



Cyd-Bwyllgor Corfforedig
Gogledd Cymru
North Wales
Corporate Joint Committee

Chief Executive: North Wales Corporate Joint Committee

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For further information about this role,
please contact:



Dafydd Gibbard
Chief Executive, Cyngor Gwynedd
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Dear applicant,

We're delighted that you're considering joining the team at the North Wales Corporate Joint Committee. We are a team of passionate and enthusiastic individuals who are proud to be involved in strategic development, transport and developing the North Wales economy.

The Corporate Joint Committee is a strong partnership, working on behalf of North Wales to deliver against a future vision for economic prosperity. We have an established team of professional and dedicated individuals who are tasked with driving forward our vision, and we now require a Chief Executive to join that team and drive forward our ambitions.

We work closely as a team, and we have developed a set of values that underpin how we work and what we expect from others. We are ambitious, we empower and support each other to succeed, we have integrity and do as we say we will and we respect and value people and their perspectives as we shape a great future for North Wales. We do hope you will consider applying for this position and hopefully join us on this journey



Cllr. Mark Pritchard
Chair of the North Wales
Corporate Joint
Committee



Cllr. Charlie McCoubrey
Vice Chair of the North
Wales Corporate Joint
Committee



Job Description

Job Purpose

- To be accountable to the North Wales Corporate Joint Committee (CJC) in delivering its vision and aspirations for the region - integrating the North Wales Growth Deal into the new regional entity and thus, delivering one single form of regional economic governance.
- To be responsible for providing leadership to the North Wales Corporate Joint Committee team and all employees, addressing the staff and other resources needed to deliver high-quality, cost-efficient functions and services whilst addressing the needs of the region.
- To operate, convene and deliver services and functions in a new multi-level governance environment, reflecting the need to work effectively across Local Government, Welsh Government and UK Government.
- To develop and implement strategies, policies, and processes to ensure that the organisation meets the goals determined by the Joint Committee as a new corporate legal entity.
- To assist the North Wales Corporate Joint Committee in unlocking government and investment funding to complement and add value to existing funding and investment programmes.
- To develop effective working relationships with Elected Members to ensure the realisation of the Joint Committee's vision, policies and programmes for an integrated model of regional investment and activity as reflected in the corporate plan and budgetary framework.
- To work with and ensure there is comprehensive and pro-active stakeholder engagement with local authority partners, strategic partners and other organisations to realise the joint aspirations for the region.

Salary

Up to £125,000

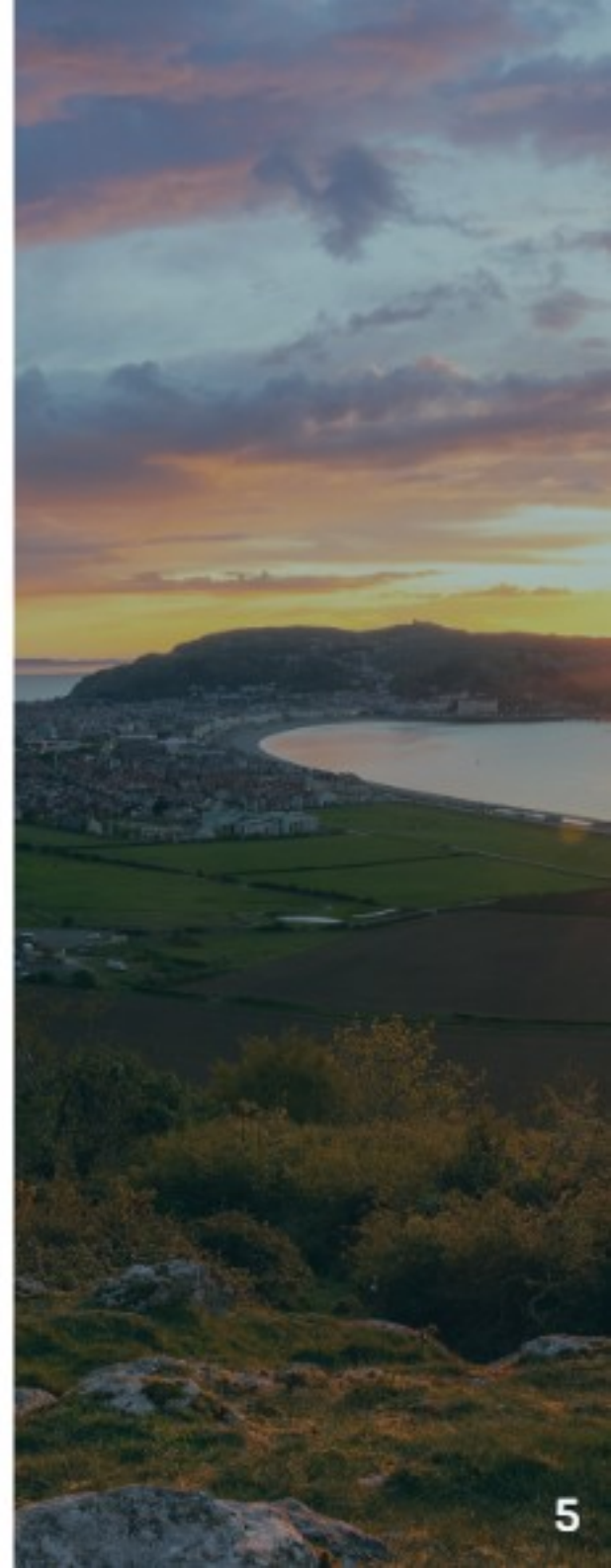
Reporting to: Chair - Corporate Joint Committee

Accountable to: The North Wales Corporate Joint Committee

Location of post: The office location of this post will be Sarn Mynach, Llandudno Junction, however, home and local/field working will be a requirement of the role. Agile working is a key feature and expectation of this role.

Principal Duties and Responsibilities

- To be accountable to and act as principal advisor to the Joint Committee, providing clear leadership to Elected Members in shaping and delivering a corporate plan within the agreed budgetary framework.
- To act as the organisation's Chief Executive, focusing on matters of strategic significance, leading, and managing the relationships with internal and external stakeholders and partners.
- To promote the profile of the North Wales Region locally, regionally, nationally, and internationally.
- To lead the organisation through periods of significant change, ensuring effective working across the organisation and with partners.
- To partner with senior officers both within the organisation and within represented Local Authorities to grow and strengthen the organisation and make it sustainable.
- To lead the Corporate Management Team enabling the effective prioritisation of programme and resources and driving forward delivery of quality services which meets the needs of stakeholders, partners, Local Authority partners, citizens, communities, and customers.
- To co-ordinate the organisation's management of key resources – human resources, financial resources, information, and assets – to secure efficiency and value for money.
- Work with the Joint Committee's appointed Section 151 Officer and Monitoring Officer to prepare the organisation's annual budget, analyse the risk of the organisation's investments and advise the Joint Committee of the risk and return of investments.
- To appoint or support the appointment of senior managers within the organisation in line with policy requirements.
- To set and review the objectives and standards of performance for the organisation's Management Team.
- To ensure arrangements are in place for the effective corporate governance of the organisation and the legality, probity, integrity, proper accountability, and scrutiny of decision-making processes.
- To ensure arrangements are in place to deliver the organisation's objectives and achieve continuous and sustainable improvement.
- To demonstrate an open commitment to actively celebrate the rich diversity of the region ensuring equality and social justice.
- To have overall officer responsibility for ensuring that the organisation meets all legal requirements in respect of the management of health and safety.
- To undertake a representative and ambassadorial role on behalf of the organisation's employees.



Person Specification

Criteria

Education / Professional Qualifications

- Educated to degree level or equivalent in a relevant field.
- Evidence of relevant continuous professional and managerial development

Knowledge and Skills

- | Criteria | Essential | Desirable | Assessment method |
|--|-------------------------------------|-------------------------------------|-------------------|
| • Educated to degree level or equivalent in a relevant field. | <input checked="" type="checkbox"/> | | A |
| • Evidence of relevant continuous professional and managerial development | <input checked="" type="checkbox"/> | | A |
| • The ability to provide strong and effective leadership and inspire people. | <input checked="" type="checkbox"/> | | A,I,T |
| • The ability to create and motivate high performing teams. | <input checked="" type="checkbox"/> | | A,I,T |
| • The ability to lead large and complex programmes and projects to deliver successful outcomes. | <input checked="" type="checkbox"/> | | A,I |
| • A knowledge of the political context local , national and UK level along with a proven track record of being able to work in a politically sensitive environment. | <input checked="" type="checkbox"/> | | A,I,T |
| • Excellent interpersonal skills and the ability to create alliances. | <input checked="" type="checkbox"/> | | I,T |
| • A proven ability to lead multi-disciplinary, cross organisational teams. | <input checked="" type="checkbox"/> | | A,I |
| • A proven ability to find creative and innovative solutions to complex problems and to work with a range of partners to implement them. | <input checked="" type="checkbox"/> | | A,I,T |
| • An understanding of the North Wales region and the differing social and economic issues facing its component parts. | <input checked="" type="checkbox"/> | | A,I |
| • Excellent communication, influencing and negotiating skills. | <input checked="" type="checkbox"/> | | A,I,T |
| • Knowledge of the key regional and national issues relating to transport, skills and employment, economic development and sector growth, digital infrastructure, and land use planning. | <input checked="" type="checkbox"/> | | A,I,T |
| • A proven track record of successful programme delivery to deadline and to budget. | <input checked="" type="checkbox"/> | | A,I |
| • Negotiation skills in securing public funding and reaching commercial agreements with partners. | <input checked="" type="checkbox"/> | | A,I |
| • The ability to empathise and understand the needs of North Wales. | <input checked="" type="checkbox"/> | | I,T |
| • The ability to analyse and use complex data for forecasting need e.g. demographic trends and economic trends. | <input checked="" type="checkbox"/> | | A,I,T |
| • An understanding of local government and central government processes and local government finance. | | <input checked="" type="checkbox"/> | I |
| • The ability to communicate with stakeholders in the Welsh Language | | <input checked="" type="checkbox"/> | I |

Person Specification

Criteria	Essential	Desirable	Assessment method
Experience			
• Experience of working in a senior managerial position in a complex and multi-disciplinary establishment in the public or private sector.	<input checked="" type="checkbox"/>		A,I
• Experience of working within all aspects of a business planning and risk and performance management framework.	<input checked="" type="checkbox"/>		A,I
• Appropriate level of experience in the fields of transport, skills and employment, economic development and sector growth, digital infrastructure, and land use planning.	<input checked="" type="checkbox"/>		A,I
• Experience of strategic planning, attracting resources and managing large budgets and other resources either in the public or private sector.	<input checked="" type="checkbox"/>		A,I
• Experience of working to a public sector governance framework.	<input checked="" type="checkbox"/>		A,I
• Experience of working in partnership with a wide variety of establishments.			
Personal attributes			
• Able to project a high degree of personal integrity and to engage with others.	<input checked="" type="checkbox"/>		I,T
• Self-motivated and strong under pressure.	<input checked="" type="checkbox"/>		A,I,T
• Empathetic and able to respond to the needs of others.	<input checked="" type="checkbox"/>		I,T
• A strong commitment to public service and the needs of the people of North Wales and its constituent parts.	<input checked="" type="checkbox"/>		A,I,T
• A strong commitment to the needs of North Wales.	<input checked="" type="checkbox"/>		I,T
• Attuned to political sensitivities.	<input checked="" type="checkbox"/>		I,T
• A strong sense of self reflection and evaluation and accountability to others.	<input checked="" type="checkbox"/>		I,T
• Accepts responsibility.	<input checked="" type="checkbox"/>		I,T
• Holds ethical values.	<input checked="" type="checkbox"/>		I,T
• Able to adjust one's personal style to the demands of different situations.	<input checked="" type="checkbox"/>		A,I,T
• A strong sense of ambition for the region.	<input checked="" type="checkbox"/>		I,T
• Dedicated and enthusiastic.			
Assessment method key			
A - Application Form			
T - Assessment Centre			
I - Interview			

Terms and Conditions of Employment

The appointment will be in accordance with the terms and conditions as set out by the Joint Council for Local Government Chief Executives (including any local amendments to those terms) or other local conditions that forms an agreement between the Corporate Joint Committee and the trade unions.

Hours of work

- The standard working week is 37 hours, but the nature of the role means that the Chief Executive will be required to work additional unsocial hours also.

Service

- The post holder will not be permitted to undertake any other work or employment without the specific permission of the Corporate Joint Committee.

Salary

- Salary £115,928 - £125,000.
- The postholder will receive an annual incremental increase in pay, dependent on satisfactory performance in the role.
- The salary will be paid on the 19th of each month through bank transfer (or the nearest date if the 19th falls on a weekend or bank holiday).

Expenses

- The Chief Executive will be able to claim reimbursement of travelling, subsistence and any other appropriate expenses as defined by the Corporate Joint Council, and in accordance with the national agreement as adopted or amended.
- The postholder will be required to have the use of a car to undertake the role. When using a car for business use the postholder will be able to claim reimbursement of expenses on the casual rate.

Terms and Conditions of Employment

Holidays

- The Chief Executive is entitled to 31 days of annual leave, with an additional 5 days awarded after completing 5 years of service.
- In addition, the postholder is entitled to eleven and a half days of bank holidays and additional statutory holidays.

Notice

- The minimum amount of notice for both parties will be 3 months.

Benefits

- Access to the local government pension scheme.
- Flexible working – an employer that will consider and has shown its eagerness to support staff to work flexibly, as a means of ensuring a healthy work and life balance.
- Relocation package – financial assistance to move home, within specific criteria.
- Financial contribution to membership of one professional body.

Political restriction

- This role is politically restricted in accordance with the Local Government and Housing Act 1989. This means that the Chief Executive will not display any political bias or allegiance.



The Employer

Since the 1st of April 2025 the North Wales Corporate Joint Committee (Ambition North Wales) have established as a new regional corporate local government entity and an employing authority. The Corporate Joint Committees have similar powers, duties, governance, and administrative structures to local authorities in Wales.

Four CJsCs were established in Wales on 1st April 2021, based on the geographical areas requested by local government and reflecting existing Regional collaborative arrangements. The North Wales Corporate Joint Committee comprises the six Local Authorities in North Wales - Anglesey, Gwynedd, Conwy, Denbighshire, Flintshire, Wrexham as well as the Snowdonia National Park Authority.

At present the Corporate Joint Committee has three specific areas of focus - strategic planning, strategic transport and economic wellbeing.

Ambition North Wales's Team Values



We are Ambitious

We strive to deliver the best for North Wales. We are leaders in our fields, opinion formers and influencers, and we challenge conventional thinking. We pursue high standards, aim to be our best, and continuously develop ourselves professionally.



We work Collaboratively

We share knowledge, skills, information and support and ensure to keep colleagues informed. We always help each other, facilitate opportunities for North Wales and recognise that our collective impact is more significant than our individual impact.



We do the right thing

We do the right thing, not what is easy. We challenge unethical behaviour and speak out when things don't feel right. We are respectful, fair and considerate and can be trusted to deliver agreed commitments on time.



We make a difference

We pursue opportunities to make a difference in North Wales. We champion the Welsh language, heritage and culture and support regional charities. We protect the environment and seek opportunities to reduce our footprint.



Recruitment Timetable



Closing date

Applications need to be received by **10:00am, Monday 28th April 2025.**



Shortlisting

We aim to inform those shortlisted by the end of the following dates, with details of online assessments and follow-up interview - end of business on **Friday, 9th May 2025.**



Assessment Centre

During the week starting **19th May 2025,** with the exact date to be confirmed after the shortlisting process.



Final Interview

Final interview with members of the Corporate Joint Committee - **Wednesday, 11th June 2025.** All applicants are asked to keep this date clear for the time being.

The application process

Please use this [link](#) to access the Cyngor Gwynedd's recruitment portal. You will be required to create an account to submit an application.

Please remember to complete all sections of the form. You are welcome to submit your form in Welsh or English.

Following the closing date an assessment panel will assess your application against the requirements set out in the personal specification. Please make sure your statement covers all essential criteria set out in the personal specification.

Applicants who reach the shortlist will be invited to an Assessment Centre and interview, details of the interviews will be sent at least a week in advance.

Please note applications received after the closing date will not be considered.

Benefits

There are several benefits of working for the North Wales Corporate Joint Committee, full details can be found [here](#). However, the following is a summary of the key benefits:

Pension scheme

North Wales Corporate Joint Committee operates a Local Government Pension Scheme. Information about the fund can be found on the Gwynedd Pension Fund [website](#).

Annual leave

The annual leave entitlement varies between 21 and 30 days per year - depending on the grade of the post. Staff are also entitled to 8 days leave for bank and public holidays, as well as an additional 3 and a half days.

Special leave

As well as the leave noted above, paid absence may be granted in special circumstances such as moving house, bereavement, attending medical appointments, undertaking public duties and so on.

Work life balance

Ensuring that staff strike a healthy balance between work and home life is very important for North Wales Corporate Joint Committee. Staff can take advantage of the following arrangements:

- Flexible working hours
- Maternity, paternity and adoption leave
- Parental leave and flexible working for parents and carers
- Hybrid working

Training and development

North Wales Corporate Joint Committee recognises the importance of investing in its most important asset - its staff. Every employee can expect:

- A formal induction process and a continuous performance review
- A wide range of internal and external training and development opportunities
- Contribution towards the membership of professional bodies which are relevant to the work



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