



Llywodraeth Cymru  
Welsh Government

20 October 2021

Dear

**ATISN 15530 Children's Commissioner**

### **Information requested**

Thank you for your request which I received on 23 September 2021. You asked for:

- The formal interview questions asked in the recruitment process for the role of Children's Commissioner for Wales in 2014/15.

### **Our response**

The information you requested is enclosed.

The process to appoint the current Children's Commissioner for Wales began in 2014 and was restarted in 2015. The interview process consisted of two interview panels - a young people's panel and a cross party panel. The questions used by both recruitment panels in 2014 and 2015 are set out in annex A.

The questions used in the 2014/15 recruitment **should not** be treated as a template for the forthcoming interviews as part of the current recruitment campaign or necessarily viewed as indicative of the type of questions that may be asked at those interviews. Each recruitment process is different, and involves different questions asked in different ways. The current recruitment campaign is based on the information and criteria contained within the current candidate pack.

### **Next steps**

If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at:

Information Rights Unit,  
Welsh Government,  
Cathays Park,  
Cardiff,

CF10 3NQ

or Email: [Freedom.ofinformation@gov.wales](mailto:Freedom.ofinformation@gov.wales)

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at: Information Commissioner's Office,  
Wycliffe House,  
Water Lane,  
Wilmslow,  
Cheshire,  
SK9 5AF.

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely

## Annex A

### Young people's panel 14<sup>th</sup> July 2014

<b>Question 1</b> Why do you want this job?
<b>Question 2</b> What attributes do you have to make you the Children's Commissioner for Wales?
<b>Question 3</b> What are your weaknesses and how would you overcome these?
<b>Question 4</b> How have you challenged anti-discriminatory behaviour?
<b>Question 5</b> What have you done to change things for children and young people individually and on a large scale?
<b>Question 6</b> If you were the Children's Commissioner for Wales how would you fight for children's rights?
<b>Question 7</b> If you were Commissioner, how would you interact with children?
<b>Question 8</b> If you were Commissioner and had to challenge a professional in their decision making, how would you do this?

### Cross party panel 14<sup>th</sup> July 2014

<b>Question 1</b> If appointed how would you ensure that there are opportunities for children and young people in Wales to have their voices and opinions heard by other stakeholders?
<b>Question 2</b> Describe an experience when you have communicated successfully with children and young people who are difficult to reach. What was your measure of success?
<b>Question 3</b> Describe a situation when you have provided advice and guidance to a child or young person who needed support to understand their rights.

**Question 4**

How have you demonstrated your commitment to implementing children's rights in your career to date?

**Question 5**

If appointed, how would you ensure the needs of children and young people are well promoted and effectively represented?

**Question 6**

If you were to become Children's Commissioner for Wales how would you plan to work with and to hold the Welsh Government to account?

**Question 7**

How would you provide leadership and structure to your office while ensuring sufficient focus was maintained in relation to key external organisations, policies and practice?

**Question 8**

The holder of this post occupies an important role in public life. What is your understanding of the seven principles of public life?

Can you give an example of when you have resolved a conflict of interest between your private and professional life?

**Young people's panel 5<sup>th</sup> January 2015****Question 1**

Why do you want this job?

**Question 2**

Can you describe a situation where you inspired trust and respect in your team or your colleagues or in stakeholders?

**Question 3**

What is your greatest leadership achievement in relation to improving outcomes for children and young people?

**Question 4**

If you had to challenge a Welsh Government Minister or a professional on their decision making how would you do this?

Do you have an example where you have achieved change for children through challenging a decision maker?

**Question 5**

If you were successful in getting this job can you tell me how you would stand up for children and young people especially those children who have trouble getting their rights?

**Question 6**

What is the most memorable thing you have been told by a children and

young people that has changed the way you think about things?

**Question 7**

How do you take account of children's rights in your everyday practice at work and how will you influence other people to take account of children's rights in their everyday practice?

**Cross party panel 6<sup>th</sup> January 2021**

**Question 1**

What qualities would you bring to the role of Commissioner and how would you maximise these to ensure an effective term of Office?

**Question 2**

The review has recommended that the Commissioner should be required to justify the balance of his work in scrutiny of his Work Plans and Annual Reports.

What would you do to maintain your authority and independence while increasing your accountability as Commissioner?

**Question 3**

This post requires national leadership. Can you give an example of when you have provided leadership that resulted in positive outcomes for people?

How would you balance the need to provide leadership to your office whilst maintaining a focus and providing leadership to external stakeholders including children and young people?

**Question 4**

The participation of children and young people is central to the work of the Children's Commissioner for Wales. How would you draw on previous experience to ensure that children and young people can actively participate in decisions that affect them?

**Question 5**

The Commissioner will need to deal with individual cases. Can you envisage where the best interests of the child might not match the child's expressed wishes - how would you handle that?

**Question 6**

1 in 7 (or 14%) children and young people are aware of the Children's Commissioner.

How would you increase the awareness of the Commissioner, your office and the work you do, including your helpline, especially amongst those most marginalised?

**Question 7**

How have you demonstrated your commitment to championing the rights of others in your career to date and how have you demonstrated your enthusiasm to be an effective ambassador for them?

**Question 8**

This role requires confidence and credibility across public, private and the third sector. What experience do you have to ensure that this is the case and how would you ensure that you build on this over your tenure?

**Question 9**

The holder of this post occupies an important role in public life. What is your understanding of the seven principles of public life?

Can you give an example of when you have been challenged in relation to these principles and how you provided the leadership to resolve this matter?