a leader who can inspire confidence in data, evidence and assurance, ensuring that the Authority's decisions are informed by trusted information, sound judgement and a relentless commitment to protecting communities across Wales.



How to Apply

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

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

Your CV

This will be used to assess the Technical Capabilities 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 data, digital, technical, analytical or assurance functions within complex organisations;
✓ developing and applying data, intelligence, research or evidence-led approaches to support decision-making and risk management;
✓ implementing digital systems, innovative technologies or organisational improvements that enhance organisational capability and performance;
✓ managing significant organisational, environmental or public safety risks;
✓ providing strategic advice, assurance or evidence-based recommendations to Boards, Ministers or senior leaders;
✓ establishing and maintaining trusted information, assurance or governance frameworks;
✓ leading multidisciplinary teams and building technical capability; and

✓ building effective partnerships with government, regulators, academia, technical specialists or delivery partners to achieve shared outcomes.

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 leadership expectations.

We're interested not only in what you've achieved, but how you've led people, made decisions and delivered outcomes in complex environments.

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

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 strong examples that clearly demonstrate your personal contribution, judgement, leadership and impact.

Our Assessment Process

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

Assessment Area	We'll assess this through
Technical Capability	CV, presentation and interview
Leadership Expectations	Leadership Experience Statement and interview
Values	Leadership Experience Statement, psychometric assessment and interview

Where candidates are closely matched, **Technical Capability and Professional Expertise** will be the lead criteria for appointment, reflecting the importance of

evidence-led decision-making, technical judgement and assurance leadership 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
01 Application	Registration, CV and Leadership Experience Statement	Technical Capability and Leadership Expectations
02 Psychometric Assessment	Online assessment	Values discussion only — not assessed
03 Interview	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		
1. Applications open week commencing 10 August	Candidate brief and application details published.	Start
2. Applications close 11 September	Final date for candidates to submit their application.	Deadline
3. Sift Allow up to 2 weeks for sift outcomes to be issued	Applications reviewed against the role requirements.	Review
4. Assessment activities 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
5. Interview Interviews are expected to take place over a 2-week period	Final interviews will explore technical capability, values and leadership expectations.	Interview

6. Outcome / offer decision Outcomes issued within 10 working days	Outcome decisions and offer information issued to candidates.	Outcome
7. Pre-employment & security checks 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.	Checks
8. Stakeholder engagement More details will be shared once final offer is agreed	Successful candidates will meet key stakeholders or Board representatives.	Engage
9. Start date 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.

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.