

Derby City Council Senior Officer Pay Report – 2020/21

The Local Government Transparency Code 2015 (the Code) sets out a statutory duty to publish “public data” i.e. data held which should be accessible to the public (unless it is defined to be of a sensitive nature or disclosure would contravene the General Data Protection Regulation (GDPR) 2018). This includes specific information about the pay, duties and responsibilities of all senior officers within Derby City Council.

The Council publishes its pay policy every year, which brings together its approach to pay and remuneration and includes its pay multiple. This senior officer pay report sets out detailed information on the salaries, duties and responsibilities of all its senior officers and the Council’s organisational structure, in line with the requirements of the Code.

Contents are set out below:

1. Detailed information about senior officers - The Council is required to publish detailed information about each senior officer. This has been presented by Directorate, in descending order based on salary. It includes:

- a brief description of the roles main responsibilities,
- the net value of budget held,
- number of direct and indirect reports
- payments additional to basic salary received from April - December 2019 i.e. honoraria or market rate supplements.

2. Number of senior officers earning over £50,000 per annum - The Council is required to publish a list of senior officers earning over £50k. Full Time annual salary is used for this. Derby City Council’s employer pension contribution rates are also detailed [here](#).

3. Organisation chart - The Council is required to publish an organisation chart with details of the top three levels of the organisation, i.e. Chief Executive, Directors and Heads of Service. These are published [here](#) by Directorate on Derby City Council’s website. [[link to org charts on DCC website](#)]

Note: the data and information in this document aims to reflect an accurate picture of the organisational structure and senior staff in post as at the 31 December 2019.

Section 1: Detailed Information about Senior Officers
Derby City Council

Post Title:	Chief Executive and Head of Paid Service	Service Function	Derby City Council
FTE Annual Salary:	£169,810	Additional Payments	N/A
No. of Employees reporting to post:	3781	Budget Responsibility:	
Role Description:	<ul style="list-style-type: none"> • To provide clear, strong and motivational leadership including overall management and operational responsibility (which includes overall management responsibility for all officers). • To act as the Council's Head of Paid Service and will exercise this function at all times in line with the law and with the Council's constitution. • To have overall responsibility for promoting the Council's values, delivering its strategic aims and priorities and for promoting a positive culture across the organisation. • To promote high standards of governance and ensure that robust systems are in place for budgeting, planning, performance management and risk management and that the organisation complies with all of its statutory responsibilities. • Improve the quality of life of Derby's residents, through the development of high quality, innovative, efficient, customer focused services, delivered through partnerships and relationships with the public and private sectors. • Deliver high quality, impartial policy advice and support to the Leader and all elected members and to promote high standards of governance and strong and transparent Member/officer relationships. 		

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People Services

Post title:	Strategic Director for People Services	Service Function:	People Services Directorate
FTE Annual Salary:	£134,787	Additional Payments:	N/A
No. of Employees reporting to post:	1618	Budget responsibility:	£150,000,000
Role description:	<ul style="list-style-type: none"> To act as the Council's designated 'Director of Children's Services' and 'Director of Adult Social Care' in accordance with legislation ensuring the Council fulfils its statutory responsibilities in relation to Children and appropriately positioned to meet Government and inspection requirements. Under the direction of the Chief Executive and in conjunction with other members of the Corporate Management Team, support the political leadership in developing the vision and strategic vision for the Council. To provide the vision, focus and leadership for the people Directorate ensuring the achievement of the Council's strategic goals and the delivery of better outcomes for people. Under the direction of the Chief Executive, to work with the members of the Corporate Membership Team to deliver a balanced budget and create a three year Medium Term Financial Plan - promoting the Council's values, delivering its strategic aims and priorities, promoting a positive culture across the organisation. Improve the quality of life of Derby's residents through the development of high quality, innovative, efficient, customer focussed services, delivered through partnerships and relationships with the public and private sectors. Deliver high quality, impartial policy advice and support to the Chief Executive and the Leader and all elected Members and to promote high standards of governance and strong and transparent Member/Officer relationships. 		
Post title:	Director of Public Health	Service Function:	Public Health
FTE Annual Salary:	£102,947.55	Additional Payments:	N/A
No. of Employees reporting to post:	22	Budget responsibility:	£15,435.000
Role description:	<p>The Director of Public Health is a statutory chief officer of their authority and the principal adviser on all health matters to elected members and officers, with a leadership role spanning all three domains of public health: health improvement, health protection and healthcare public health. Section 73A(1) of the NHS Act 2006, inserted by section 30 of the Health and Social Care Act 2012, gives the Director of Public Health responsibility for:</p> <ul style="list-style-type: none"> All of their local authority's duties to take steps to improve public health Any of the Secretary of State's public health protection or health improvement functions that s/he delegates to local authorities, either by arrangement or under regulations - these include services 		

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	<p>mandated by regulations made under section 6C of the 2006 Act, inserted by section 18 of the 2012 Act.</p> <ul style="list-style-type: none"> • Exercising their local authority's functions in planning for, and responding to, emergencies that present a risk to public health • Their local authority's role in co-operating with the police, the probation service and the prison service to assess the risks posed by violent or sexual offenders • Such other public health functions as the Secretary of State specifies in regulations 		
Post title:	Director of Adult Social Care Services	Service Function:	Adult Social Care Services
FTE Annual Salary:	£86,585	Additional Payments:	N/A
No. of Employees reporting to post:	197	Budget responsibility:	£64,812.682
Role description:	<ul style="list-style-type: none"> • To be accountable for creating the effective design and delivery of an adult social care assessment and support planning service. • To be accountable for creating the effective design and delivery of an adult safeguarding and workforce learning service. • To deliver the achievement of corporate objectives through effective leadership and partnership working particularly with the NHS. • To contribute to developing and delivering the Council's vision and strategy for Derby City. 		
Post title:	Director of Early Help and Children's Social Care	Service Function:	Children's Integrated Services
FTE Annual Salary:	£86,585	Additional Payments:	N/A
No. of Employees reporting to post:	648	Budget responsibility:	£50,000.000
Role description:	<ul style="list-style-type: none"> • To be accountable for creating value for money for the people of Derby through managing the effective design and delivery of an allocated group of direct and commissioned services. • To ensure that customer needs are reflected in services and strategic priorities and to secure improved outcomes for the citizens of Derby, in line with the Council's budget. • To deliver the achievement of corporate objectives through effective leadership and management and partnership working. • To contribute to developing and delivering the Council's vision and strategy. 		
Post title:	Director of Integration & Direct Services (Adults)	Service Function:	Integration & Direct Services (Adults)
FTE Annual Salary:	£86,585	Additional Payments:	N/A
No. of Employees reporting to post:	428	Budget responsibility:	£9,911.230
Role description:	<ul style="list-style-type: none"> • To be accountable for creating value for money for the people of 		

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	<p>Derby through managing the effective design and delivery of an allocated group of direct and commissioned services.</p> <ul style="list-style-type: none"> To ensure that customer needs are reflected in services and strategic priorities and to secure improved outcomes for the citizens of Derby, in line with the Council's budget. To deliver the achievement of corporate objectives through effective leadership and management and partnership working. To contribute to developing and delivering the Council's vision and strategy. 		
Post title:	Director of Learning & Skills (on secondment)	Service Function:	Learning & Skills
FTE Annual Salary:	£86,585	Additional Payments:	N/A
No. of Employees reporting to post:	286	Budget responsibility:	£512,486
Role description:	<ul style="list-style-type: none"> To be accountable for creating value for money for the people of Derby through managing the effective design and delivery of an allocated group of direct and commissioned services. To ensure that customer needs are reflected in services and strategic priorities and to secure improved outcomes for the citizens of Derby, in line with the Council's budget. To deliver the achievement of corporate objectives through effective leadership and management and partnership working. To contribute to developing and delivering the Council's vision and strategy. 		
Post title:	Consultant In Public Health Medicine	Service Function:	Public Health
FTE Annual Salary:	£85,514	Additional Payments:	N/A
No. of Employees reporting to post:	4	Budget responsibility:	£15,435.000
Role description:	<ul style="list-style-type: none"> Lead the provision of Professional Public Health advice to the department particularly relating to Public Health commissioned services. Lead of the Public Health Consultancy resource group. Lead the Professional Public Health input into the local NHS, including core offer, contribution to Right care programmes and the STP process. Lead the Professional Public Health support for Health Protection within Derby City Training Network Coordinator for Derbyshire and Educational Supervisor for Speciality Registrars on the speciality programme and supervisor for Junior Doctors/ GP Registrars during their 4 month Public Health placement. To deputise for the DPH as required. To contribute to the corporate requirements of the team including line and team management and working with/ responding to elected member 		

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Post title:	Director of Commissioning	Service Function:	Commissioning
FTE Annual Salary:	£81,255	Additional Payments:	N/A
No. of Employees reporting to post:	38	Budget responsibility:	£32,325.000
Role description:	<ul style="list-style-type: none"> To be accountable for creating value for money for the people of Derby through managing the effective design and delivery of an allocated group of direct and commissioned services. To Ensure that customer needs are reflected in services and strategic priorities and to secure improved outcomes for the citizens of Derby, in line with the Council's budget. To be accountable for the commissioning functions within CYP and merged approach with SDCCG. To deliver the achievement of corporate objectives through effective leadership and management and partnership working. To contribute to developing and delivering the Council's vision and strategy. 		
Post title:	Head of Inclusion and Intervention	Service Function:	Inclusion Team
FTE Annual Salary:	£68,883	Additional Payments:	N/A
No. of Employees reporting to post:	87	Budget responsibility:	£2,436.000
Role description:	<ul style="list-style-type: none"> To lead the service described in the post details above. To deliver value for money for the people of Derby through the effective design and delivery of their service. To ensure that customer needs are reflected in services and service plans to secure improved outcomes for stakeholders, in line with the Council's budget. Contribute to the achievement of corporate objectives through effective leadership, management and partnership working. To contribute to developing and delivering the Council's vision and strategy. 		
Post title:	Head of Quality Standards and Performance	Service Function:	Quality Standards and Performance
FTE Annual Salary:	£68,883	Additional Payments:	N/A
No. of Employees reporting to post:	24	Budget responsibility:	To N/A
Role description:	<p>Deliver value for money for the people of Derby through the effective design and delivery of their service.</p> <ul style="list-style-type: none"> To make sure that customer needs are reflected in services and service plans to secure improved outcomes for stakeholders. To contribute to the achievement of corporate objectives through effective leadership and management. <p>To lead the service described in the post details above.</p>		

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Post title:	Head of Children's Quality Assurance	Service Function:	Children's Quality Assurance
FTE Annual Salary:	£67,647	Additional Payments:	N/A
No. of Employees reporting to post:	42	Budget responsibility:	£1,097,000
Role description:	<ul style="list-style-type: none"> To provide strategic and operational leadership, vision and direction in an area of work or locality area to improve positive outcomes for children and young people in Derby City and; To develop, support and promote a culture of continuous improvement and customer-focus within the services, with an emphasis on the delivery of excellent frontline statutory public services, value for money and cost-effective systems for setting targets, managing and monitoring performance, identifying weaknesses and delivering outcomes. 		
Post title:	Head of Children's Safeguarding Management	Service Function:	Children's Safeguarding Management
FTE Annual Salary:	£67,647	Additional Payments:	N/A
No. of Employees reporting to post:	173	Budget responsibility:	£11,137,000
Role description:	<ul style="list-style-type: none"> To provide strategic and operational leadership, vision and direction in an area of work or locality area to improve positive outcomes for children and young people in Derby City and; To develop, support and promote a culture of continuous improvement and customer-focus within the services, with an emphasis on the delivery of excellent frontline statutory public services, value for money and cost-effective systems for setting targets, managing and monitoring performance, identifying weaknesses and delivering outcomes. 		
Post title:	Head of Early Help Locality 2	Service Function:	Early Help Locality 2
FTE Annual Salary:	£67,647	Additional Payments:	N/A
No. of Employees reporting to post:	250	Budget responsibility:	£7,925,000
Role description:	To provide strategic and operational leadership, vision and direction in an area of work or locality area to improve positive outcomes for children and young people in Derby City and; develop, support and promote a culture of continuous improvement and customer-focus within the services, with an emphasis on the delivery of excellent frontline statutory public services, value for money and cost-effective systems for setting targets, managing and monitoring performance, identifying weaknesses and delivering outcomes.		
Post title:	Head of Mental Health &	Service	Mental Health and Local Area

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	Local Area Co-ordination	Function:	Coordination
FTE Annual Salary:	£65,862	Additional Payments:	N/A
No. of Employees reporting to post:	49	Budget responsibility:	£7,213,040
Role description:	To lead the Mental Health Service and Local Area Coordination by delivering value for money for the people of Derby through the effective design and delivery of the service, ensuring that customer needs are reflected in services and service plans to secure improved outcomes for stakeholders and by contributing to the achievement of corporate objectives through effective leadership and management.		
Post title:	Head of Safeguarding Adults & Professional Standards	Service Function:	Safeguarding Adults & Professional Standards
FTE Annual Salary:	£65,862	Additional Payments:	N/A
No. of Employees reporting to post:	29	Budget responsibility:	£1,461,080
Role description:	To plan, supervise and control the Council's safeguarding, professional standards and workforce development functions for all vulnerable adults. Safeguarding means the legal responsibility of the Council for adult protection.		
Post title:	Head Of Transitions, Ordinary Lives & Deaf Services	Service Function:	Transitions, Ordinary Lives & Deaf Services
FTE Annual Salary:	£65,862	Additional Payments:	
No. of Employees reporting to post:	44	Budget responsibility:	£21,912,000
Role description:	To lead the Younger Adults care and Support service by delivering value for money for the people of Derby through the effective design and delivery of the service, ensuring that customer needs are reflected in services and service plans to secure improved outcomes for stakeholders and by contributing to the achievement of corporate objectives through effective leadership and management.		
Post title:	Head of Integrated Disabled Children's Service	Service Function:	Integrated Disabled Children's Service
FTE Annual Salary:	£65,862	Additional Payments:	N/A
No. of Employees reporting to post:	153	Budget responsibility:	£5,218,000
Role description:	To provide strategic and operational leadership, vision and direction in an area of work or locality area to improve positive outcomes for children and young people in Derby City and; develop, support and promote a culture of continuous improvement and customer-focus within the services, with an emphasis on the delivery of excellent frontline statutory public services, value for money and cost-effective systems for setting targets, managing and monitoring performance, identifying weaknesses and delivering outcomes.		

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Post title:	Head of Integrated Commissioning	Service Function:	Integrated Commissioning
FTE Annual Salary:	£65,862	Additional Payments:	N/A
No. of Employees reporting to post:	14	Budget responsibility:	£14,059,000
Role description:	<p>Lead the integrated commissioning function to ensure the development of effective services that deliver outcomes and value for money. Overall third tier responsibility to manage the integrated commissioning programme for children and young people across universal, targeted and specialist services. This includes commissioning of services for Children in Care and external placements, disabled children and young people, Priority Families and services commissioned to deliver locally agreed health priorities.</p> <ul style="list-style-type: none"> • Deliver value for money for the people of Derby through the effective design and delivery of their service. • To ensure that customer needs are reflected in services and service plans to secure improved outcomes for stakeholders. • To contribute to the achievement of corporate objectives through effective leadership and management. 		
Post title:	Head of School Organisation & Provision	Service Function:	School Organisation & Provision
FTE Annual Salary:	£65,862	Additional Payments:	N/A
No. of Employees reporting to post:	22	Budget responsibility:	£15,922,000
Role description:	<p>Head of Service for the School Organisation and Provision Team. Responsibility to provide high quality strategic management of the Schools Capital Programme, Building Schools for the Future Programme, School Admissions, Commissioning of School places, and Childcare and Family information within the Children and Young People's Directorate.</p>		
Post title:	Head of Business Intelligence	Service Function:	Business Intelligence
FTE Annual Salary:	£65,862	Additional Payments:	N/A
No. of Employees reporting to post:	26	Budget responsibility:	£1,052,090
Role description:	<p>To direct and lead the Adult Social Care Finance Teams to fairly and accurately apply the Council's charges for Adult Social Care and to pay providers promptly and accurately; to direct and lead the Information Team to ensure that processes and systems for Adult Social Care are maintained and supported and that information provided to staff and customers is accurate, consistent and complete; to be the Directorate lead for Emergency Planning, Information Governance, IT, and Performance Management.</p>		
Post title:	Head of Direct Services	Service Function:	Direct Services
FTE Annual Salary:	£65,862	Additional	N/A

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		Payments:	
No. of Employees reporting to post:	209	Budget responsibility:	£1,427,260
Role description:	To plan, supervise and control the provision of the Council's seven care homes and day centre for older people, the Council's Deaf Services plus the Blue Badge disabled parking permit service and the Council's appointeeship responsibilities in order to provide safe and appropriate support for older and disabled people		
Post title:	Head of Home First	Service Function:	Home First
FTE Annual Salary:	£65,862	Additional Payments:	N/A
No. of Employees reporting to post:	162	Budget responsibility:	£4,671,220
Role description:	To plan, supervise and control the provision of community social care services that support and rehabilitate older and disabled people when they are in crisis		
Post title:	Senior School Improvement Officer	Service Function:	School Improvement
FTE Annual Salary:	£64,351	Additional Payments:	N/A
No. of Employees reporting to post:	3	Budget responsibility:	£215,000
Role description:	<p>Specific Responsibilities will include some or all of the following:</p> <ol style="list-style-type: none"> 1. To demonstrate a commitment to safeguarding and promoting the welfare of children and young people 2. To work closely with a number of schools to bring about improvements in quality of teaching and pupil outcomes 3. To provide an objective review of the school's performance by considering its most recent national test results, trends over time, other pupil achievement and well-being data, and by analysing all evidence provided by the school 4. To support leadership teams in the self-evaluation process and quality assure evidence for evaluation judgments 5. To help build the schools' capacity to improve and to sustain improvements and to lead intervention strategies in under-performing schools as required 6. To challenge and support the senior leadership team, staff and governors in order to improve pupil outcomes 7. To provide information to governing bodies on their school's performance and development 8. To ensure timely specialist advice to schools to assist them in their preparations for Ofsted/HMI visits 9. To identify and respond with specific support to schools according to need 10. To provide training to schools/groups of schools as required (dependent on skills and expertise of post-holder) 11. To lead on specific areas within the team as agreed with the post-holder at 		

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	interview		
Post title:	Head of Community Support	Service Function:	Community Support
FTE Annual Salary:	£64,122	Additional Payments:	N/A
No. of Employees reporting to post:	72	Budget responsibility:	N/A
Role description:	To plan, supervise and control the Council's social work function for adults, including initial access in the community and in hospital for all age groups and long-term management for older people.		
Post title:	Head of Adult Learning	Service Function:	Adult Learning
FTE Annual Salary:	£64,122	Additional Payments:	N/A
No. of Employees reporting to post:	134	Budget responsibility:	£3,000,000
Role description:	To lead and manage the provision of community based adult learning (aged 16+) including careers information, advice and guidance and apprenticeships across the council.		
Post title:	Principal Educational Psychologist	Service Function:	Educational Psychology
FTE Annual Salary:	£64,029	Additional Payments:	N/a
No. of Employees reporting to post:	11	Budget responsibility:	£543,000
Role description:	<ul style="list-style-type: none"> • To provide statutory psychological advice for CYP, in accordance with the SEN Code of Practice. • To assist the LA with their statutory duties. • To provide additional statutory and LA duties as requested, when appropriate, including attendance at mediation and tribunals. • To deliver services to settings that purchase EPS support- assessment, intervention, consultation, training and research • To deliver line management duties as a senior EP- supervision to main grade EPs and to contribute to the development of the service. • To work strategically on LA priorities 		
Post title:	Senior School Improvement Officer	Service Function:	School Improvement
FTE Annual Salary:	£63,218	Additional Payments:	N/A
No. of Employees reporting to post:	6	Budget responsibility:	£197,000
Role description:	1. To raise the educational attainment and achievement of Derby's Looked After Children by ensuring that all children and young people in the Council's care participate in education and make positive transitions at key educational		

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	<p>milestones and have equal access to education, training and employment opportunities and services;</p> <p>2. To act as the Head teacher of the Derby Virtual School and to make sure that the Council's statutory responsibilities and duty to promote the educational achievement of its Looked After Children is properly discharged;</p> <p>3. Champion the needs of Looked After Children, promoting their continued attendance in schools and education & training and ensure that all children have the opportunity to achieve;</p> <p>4. Ensure up to date information is maintained and monitored on educational provision and admissions for all school age looked after children, to ensure they have school and other placements which best meet their needs and have an up to date and appropriate Personal Education Plan (PEP). In addition, as Virtual Head lead on quality assurance of PEPs;</p> <p>5. Ensure social workers adequately consider the educational needs of Looked After Children when making decisions about moving placements and promote the importance of stability in schooling;</p> <p>6. Ensure the views of children and young people are fully considered in decision making and developments relating to service provision;</p> <p>7. Report regularly on the attainment of Looked After Children through the authority's corporate parenting structures;</p> <p>8. Manage the Virtual School budget effectively to ensure improving the education outcomes for looked after children;</p> <p>9. Produce an annual Virtual School report, self-evaluation documentation and a development plan for the Virtual School, setting out an assessment of its impact, the progress of all children in care in the area, and proposed actions to achieve future targets;</p> <p>10. Develop the LA response to all Statutory Guidance on Looked after Children, in collaboration with the Head of SEND & Vulnerable Pupils;</p> <p>11. Ensure that effective support and challenge are provided to professional staff in schools/ settings, and governing bodies, so that all children in care make good progress and achieve;</p> <p>12. Disseminate good practice on working with schools which have Looked After Children on roll, especially in relation to supporting schools and social workers to have high aspirations of them during their school career and in progression to further and higher education;</p> <p>13. Ensure the Pupil Premium is allocated appropriately and that schools are held to account for the impact of the additional funding for children in the care of the local authority;</p> <p>14. Work closely with other local authorities to develop appropriate support for Looked after Children in schools outside of Derby.</p> <p>15. To ensure the new statutory responsibilities in the Children and Social Work Act 2017 with regard to Post LAC are discharged</p>		
Post title:	Head of Commissioning & Market Management	Service Function:	Integrated Commissioning
FTE Annual Salary:	£62,429	Additional Payments:	N/A
No. of Employees reporting to post:	27	Budget responsibility:	£2,760,660
Role description:	<ul style="list-style-type: none"> To lead the Commissioning & Market Management function to ensure 		

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	<p>the Council's fulfils its market shaping duties in relation to the social care market and as set out by the Care Act, including delivering interventions where the market is failing.</p> <ul style="list-style-type: none"> • The role will develop strategic commissioning plans and associated services including joint commissioning with the NHS. • The role will also support social work and health colleagues with operational commissioning including organising and quality assuring care providers and care packages. • The post holder will act as the Programme Lead for the integration agenda with the NHS, including delivery of the Better Care Fund which gives £30m of health and care activity per annum. 		
Post title:	Team Manager And Senior Educational Psychologist	Service Function:	Early Intervention Team
FTE Annual Salary:	£61,628	Additional Payments:	N/A
No. of Employees reporting to post:	17	Budget responsibility:	£1,091,000
Role description:	Managing the delivery of the LA specialist teaching support service for children with SEND from 0-16 years of age.		
Post title:	Deputy Director Of Corporate Public Health	Service Function:	Public Health
FTE Annual Salary:	£60,983	Additional Payments:	N/A
No. of Employees reporting to post:	8	Budget responsibility:	£15,435,000
Role description:	<p>To provide strategic leadership and direction for all corporate and knowledge affairs across all areas of Public Health.</p> <p>To strategically lead and direct effective business planning, performance, knowledge and intelligence and financial management arrangements (budget £14+ million) to ensure Derby City Council appropriately fulfils its duties to discharge its new public health functions ensuring health protection, health improvement and health services are effectively delivered to the population of Derby City and wellbeing and independence are promoted.</p> <p>The post provides leadership to ensure that strategic planning and business intelligence supports commissioning for population health and is developed and embedded within Public Health, Adults Health and Housing Directorate, wider council and partner agencies (e.g. Clinical Commissioning Group). This will ensure that the Council's statutory duties and policy objectives are met and that public health resources available in Derby are used in the most efficient and effective way to improve outcomes for individuals, communities and whole populations.</p>		
Post title:	Assistant Director of Public Health - Head of Substance Misuse	Service Function:	Public Health
FTE Annual Salary:	£60,983	Additional Payments:	N/A
No. of Employees reporting to post:	10	Budget responsibility:	£15,435,000

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Role description:	To strategically lead and direct Public Health Commissioning generally across Adults, Sexual health and Young persons – and specifically the substance misuse strategies – ensuring health protection, health promotion and health services are effectively delivered to the population of Derby City and wellbeing and independence are promoted. The post provides leadership to ensure that a strategic commissioning approach for population health is developed and embedded within Public Health, the strategic procurement function and the Adults Health and housing directorate. This will ensure that the Council’s statutory duties and policy objectives are met and that public health resources available in Derby are used in the most efficient and effective way to improve outcomes for individuals, communities and whole populations.		
Post title:	Senior School Improvement Officer	Service Function:	School Improvement
FTE Annual Salary:	£58,670	Additional Payments:	N/A
No. of Employees reporting to post:	0	Budget responsibility:	N/A
Role description:	<ol style="list-style-type: none"> 1. To demonstrate a commitment to safeguarding and promoting the welfare of children and young people 2. To work closely with a number of schools to bring about improvements in quality of teaching and pupil outcomes 3. To provide an objective review of the school’s performance by considering its most recent national test results, trends over time, other pupil achievement and well-being data, and by analysing all evidence provided by the school 4. To support leadership teams in the self-evaluation process and quality assure evidence for evaluation judgments 5. To help build the schools’ capacity to improve and to sustain improvements and to lead intervention strategies in under-performing schools as required 6. To challenge and support the senior leadership team, staff and governors in order to improve pupil outcomes 7. To provide information to governing bodies on their school’s performance and development 8. To ensure timely specialist advice to schools to assist them in their preparations for Ofsted/HMI visits 9. To identify and respond with specific support to schools according to need 10. To provide training to schools/groups of schools as required (dependent on skills and expertise of post-holder) 11. To lead on specific areas within the team as agreed with the post-holder at interview 		
Post title:	Senior School Improvement Officer	Service Function:	School Improvement
FTE Annual Salary:	£58,670	Additional Payments:	N/A
No. of Employees reporting to post:	0	Budget responsibility:	N/A
Role description:	<p>Specific Responsibilities will include some or all of the following:</p> <ol style="list-style-type: none"> 1. To demonstrate a commitment to safeguarding and promoting the welfare of children and young people 		

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	<p>2. To work closely with a number of schools to bring about improvements in quality of teaching and pupil outcomes</p> <p>3. To provide an objective review of the school's performance by considering its most recent national test results, trends over time, other pupil achievement and well-being data, and by analysing all evidence provided by the school</p> <p>4. To support leadership teams in the self-evaluation process and quality assure evidence for evaluation judgments</p> <p>5. To help build the schools' capacity to improve and to sustain improvements and to lead intervention strategies in under-performing schools as required</p> <p>6. To challenge and support the senior leadership team, staff and governors in order to improve pupil outcomes</p> <p>7. To provide information to governing bodies on their school's performance and development</p> <p>8. To ensure timely specialist advice to schools to assist them in their preparations for Ofsted/HMI visits</p> <p>9. To identify and respond with specific support to schools according to need</p> <p>10. To provide training to schools/groups of schools as required (dependent on skills and expertise of post-holder)</p> <p>11. To lead on specific areas within the team as agreed with the post-holder at interview</p>		
Post title:	Senior Practitioner	Service Function:	Educational Psychology
FTE Annual Salary:	£58,050	Additional Payments:	N/A
No. of Employees reporting to post:	3	Budget responsibility:	N/A
Role description:	<p>1. To provide statutory psychological advice for children and young people in Derby City, in accordance with the SEND Code of Practice.</p> <p>2. To assist Derby City Council with their statutory duties as part of the education, health and care assessment process.</p> <p>3. To provide additional statutory and LA duties as requested, when appropriate, including attendance at mediation and tribunals.</p> <p>4. To deliver educational psychology support to children and young people with special educational needs in Derby City nurseries and schools through a sold service, comprising assessment, intervention, consultation, training and research.</p> <p>5. To deliver line management duties as a senior EP, including supervision to main grade EPs and contribution to the development of the service</p> <p>6. To work strategically on LA priorities, such as developing the Graduated Response offer.</p> <p>7. My role has elements of a main grade and a senior EP. So I carry out the duties as any EP would but also have responsibility for jointly managing the team and the service, as well as line management duties.</p>		
Post title:	Principal Service Manager	Service Function:	Children's Quality Assurance
FTE Annual Salary:	£57,699	Additional Payments:	N/A
No. of Employees reporting to post:	20	Budget responsibility:	N/A
Role description:	To provide strategic and operational leadership, deputise for the Head of		

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People Services

	Service when required in an area of work or locality to safeguard and improve positive outcomes for children and young people in Derby. The role promotes continuous improvement and customer focus with an emphasis on delivering excellent frontline statutory services, value for money, managing and monitoring performance, identifying weaknesses and delivering outcomes.		
Post title:	Principal Service Manager	Service Function:	Integrated Disabled Children's Service
FTE Annual Salary:	£57,699	Additional Payments:	N/A
No. of Employees reporting to post:	71	Budget responsibility:	£1,798,000
Role description:	To provide strategic and operational leadership, deputise for the Head of Service when required in an area of work or locality to safeguard and improve positive outcomes for children and young people in Derby. The role promotes continuous improvement and customer focus with an emphasis on delivering excellent frontline statutory services, value for money, managing and monitoring performance, identifying weaknesses and delivering outcomes.		
Post title:	Principal Service Manager	Service Function:	Early Help and Children's Safeguarding
FTE Annual Salary:	£57,699	Additional Payments:	N/A
No. of Employees reporting to post:	5	Budget responsibility:	£2,020,000
Role description:	To provide strategic and operational leadership, deputise for the Head of Service when required in an area of work or locality to safeguard and improve positive outcomes for children and young people in Derby. The role promotes continuous improvement and customer focus with an emphasis on delivering excellent frontline statutory services, value for money, managing and monitoring performance, identifying weaknesses and delivering outcomes.		
Post title:	Principal Service Manager	Service Function:	Early Help and Children's Safeguarding
FTE Annual Salary:	£57,699	Additional Payments:	N/A
No. of Employees reporting to post:	30	Budget responsibility:	£2,594,000
Role description:	To provide strategic and operational leadership, deputise for the Head of Service when required in an area of work or locality to safeguard and improve positive outcomes for children and young people in Derby. The role promotes continuous improvement and customer focus with an emphasis on delivering excellent frontline statutory services, value for money, managing and monitoring performance, identifying weaknesses and delivering outcomes.		
Post title:	Principal Service Manager	Service Function:	Early Help and Children's Safeguarding
FTE Annual Salary:	£57,699	Additional Payments:	N/A
No. of Employees	36	Budget	£3,126,000

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reporting to post:		responsibility:	
Role description:	To provide strategic and operational leadership, deputise for the Head of Service when required in an area of work or locality to safeguard and improve positive outcomes for children and young people in Derby. The role promotes continuous improvement and customer focus with an emphasis on delivering excellent frontline statutory services, value for money, managing and monitoring performance, identifying weaknesses and delivering outcomes.		
Post title:	MAT Manager/Principal Education Welfare Officer	Service Function:	Early Help Locality 3 - 4
FTE Annual Salary:	£57,699	Additional Payments:	N/A
No. of Employees reporting to post:	17	Budget responsibility:	£1,314,000
Role description:	To take a strategic lead on behalf of the Local Authority in setting and reviewing strategy for school attendance in the city to include close work with Department for Education and other government officials. To provide operational management and leadership in areas of work to ensure positive outcomes and the safety of children and young people in Derby through complex decision making, application of service expertise and knowledge, development and maintenance of effective operational partnerships and effective management of professional staff groups.		
Post title:	Principal Service Manager	Service Function:	Early Help and Children's Safeguarding
FTE Annual Salary:	£56,157	Additional Payments:	N/A
No. of Employees reporting to post:	38	Budget responsibility:	£2,976,000
Role description:	To provide strategic and operational leadership, deputise for the Head of Service when required in an area of work or locality to safeguard and improve positive outcomes for children and young people in Derby. The role promotes continuous improvement and customer focus with an emphasis on delivering excellent frontline statutory services, value for money, managing and monitoring performance, identifying weaknesses and delivering outcomes.		
Post title:	Principal Service Manager	Service Function:	Children In Care
FTE Annual Salary:	£53,003	Additional Payments:	N/A
No. of Employees reporting to post:	57	Budget responsibility:	N/A
Role description:	To provide strategic and operational leadership, deputise for the Head of Service when required in an area of work or locality to safeguard and improve positive outcomes for children and young people in Derby. The role promotes continuous improvement and customer focus with an emphasis on delivering excellent frontline statutory services, value for money, managing and monitoring performance, identifying weaknesses and delivering outcomes.		
Post title:	Principal Service Manager	Service	Integrated Disabled Children's

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		Function:	Service
FTE Annual Salary:	£53,003	Additional Payments:	N/A
No. of Employees reporting to post:	4	Budget responsibility:	£976,000
Role description:	To provide strategic and operational leadership, deputise for the Head of Service when required in an area of work or locality to safeguard and improve positive outcomes for children and young people in Derby. The role promotes continuous improvement and customer focus with an emphasis on delivering excellent frontline statutory services, value for money, managing and monitoring performance, identifying weaknesses and delivering outcomes.		
Post title:	Principal Service Manager	Service Function:	Early Help and Children's Safeguarding
FTE Annual Salary:	£53,003	Additional Payments:	N/A
No. of Employees reporting to post:	35	Budget responsibility:	£244,0000
Role description:	To provide strategic and operational leadership, deputise for the Head of Service when required in an area of work or locality to safeguard and improve positive outcomes for children and young people in Derby. The role promotes continuous improvement and customer focus with an emphasis on delivering excellent frontline statutory services, value for money, managing and monitoring performance, identifying weaknesses and delivering outcomes.		
Post title:	Principal Service Manager	Service Function:	Early Help and Children's Safeguarding
FTE Annual Salary:	£53,003	Additional Payments:	N/A
No. of Employees reporting to post:	45	Budget responsibility:	£190,3000
Role description:	To provide strategic and operational leadership, deputise for the Head of Service when required in an area of work or locality to safeguard and improve positive outcomes for children and young people in Derby. The role promotes continuous improvement and customer focus with an emphasis on delivering excellent frontline statutory services, value for money, managing and monitoring performance, identifying weaknesses and delivering outcomes.		

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Communities & Place

Post title:	Strategic Director for Communities and Place	Service Function:	Communities and Place Directorate
FTE Annual Salary:	£120,448	Additional Payments:	N/A
No. of Employees reporting to post:	1275	Budget responsibility:	£45,933,000
Role description:	<p>As a member of the Corporate Leadership Team (CLT) the post holder is accountable to the CEO and councillors for developing and delivering the Council's vision, objectives and priorities. This includes:</p> <ul style="list-style-type: none"> • with the CEO and Cabinet councillors, playing a lead role in developing and shaping corporate strategy to meet the Council's priorities and thereby enhancing the quality of life across the city; • being the overall strategic lead for the regeneration and sustainable economic growth of the city, including ensuring the on-going development of the physical infrastructure, improvements to the urban environment and quality of life, to ensure that Derby remains an attractive place to live, work and invest; • making sure that the Council undertakes a proactive and leading role in the development and operation of a variety of partnerships, entities and projects for the sub region, ensuring an effective pipeline of projects which align with Derby's requirements to optimise the benefits for the city; • ensuring all the services, projects and programmes within your remit are well-managed and deliver the outcomes and benefits required. 		
Post title:	Director	Service Function:	Project Management Hub
FTE Annual Salary:	£86,585	Additional Payments:	N/A
No. of Employees reporting to post:	3	Budget responsibility:	£846,000
Role description:	<ul style="list-style-type: none"> • To be accountable for creating value for money for the people of Derby through managing the effective design and delivery of an allocated group of direct and commissioned services • To Ensure that customer needs are reflected in services and strategic priorities and to secure improved outcomes for citizens of Derby. • To deliver to the achievement of corporate objectives through effective leadership and management. • To lead the services and functions they are responsible for in the Post Details above. • Contribute to the One Derby One Council Vision 		
Post title:	Director of Leisure Culture and Tourism	Service Function:	Leisure Culture and Tourism
FTE Annual Salary:	£86,585	Additional Payments:	N/A
No. of Employees reporting to post:	527	Budget responsibility:	£8,194,000
Role description:	<ul style="list-style-type: none"> • To be accountable for creating value for money for the people of 		

Section 1: Detailed Information about Senior Officers
Communities & Place

	<p>Derby through managing the effective design and delivery of an allocated group of direct and commissioned services</p> <ul style="list-style-type: none"> To Ensure that customer needs are reflected in services and strategic priorities and to secure improved outcomes for citizens of Derby. To deliver to the achievement of corporate objectives through effective leadership and management. To lead the services and functions they are responsible for in the Post Details above. Contribute to the One Derby One Council Vision 		
Post title:	Director of Public Protection and Street pride	Service Function:	Public Protection and Street pride
FTE Annual Salary:	£83,918	Additional Payments:	N/A
No. of Employees reporting to post:	453	Budget responsibility:	£29,671,000
Role description:	<ul style="list-style-type: none"> To be accountable for creating value for money for the people of Derby through managing the effective design and delivery of an allocated group of direct and commissioned services. To ensure that customer needs are reflected in services and strategic priorities and to secure improved outcomes for the citizens of Derby, in line with the Council's budget To deliver the achievement of corporate objectives through effective leadership and management and partnership working. To lead the services and functions they are responsible for in the Post Details above. To contribute to developing and delivering the Council's vision and strategy. 		
Post title:	Director	Service Function:	City, Development and Growth
FTE Annual Salary:	£81,255	Additional Payments:	N/A
No. of Employees reporting to post:	95	Budget responsibility:	£2,527,000
Role description:	<ul style="list-style-type: none"> To be accountable for creating value for money for the people of Derby through managing the effective design and delivery of an allocated group of direct and commissioned services. To ensure that customer needs are reflected in services and strategic priorities and to secure improved outcomes for the citizens of Derby, in line with the Council's budget. To deliver the achievement of corporate objectives through effective leadership and management and partnership working. To lead the services and functions they are responsible for in the Post Details above To contribute to developing and delivering the Council's vision and strategy. 		
Post title:	Director	Service	Policy, Insight and

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Communities & Place

		Function:	Communications
FTE Annual Salary:	£75,933	Additional Payments:	N/A
No. of Employees reporting to post:	49	Budget responsibility:	£1,416,000
Role description:	<ul style="list-style-type: none"> To provide senior leadership, direction and best professional practice to major projects and initiatives, ensuring maximum value for money for the Council and the people of Derby. To ensure effective and efficient delivery of services as and when determined across the Communities and Place Directorate including the development and delivery of major projects and initiatives based on financially sound, consistent, prudent and achievable principles from planning and approval through to delivery and, where appropriate, into the operational phase. To ensure that customer needs are reflected in all aspects of the role and to secure improved outcomes for the Council and stakeholders. To deliver the achievement of corporate objectives in major projects and initiatives through effective leadership, management and partnership working. To contribute to developing and delivering the Council's vision and strategy. 		
Post title:	Director of Planning and Transportation	Service Function:	Planning and Transportation
FTE Annual Salary:	£75,933	Additional Payments:	N/A
No. of Employees reporting to post:	201	Budget responsibility:	£4,694,000
Role description:	<ul style="list-style-type: none"> To be accountable for creating value for money for the people of Derby through managing the effective design and delivery of an allocated group of direct and commissioned services. To ensure that customer needs are reflected in services and strategic priorities and to secure improved outcomes for the citizens of Derby, in line with the Council's budget. To deliver the achievement of corporate objectives through effective leadership and management and partnership working To lead the services and functions they are responsible for in the Post Details above. To contribute to developing and delivering the Council's vision and strategy. 		
Post title:	Head of Planning	Service Function:	Planning
FTE Annual Salary:	£65,862	Additional Payments:	N/A
No. of Employees reporting to post:	39	Budget responsibility:	£371,000
Role description:	To provide effective leadership and management of the Planning Division, with support from five group managers, to lead the delivery of a range of services		

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Communities & Place

	including spatial/ land use planning,		
Post title:	Head of Traffic & Transportation	Service Function:	Traffic & Transportation
FTE Annual Salary:	£65,862	Additional Payments:	N/A
No. of Employees reporting to post:	127	Budget responsibility:	£4,070,000
Role description:	To lead and manage the Traffic and Transportation Division which is made up of the Traffic Management and Parking Services, Network Management, Highway Development Control, Passenger Transport Procurement and Sustainable Transport Groups, ensuring that the movement of people and traffic across the whole city is managed, coordinated, planned and procured safely, efficiently and effectively.		
Post title:	Head of Economic Regeneration	Service Function:	Economic Regeneration
FTE Annual Salary:	£65,862	Additional Payments:	N/A
No. of Employees reporting to post:	32	Budget responsibility:	£512,000
Role description:	Lead the Economic Regeneration Division in the creation, resourcing, delivery, monitoring and evaluation of the Derby Economic Strategy to: <ul style="list-style-type: none"> • Create a culture of enterprise in Derby • Raise the quality of life of residents • Align workforce skills to business needs. 		
Post title:	Head of Regeneration Projects	Service Function:	Regeneration Projects
FTE Annual Salary:	£65,862	Additional Payments:	N/A
No. of Employees reporting to post:	21	Budget responsibility:	£517,000
Role description:	Lead the Regen Projects Division responsible for the development of Regeneration Strategy in accordance with the Derby Plan and the conception, development and delivery of major projects and initiatives in order to: <ul style="list-style-type: none"> • create a culture of enterprise in Derby; • Raise the quality of life of residents. 		
Post title:	Head of Strategic Housing	Service Function:	Strategic Housing
FTE Annual Salary:	£65,862	Additional Payments:	N/A
No. of Employees reporting to post:	39	Budget responsibility:	£1,499,000
Role description:	Responsible for the effective operation of the Strategic Housing Service, the corresponding corporate objectives, for contributing to the realisation of corporate change initiatives and for leading change as it impacts on this area of the service, to ensure that the Council meets its statutory responsibilities in terms of provision of housing policy, strategy, development and home		

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Communities & Place

	improvement works.		
Post title:	Head of Highways, Assets & Engineering	Service Function:	Highways, Assets & Engineering
FTE Annual Salary:	£64,122	Additional Payments:	N/A
No. of Employees reporting to post:	32	Budget responsibility:	£253,000
Role description:	To lead and manage the Highway Asset Management and Structures Service which is made up of the Highway Asset Management, Street Lighting, , Structures and Engineering Design Groups, to ensure that the highway and associated assets are managed using asset management best practice and maintained in a safe condition for all users.		
Post title:	Head of Environmental Protection, Housing Standards, Licensing & Emergency Planning	Service Function:	Environmental Protection, Licensing & Housing
FTE Annual Salary:	£64,122	Additional Payments:	N/A
No. of Employees reporting to post:	46	Budget responsibility:	£1,464,000
Role description:	To lead on strategic, tactical and operational management of Environmental Protection, Housing Standards, Licensing and Emergency Planning service areas in line with DCC objectives and priorities to ensure the effective and efficient delivery of statutory services for the citizens of Derby, to meet their needs and to protect and maintain their health and wellbeing.		
Post title:	Head of Highways, Grounds & Trees	Service Function:	Highways Grounds and Trees
FTE Annual Salary:	£64,122	Additional Payments:	N/A
No. of Employees reporting to post:	115	Budget responsibility:	£8,698,000
Role description:	To lead and manage the Highway and Grounds Maintenance Service which is made up of the Highway Maintenance,, Flood Defence, Grounds Maintenance and Arboriculture Groups, to ensure that highway and green infrastructure is maintained in a safe condition for all users.		
Post title:	Head of Waste Management (Refuse) Street Cleansing & Fleet Management	Service Function:	Waste Management (Refuse), Street Cleansing & Fleet Management
FTE Annual Salary:	£64,122	Additional Payments:	N/A
No. of Employees reporting to post:	233	Budget responsibility:	£18,336,000
Role description:	To lead and manage the Street Cleansing and Waste Management Service which is made up of the Street Cleansing, Refuse and Recycling collection		

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	services, Waste disposal, Fleet Management ,Workshops and Depot Management		
Post title:	Head of Leisure and Business Development	Service Function:	Leisure and Business Development
FTE Annual Salary:	£62,429	Additional Payments:	N/A
No. of Employees reporting to post:	333	Budget responsibility:	£6,935,000
Role description:	To lead and develop the Leisure and Business Development section to deliver value for money for the people of Derby through the efficient; effective design and delivery of the service that meets corporate objectives.		
Post title:	Head of Community Safety and Integration	Service Function:	Community Safety and Integration
FTE Annual Salary:	£59,243	Additional Payments:	N/A
No. of Employees reporting to post:	16	Budget responsibility:	£843,000
Role description:	To manage and lead the neighbourhood teams, Local Strategic Partnership and Community Safety at strategic, tactical and operational levels.		
Post title:	Head of Trading Standards, Food and Safety, Bereavement Services & Building Consultancy	Service Function:	Trading Standards, Food and Safety, Bereavement Services & Building Consultancy
FTE Annual Salary:	£56,157	Additional Payments:	N/A
No. of Employees reporting to post:	38	Budget responsibility:	£330,000
Role description:	To lead on strategic, tactical and operational management of Trading Standards, Bereavement Services, Food and Health and Safety and Building Consultancy service areas in line with DCC objectives and priorities to ensure the effective and efficient delivery of both statutory and non-statutory services for the citizens of Derby, to meet their needs and to protect and maintain their health and wellbeing.		
Post title:	Head of Parks and Active Living	Service Function:	Parks
FTE Annual Salary:	£54,613	Additional Payments:	N/A
No. of Employees reporting to post:	192	Budget responsibility:	£1,259,000
Role description:	To lead and develop the Parks and Active Living section to deliver value for money for the people of Derby through the efficient; effective design and delivery of the service that meets corporate objectives.		
Post title:	Principal Regeneration	Service	Regeneration Projects

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	Manager	Function:	
FTE Annual Salary:	£51,371	Additional Payments:	N/A
No. of Employees reporting to post:	1	Budget responsibility:	£0
Role description:	To lead on, and manage the team responsible for, the initiation and delivery of major and complex regeneration projects and initiatives, to agreed financial and performance targets which contribute to the implementation of the Economic Strategy, Core Strategy and Derby Plan		

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People Services Directorate

Post Title:	Strategic Director of Corporate Resources	Service Function:	Corporate Resources Directorate
Annual FTE salary:	£126,180	Additional Payments:	N/A
No. of Employees Reporting to Post:	915	Budget Responsibility:	£41,702,000
Role Responsibilities:	As the Council's designated s151 Officer you are a key member of the Corporate Leadership Team (CLT). You work alongside the CEO, Strategic Directors, Service Directors, Cabinet and other councillors to co-provide strategic, visionary leadership for the organisation. You lead and manage the development and implementation of strategies, policies and plans to deliver the Council's vision, values and key objectives, whilst ensuring you maximise effectiveness and value throughout all services within your department.		
Post Title:	Director of Property Services	Service Function:	Property Services
Annual FTE salary:	£86,585	Additional Payments:	N/A
No. of Employees Reporting to Post:	177	Budget Responsibility:	£8,322,000
Role Responsibilities:	<ul style="list-style-type: none"> • To be accountable for creating value for money for the people of Derby through managing the effective design and delivery of an allocated group of direct and commissioned services. • To ensure that customer needs are reflected in services and strategic priorities and to secure improved outcomes for the citizens of Derby, in line with the Council's budget • To deliver the achievement of corporate objectives through effective leadership and management and partnership working • To lead the services and functions they are responsible for in the Post Details above. • To contribute to developing and delivering the Council's vision and strategy. 		
Post Title:	Director of HR, Organisational Development and Occupational Health	Service Function:	HR, Organisational Development and Occupational Health
Annual FTE salary:	£86,585	Additional Payments:	N/A
No. of Employees Reporting to Post:	73	Budget Responsibility:	£2,676,000
Role Responsibilities:	<ul style="list-style-type: none"> • To be accountable for creating value for money for the people of Derby through managing the effective design and delivery of an allocated group of direct and commissioned services. • To ensure that customer needs are reflected in services and strategic priorities and to secure improved outcomes for the citizens of Derby, in line with the Council's budget • To deliver the achievement of corporate objectives through 		

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People Services Directorate

	<p>effective leadership and management and partnership working</p> <ul style="list-style-type: none"> To lead the services and functions they are responsible for in the post details below. To contribute to developing and delivering the Council's vision and strategy. 		
Post Title:	Director – Legal, Procurement and Democratic Services	Service Function:	Monitoring Officer
Annual FTE salary:	£75,933	Additional Payments:	N/A
No. of Employees Reporting to Post:	227	Budget Responsibility:	£5,752,000
Role Responsibilities:	<ul style="list-style-type: none"> Accountable for creating value for money for the people of Derby through managing the effective design and delivery of an allocated group of direct and commissioned service Ensure that the customer needs are reflected in the services and strategic priorities and to secure improved outcomes for the citizens of Derby, in line with the Council's budget. Deliver the achievement of corporate objectives through effective leadership and management and partnership working Lead the services and functions they are responsible for in the Post Details below. Contribute to developing and delivering the Council's vision and strategy Act as the Council's Chief Legal officer in accordance with the Constitution. Act as the Council's Monitoring Officer and will exercise this function at all times in line with the law and with the Council's Constitution. 		
Post Title:	Director of Digital and Customer Services	Service Function:	Digital and Customer Services
Annual FTE salary:	£75,933	Additional Payments:	N/A
No. of Employees Reporting to Post:	160	Budget Responsibility:	£6,853,000
Role Responsibilities:	<ul style="list-style-type: none"> To be accountable for creating value for money for the people of Derby through managing the effective design and delivery of an allocated group of direct and commissioned services. To ensure that customer needs are reflected in services and strategic priorities and to secure improved outcomes for the citizens of Derby, in line with the Council's budget To deliver the achievement of corporate objectives through effective leadership and management and partnership working To lead the services and functions they are responsible for in the Post Details above. To contribute to developing and delivering the Council's vision and strategy. 		

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People Services Directorate

Post Title:	Director of Financial Services	Service Function:	Finance
Annual FTE salary:	£73,276	Additional Payments:	N/A
No. of Employees Reporting to Post:	272	Budget Responsibility:	£16,205,000
Role Responsibilities:	As the Council's Director of Financial Services, you are accountable for creating value for money for the people of Derby through managing the effective design and delivery of an allocated group of direct and commissioned services. You'll ensure that customer needs are reflected in services and strategic priorities and secure improved outcomes for the citizens of Derby, in line with the Council's budget. You'll deliver the achievement of corporate objectives through effective leadership, management and partnership working. You'll lead the services and functions you are responsible for within Financial Services and play a key role in the developing and delivering of the Council's vision and strategy. You will act as the Head of Profession for all finance, business support and revenues, benefits and exchequer services staff in the Council. In addition, you will also act as the Deputy Section 151 Officer in support of the Strategic Director of Corporate Resources and deputise for her/him when need be.		
Post Title:	Head of Internal Audit (DCC) and Audit Partnership	Service Function:	Audit
Annual FTE salary:	£65,862	Additional Payments:	N/A
No. of Employees Reporting to Post:	17	Budget Responsibility:	£478,000
Role Responsibilities:	To fulfil the role of Chief Audit Executive for Derby City Council and provide the strategic management of the Central Midlands Audit Partnership being the key contact point for the host authority and the CMAP Boards and to be the lead officer for partnership's business strategy and development.		
Post Title:	Head of Customer Service	Service Function:	Customer Management
Annual FTE salary:	£65,862	Additional Payments:	N/A
No. of Employees Reporting to Post:	66	Budget Responsibility:	£963,000
Role Responsibilities:	To ensure that customer needs are reflected in the delivery of value for money services across a range of organisations and multiple access channels. To contribute toward the achievement of corporate objectives, business plans and agreed service outcomes through effective leadership and management.		
Post Title:	Head of ICT - Technology and Service Delivery	Service Function:	Technology and Service Delivery

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Annual FTE salary:	£65,862	Additional Payments:	N/A
No. of Employees Reporting to Post:	30	Budget Responsibility:	£2,841,000
Role Responsibilities:	To provide, maintain and develop a reliable, secure, cost efficient and effective technology service that meets the needs of the Council and its partners. The technology might be provided directly or via a managed service.		
Post Title:	Head of Business Support	Service Function:	Business Support
Annual FTE salary:	£65,862	Additional Payments:	N/A
No. of Employees Reporting to Post:	112	Budget Responsibility:	£3,175,000
Role Responsibilities:	To provide a responsive and efficient council wide support service that delivers value for money on all the essential statutory and general administrative functions required to ensure the effective delivery and smooth running of all council services.		
Post Title:	Head of Finance - Corporate Resources	Service Function:	Finance - Corporate Resources
Annual FTE salary:	£65,862	Additional Payments:	N/A
No. of Employees Reporting to Post:	28	Budget Responsibility:	£10,880,000
Role Responsibilities:	To lead a team of professional finance officers in providing a comprehensive accountancy service to comply with statutory obligations and to act as a strategic finance lead for the Council, providing high level strategic financial support and advice to senior Council Officers and Members including advice around compliance and financial sustainability.		
Post Title:	Head of Finance - Communities & Place	Service Function:	Finance - Communities & Place
Annual FTE salary:	£65,862	Additional Payments:	N/A
No. of Employees Reporting to Post:	9	Budget Responsibility:	N/A
Role Responsibilities:	To lead a team of professional finance officers in providing a comprehensive accountancy service to comply with statutory obligations and to act as a strategic finance lead for the Council, providing high level strategic financial support and advice to senior Council Officers and Members including advice around compliance and financial sustainability.		
Post Title:	Head of Finance - People	Service Function:	Finance - People
Annual FTE salary:	£65,862	Additional Payments:	N/A
No. of Employees	18	Budget Responsibility:	N/A

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Reporting to Post:			
Role Responsibilities:	To lead a team of professional finance officers in providing a comprehensive accountancy service to comply with statutory obligations and to act as a strategic finance lead for the Council, providing high level strategic financial support and advice to senior Council Officers and Members including advice around compliance and financial sustainability.		
Post Title:	Head of Revenues Benefits & Exchequer Services	Service Function:	Revenues Benefits & Exchequer Services
Annual FTE salary:	£65,862	Additional Payments:	N/A
No. of Employees Reporting to Post:	100	Budget Responsibility:	£2,150,000
Role Responsibilities:	To deliver value for money for the people of Derby through the effective design and delivery of Housing Benefit (including Council Tax Support & Free School Meals), Council Tax, Business Rates (including Business Improvement Districts), Sundry Debt, Housing Benefit Overpayment and Creditors services. To contribute to the achievement of corporate objectives through effective leadership and management.		
Post Title:	Head of Legal Services	Service Function:	Legal Services
Annual FTE salary:	£65,862	Additional Payments:	N/A
No. of Employees Reporting to Post:	37	Budget Responsibility:	£2,885,000
Role Responsibilities:	To provide strong strategic management and operational senior management to the Legal Services Team ensuring the delivery of a high quality, resilient and robust legal advisory service to Officers, Elected Members and Partner Agencies and others and to competently manage risk across all work areas undertaken by the Team. To have personal conduct of and represent the Council in complex high risk casework.		
Post Title:	Head of Procurement	Service Function:	Procurement
Annual FTE salary:	£65,862	Additional Payments:	N/A
No. of Employees Reporting to Post:	14	Budget Responsibility:	£541,000
Role Responsibilities:	To lead a team of procurement professionals in providing a strategic procurement service, this includes the development, implementation and review of procurement strategies, policies and procedures to provide a best value procurement environment for Derby City Council which will incorporate best practice Category Management, compliance with UK and EU Procurement legislation and the Council's contract procedure rules, alongside providing a strategic advice service to Directorate professionals and Management on appropriate procurement routes when considering service spending and entering into contracts.		
Post Title:	Head of Property	Service Function:	Property Design &

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People Services Directorate

	Design & Maintenance		Maintenance
Annual FTE salary:	£65,862	Additional Payments:	£8,473
No. of Employees Reporting to Post:	35	Budget Responsibility:	£4,708,000
Role Responsibilities:	<p>To provide effective leadership and management of the Property Design and Maintenance Division, with support from three group leaders and a corporate capital programme manager, to lead the delivery of a range of services to give high quality, safe and fit for purpose corporate and allocated schools buildings from which the council can deliver its services to its customers; key service areas include the delivery of property design and maintenance projects, building maintenance and servicing requirements and building compliance, energy management and programme management; overall the post holder is required:</p> <ul style="list-style-type: none"> • to deliver value for money through effective design and deliver of the service, • to ensure that customer needs are reflected in services and service plans to secure improved outcomes for stakeholders, • to contribute to the achievement of corporate objectives through effective leadership and management 		
Post Title:	Head of Strategic Asset Management and Estates	Service Function:	Strategic Asset Management & Estates
Annual FTE salary:	£65,862	Additional Payments:	N/A
No. of Employees Reporting to Post:	10	Budget Responsibility:	£678,000
Role Responsibilities:	<p>To provide effective leadership and management of the Strategic Asset Management and Estates Division, with support from two group managers and a major projects manager, to lead the delivery of a range of services that provide comprehensive estate management, strategic property advice and a valuation service and specific major projects management; overall the post holder is required:</p> <ul style="list-style-type: none"> • to deliver value for money through effective design and deliver of the service, • to ensure that customer needs are reflected in services and service plans to secure improved outcomes for stakeholders, • to contribute to the achievement of corporate objectives through effective leadership and management 		
Post Title:	Head of HR	Service Function:	HR
Annual FTE salary:	£64,122	Additional Payments:	N/A
No. of Employees Reporting to Post:	59	Budget Responsibility:	£1,020,000
Role Responsibilities:	<p>To lead, manage and co-ordinate all aspects of the strategic Human Resources (HR) service for the Council. To provide members and Chief Officers advice and support to ensure the</p>		

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	Council responds appropriately to national policy/ legislation/negotiations relating to workforce and employment matters. The service includes strategic HR support, projects, including reward and recognition, Employee relations and for the Council		
Post Title:	HR Shared Services Manager	Service Function:	HR Shared Services
Annual FTE salary:	£57,699	Additional Payments:	N/A
No. of Employees Reporting to Post:	33	Budget Responsibility:	£770,000
Role Responsibilities:	Manage the HR Operations Service providing payroll, pensions, recruitment and workforce information and ensuring HR Information Systems, policies and procedures are developed to guide and support the council and customers through the employee lifecycle.		
Post Title:	Head of Facilities Management	Service Function:	Facilities Management
Annual FTE salary:	£56,568	Additional Payments:	N/A
No. of Employees Reporting to Post:	130	Budget Responsibility:	£2,432,000
Role Responsibilities:	<p>To provide effective leadership and management of the Facilities Management Division, with support from two service managers, to lead the delivery of a range of services providing a corporate approach to the Councils facilities management, including health and safety legislative requirements for building management, cleaning and caretaking at agreed levels for different types of building across the Council, coordination of the Councils city centre travel plan, cleaning in older peoples residential homes, catering contract management for external contracts and catering advice to staff delivering meals in older peoples and children residential homes; overall the post holder is required:</p> <ul style="list-style-type: none"> • to deliver value for money through effective design and deliver of the service, • to ensure that customer needs are reflected in services and service plans to secure improved outcomes for stakeholders, • to contribute to the achievement of corporate objectives through effective leadership and management 		
Post Title:	Head of Democracy	Service Function:	Democratic Services
Annual FTE salary:	£54,613	Additional Payments:	N/A
No. of Employees Reporting to Post:	15	Budget Responsibility:	£2,112,000
Role Responsibilities:	<p>To lead, plan and develop a range of services, ensuring both compliance and innovation, taking full account of associated risk, including acting as an ambassador/public face of the council in its relationship with many external organisations; namely:</p> <ul style="list-style-type: none"> • Democratic Services (constitutional support, overview and scrutiny, 		

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	<p>committee support including executive, non-executive and regulatory meetings)</p> <ul style="list-style-type: none"> • Executive Support (support services to Leader, Council Cabinet, shadow cabinet and backbench members, and chief officers, as well as professional level research support to elected members) • Civic Services (mayoralty) • School Admission Appeals (including compliance for all LA schools and development of sold service to academies and trusts) <p>And to act as the council's Deputy Monitoring Officer in respect of any committee and/or ethical framework matters as required.</p>		
Post Title:	Head of ICT - Transformation and Business Application Support	Service Function:	Transformation and Business Application Support
Annual FTE salary:	£53,401	Additional Payments:	N/A
No. of Employees Reporting to Post:	41	Budget Responsibility:	£2,690,000
Role Responsibilities:	To support services in their adoption of modern, innovative digital solutions to improve service delivery and reduce costs and to ensure that the Council's applications are fit for purpose and meeting the needs of the business.		
Post Title:	Head of Communications and Marketing	Service Function:	Communications
Annual FTE salary:	£53,003	Additional Payments:	N/A
No. of Employees Reporting to Post:	14	Budget Responsibility:	£55,000
Role Responsibilities:	<p>Lead the development and delivery of the communications and marketing service to best promote the interests of the Council and the city.</p> <p>Support the Chief Executive (CEO), Corporate Leadership Team (CLT), the Executive, councillors of all parties and key strategic partners to deliver DCC's strategic outcomes</p>		
Post Title:	Projects Group Leader/Engineering and Surveying Group Leader	Service Function:	Property Design & Maintenance
Annual FTE salary:	£51,371	Additional Payments:	£8,874
No. of Employees Reporting to Post:	3	Budget Responsibility:	N/A
Role Responsibilities:	Management and leadership of two compliance teams and the technical support team containing in total 19 full time equivalent staff that Provide a comprehensive Building Construction Design/Maintenance and		

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	<p>Programme Management service relating to all the Council owned and similar buildings and other external third party buildings as instructed. Act as the corporate contract administrator/project manager to ensure work on buildings are carried out in an efficient and safe manner to the required specification and quality standard.</p> <p>As a senior officer in the division contribute to the management of the overall Property Design and Maintenance Division.</p>		
Post Title:	Building Surveying and Engineering Manager	Service Function:	Property Design & Maintenance
Annual FTE salary:	£51,371	Additional Payments:	£8,874
No. of Employees Reporting to Post:	12	Budget Responsibility:	£14,000
Role Responsibilities:	<p>Provide a comprehensive property compliance service for all Council owned and similar 3rd party customers' buildings and land. Act as the key advisor to the Corporate Landlord on compliance of the Corporate Estate. Manage a portfolio of building projects ensuring that all works are carried out in an efficient manner, setting performance specifications and standards and ensuring works meet the required quality standards. Develop policies, processes and procedures that improve and manage compliance and support Derby City Councils Corporate Landlord approach.</p>		
Post Title:	Estates Manager	Service Function:	Strategic Asset Management & Estates
Annual FTE salary:	£51,371	Additional Payments:	N/A
No. of Employees Reporting to Post:	7	Budget Responsibility:	N/A
Role Responsibilities:	<p>To manage the Estates Team within the Strategic Asset Management and Estates Section, to ensure the provision of a comprehensive estate management and valuation service to Derby City Council.</p>		