

Gwrandawriad cyn penodi

Yr ymgeisydd a ffefrir ar gyfer swydd Llywydd Llyfrgell Genedlaethol Cymru

Mawrth 2022

1. Cyflwyniad

Gwrandawriad cyn penodi

- Mae Gweinidogion Cymru yn gwneud nifer o benodiadau cyhoeddus ar draws pob agwedd ar fywyd cyhoeddus. Mae'r penodiadau hyn yn uchel eu proffil ac yn cynnig y cyfle i lywio a siapio nifer o'r gwasanaethau cyhoeddus y mae pobl Cymru yn eu defnyddio. Rhaid i Weinidogion Cymru wneud penodiadau cyhoeddus a reoleiddir yn unol â'r egwyddorion a nodir yn y Cod Llywodraethu ar gyfer Penodiadau Cyhoeddus. Y Comisiynydd Penodiadau Cyhoeddus sy'n gyfrifol am roi sicrwydd annibynnol bod penodiadau yn cydymffurfio â'r Cod.
- Mae Gweinidogion Cymru a'r Senedd wedi cytuno y bydd Pwyllgorau'r Senedd yn gwneud gwaith craffu cyn penodi mewn perthynas â rhai o'r benodir er mwyn gwella'r broses graffu a sicrhau bod y broses penodiadau cyhoeddus yn fwy tryloyw. Cynhelir y gwaith craffu cyn penodi ar ffurf gwrandawriad cyn penodi i'r ymgeisydd a ffefrir, a hynny gan y Pwyllgor perthnasol. Mater i'r Pwyllgor perthnasol yw penderfynu a yw'n dymuno cynnal gwrandawriad cyn penodi ai peidio.
- Mae rhestr o'r penodiadau gweinidogol a all fod yn destun gwrandawriadau cyn penodi wedi'i chymeradwyo gan Lywodraeth Cymru, ac fe'i hadolygir yn rheolaidd. Mae swydd Llywydd Llyfrgell Genedlaethol Cymru wedi ei chynnwys ar y rhestr honno.



Llyfrgell Genedlaethol Cymru

4. Ers ei sefydlu ym 1907, mae Llyfrgell Genedlaethol Cymru wedi cadw treftadaeth ddogfennol Cymru. Disgrifia'r Llyfrgell Genedlaethol ei diben fel a ganlyn:

'sichau y bydd hanes, diwylliant a threftadaeth unigryw Cymru, a ddogfennir mewn sawl gwahanol fformat a chyfrwng dros amser, bob amser ar gael i ddeall yn well pwy ydym ni, i egluro'r dreftadaeth hanesyddol a diwylliannol yr ydym yn ei rhannu ac sydd wedi ein llunio fel cenedl dros ganrifoedd lawer, ac i annog ymchwil a dysg.'

5. Yn ôl Cynllun Strategol y Llyfrgell ar gyfer 2021-2026, mae'n anelu i:

- Llesiant - Mae'r Llyfrgell Genedlaethol Cymru yn llyfrgell i Gymru gyfan ac yn gwneud cyfraniad cadarnhaol at lesiant byd-eang. Mae gennym gyfraniad pwysig i gyflawni saith nod Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015.
- Traweffaith - Cymdeithasol Byddwn yn hyrwyddo cymdeithas sy'n gyfartal, yn deg a chynhwysol, gan weithio i ddileu tlodi, a chynnig llwyfan a gofod diogel i drafodaeth iach, gonest ac agored am bob agwedd o fywyd Cymru a'i phobl.
- Cynladwyedd - Rydym yn derbyn ein cyfrifoldeb i ymateb i'r argyfwng hinsawdd byd-eang trwy liniaru effaith amgylcheddol ein gweithrediadau.
- Amrywedd - Wrth gasglu, diogelu a rhoi mynediad i wybodaeth, ymrwymwn i weithio tuag at sichau amrywedd sy'n adlewyrchu amrywiaeth cefndir a phrofiadau pobl Cymru ac i wneud ein casgliadau a gwasanaethau yn hygyrch i bawb o bob cefndir a gallu.
- Yr Iaith Gymraeg - Byddwn yn hyrwyddo'r iaith Gymraeg gan annog y defnydd ohoni yn ein holl weithgareddau

2. Y broses recriwtio a dewis ymgeiswyr

Y broses recriwtio

6. Hysbysebwyd y swydd rhwng 8 Rhagfyr a 10 Ionawr 2022.

7. Hysbysebwyd y swydd ar wefan Llywodraeth Cymru, gwefan penodiadau cyhoeddus Swyddfa'r Cabinet, ac ar wefan Llyfrgell Genedlaethol Cymru. Rhoddwyd cyhoedduswydd

pellach i'r swydd yn sgil hysbysebion y talwyd amdanynt ar nifer o wefannau perthnasol, a baneri ar y cyfryngau cymdeithasol, yn targedu rhanddeiliaid diwylliannol ledled y DU. Fe wnaeth y Llyfrgell Genedlaethol a Llywodraeth Cymru hefyd ddefnyddio rhwydweithiau perthnasol a rhestrau postio i hybu'r cyfle. Cysylltwyd yn uniongyrchol ag unigolion, a chysylltwyd â chysylltiadau o ran cydraddoldeb ac amrywiaeth hefyd.

Dewis ymgeisydd

- 8.** Cafwyd pum ymgeisydd, gyda phedwar o'r ymgeiswyr yn wyn, ac un o ethnigrwydd cymysg. Cynhaliodd Panel Asesu Ymgynghorol sifft ar gyfer y ceisiadau ar 25 Ionawr 2022. Gwahodwyd tri ymgeisydd i gyfweiliad. Tynnodd un ymgeisydd ei gais yn ôl yn dilyn y sifft a chyn y cyfweiliad.
- 9.** Roedd y broses gyfweld yn cynnwys sesiwn rhanddeiliaid a barodd 40 munud ynghyd â chyfweiliad ffurfiol. Roedd y rhanddeiliaid yn cynnwys cynrychiolwyr o'r Llyfrgell Genedlaethol, Llywodraeth Cymru a'r sectorau llyfrgelloedd ac archifau lleol. Yn y sesiwn rhanddeiliaid, arweiniodd ymgeiswyr drafodaeth deugain munud o hyd gyda naw rhanddeiliad yn trafod cyflawni'r Adolygiad wedi'i Deilwra a blaenoriaethau Llywodraeth Cymru. Rhoddodd y panel rhanddeiliaid sgôr i'r ymgeiswyr yn erbyn pedwar maen prawf: cynnwys, sgiliau Cadeiryddiaeth, y gallu i ymdrin â chwestiynau a'u hateb, ac amrywiaeth a chynhwysiant. Nid oedd aelodau'r Panel Asesu Ymgynghorol yn bresennol yn y sesiwn rhanddeiliaid.
- 10.** Yn y cyfweiliad, gofynnwyd cyfres o gwestiynau i'r ymgeiswyr yn ymwneud â'r meini prawf hanfodol. Roedd y cyfweiliadau'n para tua 45 munud yr un.

3. Yr ymgeisydd a ffefrir gan Lywodraeth Cymru

- 11.** Yr ymgeisydd a ffefrir ar gyfer swydd Llywydd Llyfrgell Genedlaethol Cymru yw Ashok Ahir Fe'i penodwyd yn Llywydd dros dro ac yn ymddiriedolwr Llyfrgell Genedlaethol Cymru ym mis Medi 2021.
- 12.** Mae Mr Ahir yn 52 oed, ac ef yw Cyfarwyddwr Cyfathrebu ac Ymgysylltu Cymwysterau Cymru. Mae hyn yn dilyn cyfnod o dair blynedd yn yr uwch wasanaeth sifil, yn gweithio yn Swyddfa'r Cabinet ac yn Llywodraeth y DU yng Nghymru, lle'r oedd yn Gyfarwyddwr Cyfathrebu.
- 13.** Cyn hynny, bu'n gweithio i'r BBC fel newyddiadurwr, golygydd a gwneuthurwr rhaglenni yn Llundain a Chaerdydd. Am fwy na degawd, bu'n gyfrifol am dîm gwleidyddiaeth BBC Cymru

Wales, gan oruchwylio'r sylw a roddir i wleidyddiaeth Cymru ar y teledu, radio ac ar wasanaethau digidol.

4. Gwrandawriad cyn penodi

Cyn y gwrandawriad

14. Rhoddodd Uned Cyrff Cyhoeddus Llywodraeth Cymru y cyngor a ganlyn i'r Pwyllgor cyn y gwrandawriad cyn penodi:

- ffurflen gais, CV a datganiad personol;
- crynodeb dienw o broffil demograffig yr ymgeiswyr a wnaeth gais am y swydd ac a symudodd ymlaen ym mhob cam o'r broses recriwtio;
- copi o'r pecyn gwybodaeth a ddarparwyd i'r ymgeiswyr a wnaeth gais am y swydd.

15. Darparwyd yr holl ddogfennau hyn i Aelodau'r Pwyllgor cyn y gwrandawriad.

16. Gofynnodd y Pwyllgor hefyd i'r ymgeisydd a ffefrir lenwi holiadur byr. Roedd hyn er mwyn darparu rhagor o wybodaeth i'r Pwyllgor cyn y gwrandawriad, tebyg i ymchwiliad. Ceir copi o'r cwestiynau a'r atebion a ddarparwyd gan yr ymgeisydd yn Atodiad C y papur hwn.

Y gwrandawriad cyn penodi

17. Cynhaliwyd y gwrandawriad ddydd Mercher 16 Mawrth 2022, a gofynnwyd cwestiynau i'r ymgeisydd yn seiliedig ar y cwestiynau yn yr holiadur cyn gwrandawriad gyda'r bwriad o drafod y themâu hyn ymhellach.

18. Mae trawsgrifiad llawn o'r gwrandawriad ar gael ar Gofnod Trafodion y Senedd.

5. Barn y Pwyllgor

19. Mae aelodau'r Pwyllgor Diwylliant, Cyfathrebu, y Gymraeg, Chwaraeon a Chysylltiadau Rhyngwladol yn fodlon cymeradwyo'r ymgeisydd a ffefrir, sef Ashok Ahir, y Llywydd dros dro, ar gyfer y rôl hon.

20. Trafododd yr Aelodau y ffaith bod angen i'r Llyfrgell Genedlaethol allu gwrthsefyll pwysau ariannol, megis galwadau am godiadau cyflog yn y sector cyhoeddus ac ail-werthuso'r cynllun pensiwn, heb orfod troi at y llywodraeth ganolog i gael cyllid ychwanegol. Mae'r Pwyllgor yn

bwriadu edrych ar gynlluniau'r Llyfrgell i gynhyrchu incwm masnachol i wella ei sefydlogrwydd ariannol a lleihau'r angen am gyllid ychwanegol gan y llywodraeth yn y dyfodol.

21. Clywodd yr Aelodau am brofiad Mr Ahir o weithio ar lefel Bwrdd gydag Eisteddfod Genedlaethol Cymru, Chwaraeon Cymru a'r British Council yng Nghymru ac edrychwn ymlaen at glywed rhagor o fanylion am ymdrechion y Llyfrgell i greu mwy o bartneriaethau rhyngwladol.

22. Gofynnwyd i Mr Ahir am wella amrywiaeth y Bwrdd. Siaradodd am benodiad diweddar i'r Bwrdd a hefyd yr angen i sicrhau amrywiaeth ar yr Uwch-dîm. Mae'r Aelodau'n awyddus i sicrhau bod Bwrdd pob sefydliad cenedlaethol yn cynrychioli pobl Cymru, nid yn unig o ran ethnigrwydd ond hefyd o ran daearyddiaeth ac amrywiaeth economaidd-gymdeithasol.

23. Hoffai'r Aelodau weld gweithgareddau'r Llyfrgell yn cael eu hyrwyddo a'u marchnata mwy ledled Cymru a'r rhanbarthau, er mwyn sicrhau bod ein harchifau cenedlaethol yn hygyrch i bawb.

Annex A: President of the National Library of Wales job description

The Welsh Government provided the Committee with the following job description from the job advertisement:

The Role of President

This is a high-profile, strategic and influential role in the cultural sector in Wales.

The new President will join the National Library of Wales during a period of change as the findings of the 2020 tailored review are addressed and as the Library moves to implement its new five year strategic plan for 2021-2026. **National Library of Wales: Tailored review of the National Library of Wales | GOV.WALES**

The President is accountable to the Deputy Minister for Arts and Sports, and Chief Whip for the National Library's performance and for the delivery of strategic priorities. Developing a close relationship with the Deputy Minister and key members of the Welsh Government is a crucial part of the role.

The position requires a person of stature and vision, capable of leading a national institution in a senior non-executive role, and of being an advocate for the Library with its key stakeholders. The President acts as a spokesperson, a representative and a figurehead for the Library, operating with tact, diplomacy and well-practiced powers of persuasion.

The President is the Chair of the Board, and ensures that business is dealt with effectively and efficiently. He / she ensures that the Board is fit for purpose, offering appropriate scrutiny and a strategic steer. The President is responsible for ensuring that Trustees receive induction, training, and performance assessments, and comply with governance requirements under the Royal Charter, Charities Act, and the Board's Code of Conduct. The President also represents the Library at joint public appointments processes with the Welsh Government to select new Trustees.

At the Library, the President chairs the Appointments and Remuneration Committee (which oversees Trustee and senior staff appointments, including that of the National Librarian) and is also a member of the Governance and Performance Committee, the Financial Planning committee, and of the Audit and Risk Committee.

Part of the President's role is establishing a strong and supportive working relationship with the Library's Chief Executive and National Librarian and with the senior executive, providing advice, support and challenge, but whilst respecting executive responsibility.

From time to time, the President will represent the Library in the Welsh and English media, during visits by senior public figures, and at the opening of exhibitions and events.

The President must always be able to work comfortably and effectively within the bilingual cultural, political, social and economic context in which the Library operates.

Annex B: President of the National Library of Wales person specification

The Welsh Government provided the Committee with the following person specification from the job advertisement:

We are seeking someone who:

- demonstrates an understanding, a commitment, and an enthusiasm for the Library's work and for Wales' cultural sector;
- has an awareness of Welsh Government policies and strategies and of how they influence the work of the Library and the culture sector as a whole;
- has extensive leadership skills and experience of driving change;
- has a commitment to equality issues and to challenging discriminatory practices;
- has a commitment to Nolan's Seven Principles of Public Life
<https://www.gov.uk/government/publications/the-7-principles-of-public-life>;
- is able to communicate effectively with the Library's audiences in both Welsh and English.

Essential Criteria:

- Demonstrates a commitment to the values and the vision of the National Library of Wales, and an appreciation of its role and purpose as a national institution in Wales, including the cultural, learning, health and well-being, economic and socio-political contexts in which it operates; and an understanding of its obligations under the Well-being of Future Generations (Wales) Act 2015;
- can evidence strong interpersonal, communication and stakeholder management skills, including ambassadorial skills;
- committed to increasing diversity and promoting equality, identifying relevant experience to develop an inclusive and diverse Board;
- Has experience of developing strategic partnerships, and of outreach and engagement activity who will drive the agenda of ensuring the Library serves and represents the diverse communities and regions of Wales;
- demonstrates senior leadership skills and the ability to provide effective support and challenge to a high profile organisation;
- demonstrates the ability to think and operate strategically;
- demonstrates a thorough understanding of good governance;
- demonstrates business and commercial acumen and experience of income-generating activities (including fundraising);
- has experience of operating at a senior level in a complex, multi-disciplinary organisation.

Location

The President's activities will vary from week to week. They will undertake the role remotely and from the National Library of Wales' buildings in Aberystwyth as required. There may be times

when the President is required to travel to meetings and events.

Time Commitment

The time commitment for the role of President is one day per week, with additional days to be agreed with the Library as required.

Term of Appointment

The appointment will be made by Welsh Ministers and will be for a term of four years.

Welsh Language Skills

The Library is a bilingual institution delivering its public services and its internal and external relationships in both Welsh and English. The President's post is considered **Welsh essential**, at the level specified below:

Understanding – 5

Reading – 4

Speaking – 5

Writing – 4

Remuneration

The President will be remunerated based on a fee of £337 per day. Travel and other reasonable expenses that might be incurred in carrying out the role can also be claimed from the Library.

<p>Tell us a little bit about yourself and your background</p>	<p>Dywedwch ychydig wrthym amdanoch chi eich hun a'ch cefndir</p>
<p>I am a journalist by trade having worked for the BBC in both Cardiff and London, culminating in a decade as Executive Editor, Politics for BBC Cymru. That involved leading the political team based in the Senedd and at the UK Parliament and overseeing political programmes and coverage on TV, radio and online.</p> <p>Having moved on from daily journalism I established a successful communications agency alongside my wife, which we subsequently sold to a larger rival. Since then I have been involved in government and public communications, firstly as Director of Communications for the UK Government in Wales before moving on to the Government Communications Service at the Cabinet Office. Last December, I started in my current role as Director of Communications and Engagement at Qualifications Wales.</p> <p>I have been involved in many governance roles, including my current duties as President and Chair of the National Eisteddfod and as a board member at Sport Wales.</p>	
<p>Question 1: What is your motivation for applying to be the President of the National Library of Wales?</p>	<p>Cwestiwn 1: Beth yw eich cymhelliant dros wneud cais i fod yn Gadeirydd Llyfrgell Genedlaethol Cymru?</p>
<p>I was fortunate to be appointed to the role of President on an interim basis last September. Given my long-term interest in our nation's cultural heritage, it has been an honour to have the opportunity to work with the executive team, staff and trustees, during what has been an important period in the Library's recent history.</p> <p>In recent months, not only have I been able to oversee the concluding efforts to meet the recommendations of the 2020 tailored review, I also helped to finalise and launch a new five-year corporate strategy.</p>	
<p>Question 2: Why do you think you are well-suited for the role?</p>	<p>Cwestiwn 2: Pam yr ydych o'r farn eich bod chi'n ymgeisydd addas ar gyfer y rôl hon?</p>
<p>I am confident in my abilities as a chair having being able to bring my media, communications and engagement skills, and knowledge of diversity matters to a wide range of boards and committees. I have been chair of the governing body of the country's largest Welsh-medium primary school, sit on the British Council's Wales Advisory Committee and I'm in my second term on the Sport Wales board where I am also a member of the strategic investments, diversity and audit committees.</p> <p>In government, I have been a member of a departmental board, providing strategic and operational leadership, working alongside Ministers, other senior officials and non-executives from outside government, helping the department to operate in a business-like manner. In addition, I was also part of the leadership team of the Government Communication Service, which sets standards and frameworks for the UK's 7000-strong public communicators profession.</p> <p>My public, private and voluntary sector leadership experience has given me deep insights into all aspects of our nation's civic, public and business life. It has also given me the chance to work with some very inspirational and effective chairs and senior leaders. Which is why,</p>	

<p>when acting as a chair myself, I always strive to use the skills, understanding and expertise of others to get the best out of the organisations I am involved with.</p> <p>My experience leading the trustees of the National Eisteddfod, over the past three years, has provided me with the strongest platform and for this role. It's a role which requires me to interact, network and influence all aspects of our cultural, historic, linguistic and civic life. The President of the Library is another such role.</p>	
<p>Question 3: What are the three main outcomes that you want to achieve during your tenure?</p>	<p>Cwestiwn 3: Beth yw'r tri phrif ganlyniad yr ydych am eu cyflawni yn ystod eich cyfnod yn y rôl?</p>
<p>Having launched the Library's new five year strategy in November, I will focus the board's work on the priorities outlined in that document. The strategy is an ambitious plan that provides a clear, coordinated and prioritised focus and direction for everyone involved in the organisation. The plan aims to harness the unique range of skills and expertise at the Library to cultivate and care for the nation's memory, lay the foundation for a knowledge economy, empower learning and research, and be at the heart of national life.</p> <p>In terms of specific outcomes, I want to see the Library:</p> <ul style="list-style-type: none"> • share its collections widely and openly with the aim of achieving the greatest reach and deepest engagement • develop its home in Aberystwyth as a visitor destination for people from across the country and across the globe • foster connections with ethnically and cultural diverse individuals and communities, and review the way in which our collections are described, interpreted and promoted 	
<p>Question 4: How will you work with local, national and international partners which benefit both the National Library and other organisations?</p>	<p>Cwestiwn 4: Sut y byddwch yn gweithio gyda phartneriaid lleol, cenedlaethol a rhyngwladol er budd y Llyfrgell Genedlaethol a sefydliadau eraill?</p>
<p>By ensuring that the Library shares its expertise in physical and digital conservation with local libraries, archives and museums and internationally.</p> <p>By pushing forward plans to establish local 'clip centres' in a range of locations across the country.</p> <p>By developing and deliver an updated International Strategy and collaborating with Welsh Government and other organisations to promote Wales on a global stage.</p>	
<p>Question 5: How will you work in a way that maintains independence from Welsh Government whilst also trying to influence the government to achieve the objectives of the National Library of Wales?</p>	<p>Cwestiwn 5: Sut y byddwch yn gweithio mewn ffordd sy'n cynnal annibyniaeth y sefydliad ar Lywodraeth Cymru, wrth hefyd geisio dylanwadu ar y Llywodraeth i gyflawni amcanion Llyfrgell Genedlaethol Cymru?</p>

Given my experience as an editorial leader for the BBC, I have always been proud of my impartiality and diplomacy. I understand the need to listen to a range of views and assess complex positions and situations both in the political and civic space.

The common thread that runs through my career is a determination to drive improvement in the lives of people in every part of the country. A country where we build equality and fairness in all of our communities and workplaces. From Bangor to Beijing, I have seen first-hand how culture can play a central role in breaking down barriers, lift individuals and communities both emotionally and economically and also provide an international platform to our nation and culture.

It is an approach and ethos that sits naturally with the Welsh Government's programme and with the Library's new five-year strategy. I alongside the National Librarian and the senior team will endeavour to make our work align, as much as possible, with the delivery of key government policies and with the expectations of other key audiences across Wales and beyond.

Question 6: How will you work with Senedd Members and Senedd committees?

Cwestiwn 6: Sut y byddwch yn gweithio gydag Aelodau o'r Senedd a phwyllgorau'r Senedd?

As chair of the trustees I will happily appear before any Senedd committees alongside the National Librarian and other members of the executive.

I will also support any members in queries relating to any Library activities relating to their local constituencies.

I will also meet with relevant members and committee chairs during events and other meetings in Cardiff Bay, Aberystwyth and elsewhere across the country, including at Welsh Political Archive events.