



Llywodraeth Cymru
Welsh Government

8 April 2026

Dear ,

ATISN 26782- Head of Environment Governance Policy

Thank you for your request which I received on 9 March 2026. You are seeking information on the role titled 'Head of Environment Governance Policy' within Welsh Government. You have specifically asked for:

1. Confirmation of the organisational arrangement for the role of 'Head of Environment Governance Policy', including whether the post is currently filled through a secondment arrangement.
2. The start date and expected duration of the current appointment or secondment.
3. The organisation responsible for salary, contractual employment and line management arrangements during the period of secondment.
4. The full role description for the 'Head of Environment Governance Policy' post, including any formal statement of responsibilities, remit or delegated authority.
5. The job description and person specification associated with the post.
6. A copy of the job advertisement or recruitment notice issued for the role.
7. Details of the policy areas covered by the role, including but not limited to responsibilities relating to:
 - a) environmental governance in Wales
 - b) environmental regulation frameworks
 - c) water quality policy
 - d) river management policy
 - e) sewage discharge policy
 - f) bathing water regulation or designation
 - g) oversight of regulatory frameworks involving Natural Resources Wales
 - h) policy affecting the regulation or operational oversight of water companies operating in Wales.
 - i) policy relating to environmental permitting regimes, including permits issued to water companies and wastewater treatment work.

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.



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CF10 3NQ

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- j) policy relating to regulatory enforcement, compliance assessment or prosecution frameworks for environmental offences.
 - k) policy relating to regulatory oversight, compliance or enforcement action concerning sewage discharges or wastewater infrastructure.
8. Any internal documents describing the scope of work, programme of activity or policy portfolio assigned to the role.
 9. Details of any programme boards, policy groups, working groups or governance structures to which the role reports, contributes or provides policy input.
 10. Any conflict of interest assessment, declaration of interests or ethical review undertaken in relation to the appointment of a secondee from a regulated water company into this policy role.
 11. Any Welsh Government policy, guidance or framework governing secondments into environmental policy or environmental governance roles from organisations subject to environmental regulation.

Our response

1. The Head of Environment Governance Policy post (to be referred to as 'the Post' hereafter) sits within the Strategy and Change team in the Climate Change and Environmental Sustainability directorate of Welsh Government. Further information on the remit of the team and where the Post sits in the structure is at Annex A. The post is currently filled through a secondment arrangement.
2. The current post holder started in role on 2 March 2026, the duration of the contract is 12 months.
3. As set out in section 3: Principles in the Welsh Government's Secondment Policy and Guidance (attached at Appendix A):
 - Secondees will always remain on the terms and conditions and pay roll of their home organisation. Costs will be recovered from the Host organisation via an invoicing arrangement.

Line management arrangements during the time of the secondment are also set out in the Guidance at Appendix A.

4. Available at Appendix B.
5. The role description requested at question 4 is the job description and includes the person specification associated with the post.
6. The Post was recruited via a direct secondment, which is a secondment of a specific individual rather than an advertised opportunity. The Director of Climate Change and Environmental Sustainability and the Deputy Director of Landscapes, Nature and Forestry approached a number of organisations enquiring if they had a suitable person to undertake the role. The current postholder was identified through the Director's regular bilateral engagement with Dŵr Cymru.
7. This information is set out in the job description.
8. This information is set out in the job description.

9. Programme Boards associated with the Post are currently being scoped for consideration by the new Government. The Post holder will report periodically to the Climate Change and Environmental Sustainability Directorate Senior Management Team on progress.
10. In line with Welsh Government for all new starters, we can confirm that a conflict-of-interest declaration has been completed.
11. The Welsh Government does not have individual policy or guidance specific to secondments into environmental policy or environmental governance roles.

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: Freedomofinformation@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

Strategy and Change Team

The Climate Change and Environmental Sustainability (CCES) Strategy and Change Team brings together four interlinked teams working closely with the Director and Deputy Directors to support delivery of the Directorate’s shared purpose and priorities. As the Director’s team, we help coordinate and connect work across the Directorate, ensuring it is aligned, purposeful, and informed.

We support the Senior Leadership Team (SLT) by defining and communicating the Directorate’s policy purpose, simplifying and integrating legislation, policy and plans, and strengthening science and evidence planning. We lead on strategic frameworks such as the Natural Resources Policy, coordinate governance and corporate functions, and provide policy leadership on complex and cross-cutting policy areas.

Together, we drive strategic alignment, improve ways of working, support prioritisation and integration across teams, and ensure coherence in planning, reporting, and delivery. We also lead development of the Directorate Development Plan and Business Plan and provide high-quality advice to Ministers and senior officials.

Organogram

