

MENTERA

Junior Director

(2-year appointment)



Mentera wish to give someone ambitious the opportunity to gain experience as a member of the company's Board for a period of 2 years.

The Junior Director will have the same responsibilities and rights as the rest of the Board members, as well as the same opportunity to contribute towards the direction and development of the company.

Following the success of our first-ever Junior Director programme in 2022, where we gained valuable insights and fresh perspectives from candidates, and one of whom is now a full Board member, we are once again offering this unique opportunity to young people in Wales. Open to applicants under 30, we're looking for those who are eager to develop their career, and who consider the opportunity to be a member of the Board to be a useful experience in facilitating this. We are also eager to appoint someone who would have something different to offer the Board.



Mentera is a not-for-profit company that has been providing support and advice to entrepreneurs and businesses in Wales, and beyond, for 35 years.

Successful businesses are the key to a thriving economy, and Wales is full of people with great business ideas. It is therefore important to inspire and empower them to ensure a prosperous future for Wales, both today and tomorrow.

Mentera believes that any business should have the opportunity to reach a world-standard in what it does – which is exactly why it is necessary to work closely with them to help them grow. It is good for business, and good for Wales too.

As well as delivering business support programmes and services on behalf of the Welsh Government and other national and regional establishments, we also provide essential specialist corporate services to businesses through Mabis. We employ 130 dedicated members of staff who possess an extensive understanding of many sectors and fields within the world of business and our priority is going that one step further to deliver services of the highest standard.

Details about the services we provide can be found on our website: www.mentera.cymru



The Role

Mentera is committed to developing the leaders of the future, and recognise that it can be difficult for people to be considered for service on national Boards. Therefore, it was agreed that we will make a special effort to ensure that at least one person gets the opportunity to do so every two years.

The Board, as well as Mentera Chief Executive and Executive Management team, are responsible for setting the company's strategy and supervising its achievement. The Board also ensures that:

- the company is resilient and sustainable
- the company has a clear vision and mission
- the governance of the company is of the highest standard
- the company complies with all legal and regulatory requirements

There are currently 11 Non-Executive Directors on the Board, including the Chair. It is a friendly and dedicated Board that operates through the medium of Welsh.

- ✓ **The Junior Director should be a committed individual, who is a team player that will add value to the institution.**
- ✓ **The Junior Director will be an ambitious person of high integrity who can be supportive and challenging in a constructive manner.**

Additional Information

The Junior Director will be appointed to the Board for a period of 2 years.

The regular members of the Board are in service for longer periods of time, however nothing is stopping the Junior Director from being considered for full membership if the Board does need additional members.

The Board meet four times a year, with 2 of those meetings being held virtually, and the others will be held in person. Applicants should be determined to give up their time to attend occasional activities and events that are to do with Mentera work when needed.

The members of Mentera board are voluntary Non-Executive Directors, although any other costs such as travelling, accommodation, maintenance, childcare and any other reasonable expenses will be paid for.

THE CURRENT MEMBERS OF THE BOARD ARE:

				
Fflur Jones (Chair) Partner in Darwin Gray solicitors	Tom Allison Specialist Advisor in Agricultural Technology	Dylan Owen Deputy Head of Farmer Relationships at Oxbury Bank PLC	Dr Prysor Williams Senior Lecturer in Environmental Management	Elin Havard Agricultural Manager, Sainsbury's

			
Carys Owens Managing Director, Whisper Cymru	Geraint Jones Senior Security Consultant	Mari Stevens Director, Anian LTD	Huw Eurig Experienced Business Leader

THE EXECUTIVE DIRECTORS CONSIST OF:

					
Llŷr Roberts Chief Executive	Eirwen Williams Director of Service Delivery	Manon Llwyd Director of Service Delivery	Gareth Eyres Finance Director	Dafydd Bowen Operations Director	Catrin Hornung Director of Marketing and Communications

Junior Directors 2022-2025



ELIN HAVARD

"The experience of being on Mentera's Board over the past three years has been extremely valuable and I am extremely grateful for the opportunity. I would encourage anyone to apply to be part of a truly progressive and exciting company - you won't get a similar opportunity to learn and build skills, while making a positive contribution to the well-being and prosperity of Wales."



ERIN THOMAS

"I have really benefited from being a Junior Non-Executive Director on Mentera's board. The experience has given me the opportunity to develop my professional skills, to learn how strategic decisions shape an organisation, to understand more about governance as well as to gain a wider understanding of business. It has also been a great opportunity to meet inspiring individuals who are on the Board, and learn from their experience and expertise."

As a result of this role, I am definitely more confident to contribute to strategic discussions and with a greater understanding of business for my future. I would suggest to anyone who is passionate about developing Wales, supporting businesses and wants to learn, to apply for a role as a Non-Executive Director with Mentera."

Applying

Board meetings are held through the medium of Welsh, therefore some level of bilingual skills are essential. Applications may be submitted in Welsh or English.

You can apply for the role by sending your CV and a short covering letter to Fflur Jones, Chair of Mentera, at swyddi@mentera.cymru and noting specifically:

- How would being a member of the Board benefit you?
- What do you have to offer the Board?

Your application and other related personal information will be stored and processed in line with our Data Protection Policy and will be deleted after 6 months. If you are appointed, the information submitted will be kept safe.

→ APPOINTMENT PROCESS

The directors will produce a shortlist and will invite the successful applicants to attend an interview (*semi-formal*) that will include 3 members of the Board. (*to be held virtually, most likely*)

CLOSING DATE

The deadline
for submitting
applications is:
25 June 2025



Equality and Diversity

In line with the company's principles, Mentera aim to create a pleasant working atmosphere that is honest, responsible and healthy, and will ensure that workers show complete respect to co-workers and customers.

Mentera do not tolerate any sort of discrimination based on gender, race, disability, ethnic or socio-economic background, age, family circumstances religion, sexual orientation, gender reassignment, pregnancy and maternity nor any other irrelevant differences and are committed to working with diversity in a positive way.

Mentera welcome and encourage applications from any groups of people who are underrepresented, including black people, ethnic minorities and people with disabilities.

Fair and open competition principles will be in place and appointments will be made based on merit.



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