

THE AGRICULTURAL ADVISORY PANEL FOR WALES

Appointment of Chair

Remuneration - £310 per day –

On average the Panel meet six times p/a

Closing date: 18/02/2026 (16:00)

Location: Digital by Default/Mid Wales
(other locations may occasionally be used).

Function of body

The Agricultural Advisory Panel for Wales is a statutory body responsible for maintaining fair, proportionate and sustainable minimum employment protections for agricultural, horticultural and forestry workers in Wales.

The Panel advises Welsh Ministers on minimum wage rates and wider statutory terms and conditions for agricultural workers. It brings together employer and worker representatives and independent members with agriculture and skills expertise to agree clear and proportionate proposals.

The Panel's work helps deliver:

- Fair Work in Wales
- sustainable and productive rural communities
- clear, up-to-date statutory protections
- certainty for employers and workers.

Each year, the Panel reviews minimum terms and conditions, consults publicly on proposed changes, and submits a draft Agricultural Wages (Wales) Order for Ministerial approval.

The Panel is supported by:

- a mandatory subcommittee on skills, training, and career progression
- additional subcommittees where needed
- Welsh Government secretariat support
- external legal drafting and support.

Ministers may also approve commissioned research to inform the Panel's work.

Role Description

As Chair, you'll lead the Panel's meetings, support constructive discussions and help the Panel reach fair and balanced recommendations.

You will work with employer and worker representatives and engage with senior stakeholders across government and the agricultural sector as required. You will be accountable to the Deputy First Minister and Cabinet Secretary for Climate Change and Rural Affairs.

We particularly welcome applications from those with experience in:

- employment relations
- pay frameworks and wage-setting
- labour-market intelligence and insights
- employment law or regulatory policy
- public sector governance, assurance or advisory roles
- proportionate regulation and evidence-based decision frameworks

As Chair, you will have the following strategic leadership responsibilities:

- Chair focused meetings that encourage constructive challenge and collective problem-solving
- Provide clear strategic direction so the Panel can meet its remit
- Support all members to contribute confidently and equally
- Build consensus across employer and worker representatives
- Ensure recommendations are fair, proportionate and clearly explained
- Uphold strong governance, transparency and impartiality
- Champion fair work and fair pay in line with Welsh Government priorities
- Submit draft Orders to Welsh Ministers with clear policy rationale
- Take responsibility for the clarity, quality and integrity of the Panel's decisions.

Person Specification

Essential

Candidates must demonstrate:

- Excellent chairing or facilitation skills, particularly where negotiation or social partnership is involved
- Strong strategic judgement and the ability to interpret complex information
- A clear commitment to fairness, independence and evidence based decisions
- An understanding of fair work and fair pay, and their value to Wales's rural economy
- Excellent communication skills, including the ability to explain balanced recommendations clearly
- High standards of integrity and professionalism
- The ability to build consensus while remaining impartial and focused.

Desirable

- Ability to communicate in Welsh, or strong support for bilingual service delivery
- Knowledge of labour-markets trends, wage-setting mechanisms or related analysis
- Experience of advisory bodies or governance roles
- Understanding of challenges faced by employers and workers in low pay sectors
- Ability to bring insights from relevant professional, academic or policy backgrounds.

Welsh Language

The Welsh Government acknowledges the importance of developing and growing bilingual capabilities in public appointments in Wales and welcomes applications from candidates who demonstrate their capability to work in both English in Welsh.



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