

## The Role: Future Generations Leadership Academy

### Programme Lead (maternity cover)

(4 days per week/30 hrs)

**Responsible to:** Heledd Morgan, Director of Implementation and Impact

**Salary:** £47,676 pro rata per annum

**Contract:** Part-time, approx. 4 days/30 hrs per week. Maternity Cover for approximately 1 year from April 2026 (funding dependent)

**Place of work:** Hybrid (some travel, Cardiff base, but mainly home working)

This is an exciting opportunity for a **Programme Lead** to take the helm of our [Future Generations Leadership Academy](#) during a period of maternity cover. This is your chance to shape the next generation of leaders and make a lasting impact across Wales.

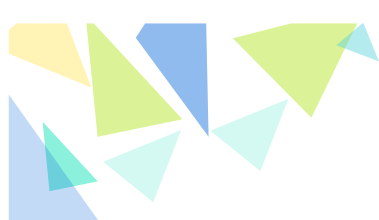
### **What you will do in a nutshell (job purpose)**

Designing and implementing the Future Generations Leadership Academy and Alumni network, which identifies and develops Wales' future leaders in leadership skills and builds their knowledge of how to implement the Well-being of Future Generations Act.

### **Key relationships/stakeholders:**

- Academy support role.
- Academy participants and Alumni network.
- Sponsors across the public, private and third sectors of the Academy.
- External learning & development delivery partners and event management service providers.
- Mission teams across the organisation, especially working within the Implementation and Impact team.

**Commented [KT1]:** Maybe add here the I&I team and especially the admin support role who the roles works most closely with



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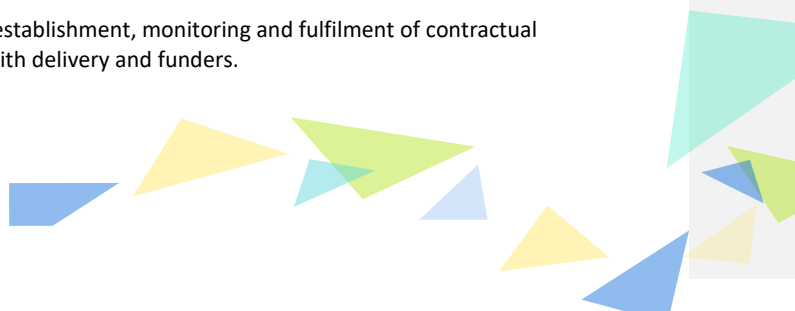
## What you will be responsible for

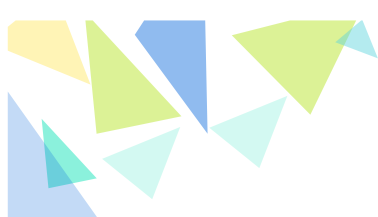
- Line Management for the Academy support role and oversee their support for implementing Academy and Alumni activities.
- Designing and implementing the Future Generations Leadership Academy programme, using the Theory of Change and monitoring, evaluation and learning framework.
- Leading on recruitment and ensuring a diverse Academy cohort that provides opportunities for young people from communities across Wales, and whose voices underpin the programme's ongoing development.
- Creating and maintaining a strong working relationship with all participants, and providing pastoral support and coaching to participants when needed in matters related to their career advancement and their participation in the Academy.
- Identifying and securing funding partners – cultivating long- term funding arrangements with sponsors of the Academy.
- Delivering an impactful Alumni Network which supports a growing community of future leaders over time, providing opportunities here in Wales and internally for their ongoing development. Engages and influences Welsh Ministers and leaders from the public, private and voluntary sector.
- Facilitating public bodies' engagement with the Academy and Alumni network– and demonstrating the impact that they have on the implementation of the Act within public service boards and public bodies.
- Growing the support and involvement of senior Welsh Government policy officials and Ministers – ensuring more Welsh Government departments participate in the programmes as participants, speakers and mentees.
- Working with the Commissioner's International Team, ensuring opportunities here in Wales and abroad for young leaders to develop and share their story.
- Making the links between the Academy and other areas of the Commissioner's (and Welsh Government's) work programme, including working closely with the mission teams in the FGC.
- Assessing delivery costs and setting a budget in agreement with the Director of Implementation and Impact, Finance Director and other relevant team members.
- Supporting the establishment, monitoring and fulfilment of contractual arrangements with delivery and funders.

**Commented [HM2]:** Changed this to say "using the" not "creating a" because Korina can pass the existing monitoring on.

**Commented [HM3]:** Added in "international" focus here for Alumni.

**Commented [HM4]:** Added in international focus here.





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- Assessing the potential for the Commissioner to design new programmes that engage young people in Wales in the Well-being of Future Generations Act, and the Commissioner's work.
- Working with Mission Directors and other team members to monitor the impacts and effectiveness of all programmes and undertaking evaluation.
- Walking the talk and keep the Sustainable Development principle and the five ways of working at the heart of everything.

## The Person

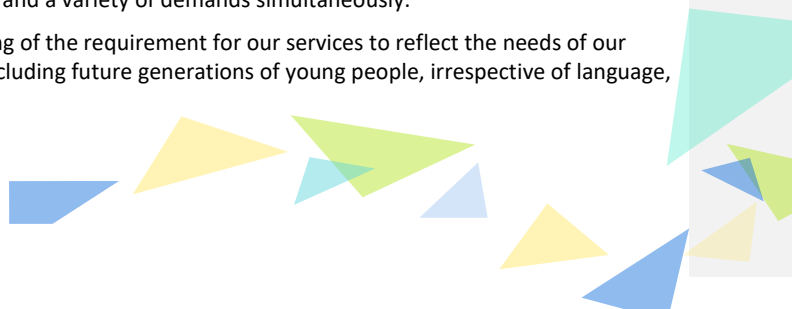
### Skills, Experience and Qualifications...

#### Essential:

- Strong experience in project management and evaluation.
- Strong experience in people management, working in agile teams.
- Experience of working with youth involvement, leadership or mentoring schemes.
- Significant experience of developing and delivering high quality learning and development content/programmes with a deep understanding of different learning models and delivery techniques.
- An understanding of the aims, requirements and challenges of implementing the Well-being of Future Generations Act and the role of leadership in driving change.
- Experience of working with senior level stakeholders (in a personal, voluntary or professional capacity) and be able to give tangible examples of your ability to persuade and influence them to achieve a shared goal.
- Ability to communicate your knowledge with credibility and confidence, and articulate difficult concepts into easily understandable briefing documents and constructs.
- Ability to provide pastoral support, coaching and mentoring to participants when needed.
- Exceptional organisational skills, experience of working independently often under pressure to demanding timescales, demonstrating an eye for detail and an ability to manage volume and a variety of demands simultaneously.
- An understanding of the requirement for our services to reflect the needs of our stakeholders, including future generations of young people, irrespective of language,

Commented [KT5]: I added this, it is very important for this role

Commented [HM6]: Have moved this from desirable to essential.





culture, race, religion, disability, sexual orientation or gender, including the bilingual nature of Wales and the importance of people being able to communicate in the language of their choice.

**Desirable:**

- Ability to speak / communicate in Welsh and understand the logistics of working bilingually.
- Lived experience of people from Black, Asian or other ethnic minority backgrounds and disabled people would be advantageous.
- Evidence of previous experience and a successful track record in fundraising, budget management and the monitoring and presentation of financial information.
- Knowledge and understanding of income generation schemes in the context of the public sector and private sector.
- Membership of the CIPD or LPI (Learning & Performance Institute)

**We'll also need you to be:**

- Comfortable to work in an agile environment
- Actively anti-racist and tackle all types of discrimination, welcoming and celebrating difference
- Keeping up to date with changes in systems, policies, procedures and working practices
- Walking the talk of the Well-being of Future Generations (Wales) Act 2015
- Embracing our organisational values in everything you do

\*This job description is indicative of the range of current duties and responsibilities for the post, it is not comprehensive. This post is expected to develop over time with business need and the skills and knowledge of the post holder and it is essential, therefore, that it is regarded with a degree of flexibility so that changing needs and circumstances can be met. All changes will be discussed with the post holder.

