Chief Officers







Economy and Infrastructure



Education, Skills and Community Wellbeing



Social Work Services (Children, Families, Justice and Adult Services)





Vlad Valiente
Assistant Director
Governance and
Human Resources
(Monitoring Officer)



Paul Garrett
Chief Financial Officer
(Section 95 Officer)



Alex Clark
Assessor and Electoral
Registration Officer
(ERO)



Mike Shepley Head of Customer and Digital





Karen Brownlie Interim Assistant Director Transport and Infrastructure



Alan Mawson Interim Head of Facilities, Waste and Neighbourhood Services



Steve Rogers Head of Economy and Environment





Jim Brown
Assistant Director
Schools (Chief
Education Officer)



John Thin Head of Education Resources



Harry Hay Head of Thriving Communities





Nicole Hamlet
Interim Chief Officer
Dumfries and Galloway
Health and Social Care
Partnership



Charles Rocks
Head of Children,
Families and Justice
Services (Depute
CSWO)

DGC Senior Leadership Structure

Post-1 April 2024

Enabling and Customer Services





Return to Chief Officers



Vlad Valiente (Monitoring Officer)



Heather Carnochan Business Intelligence Manager

- Performance Management Framework
- Performance Reporting
- Policy
- Transformation
- Improvement and Change
- Policy and Advice
- Knowledge Management



Stewart Clanachan Human Resources Manager

- **Pensions Administration**
- HR Policy and Practice
- Trades Union Liaison Rewards
- Health and Safety



Nick Evans Democratic Services

- Information Governance
- Governance
- **Elected Members Induction**
- **Elections Management**



Richard Fox Interim Internal Audit Manager

- Internal Audit National Fraud Initiative (NFI)
 - Jacqueline Holland Governance and Assurance Manager
- Legal Services
- Licensing
- Gambling Risk and Assurance



Dave Sawyer Communications Manager

- Communications
- Website
- Social Media Media/Press
- Graphic Design
- Digital Design
- Video Production
- Photography



Anne Sweetin **Business Support** Manager

Administrative Support Arrangements - Cross-Council



Paul Garrett Chief Financial Officer (Section 95 Officer)



Lorna Campbell Financial Wellbeing and Revenue Manager

- **Revenues and Benefits** (including Council Tax and NDR collection, Housing Benefit, Council Tax reduction, Scottish Welfare Fund, Self Isolation Support Grants)
- Financial Inclusion/Advice (Care at Home Financial Assessments, Free School Meals)



Karen Donaldson Treasury and Capital Manager

- **Capital Strategy**
- **Capital Investment**
- Planning and Monitoring
- **Insurance Programme** Pension Fund Investment
- Management
- Treasury Management, Investment and Borrowing
- **Departmental Business** Support
- Taxation/VAT Advice



Gillian Ross Finance and Accounting Manager (Depute Section 95 Officer)

- Financial Strategy
- **Budget Development** Process
- Financial Monitoring
- Statutory Accounts and **Financial Returns**
- Financial Support and Advice to Services

Framework

Council Financial Management and Control



Karen Scott Procurement and Commissioning Manager

- **Procurement Policies and** Strategies
- Procurement Advice and Support to Services
- Regulated and Collaborative Procurement
- Activity Contract and Supplier
- Management Strategy
- Sustainable Procurement Commissioning



Lindsay Wilson Financial Transactions Manager

- Payroll for All Council Staff
- Staff Advertising and Recruitment
- **Statutory Employment**
- Returns, incl. HMRC Ordering and Payments to
- Suppliers Sales/Service Billing and
- Payment Management
 - Debt Recovery



Alex Clark **Assessor and Electoral Registration Officer** (ERO)



Robert Neville Interim Depute Assessor and ERO

Vacant Principal Valuer and Assistant ERO



Aileen Woods Principal Valuer

Non-Domestic Rating

- Valuation of New and
- Altered NDR subjects Survey and Inspection of all **NDR** Alterations
- Shared Service with the Scottish Assessors Association
- Maintenance of the
- Valuation Roll Rental and Cost Analysis
- 3 Yearly Revaluations from
- Proposals and Appeals to Local Valuation Appeal Committee, Court of Session and Lands Tribunal

Council Tax Valuation

- Valuation and Banding of new Domestic Properties
- Re-banding of Properties upon Sale
- Splits, Mergers and Deletions
- Proposals to Alter the Valuation List
- Appeals to Local Valuation Appeal Committee
- Maintenance of the Council Tax Valuation List
- All Domestic Alterations

Electoral Registration

- Maintenance of the **Electoral Register**
- Annual Revision of Register
- Monthly Updates of Register
- **Annual Canvass**
- Household Enquiry Forms Invitations to Register
- Data Matching and Verification
- Maintain Absent Voters List (Postal/Proxy and Postal Proxy)
- **Election Registers and Lists**
- Poll Cards
- Appeals and Registration Reviews

Special Category Electors

Postal Vote Identifier Refresh

Boundary Reviews

Ailsa Freeman **Customer Services** Manager

Mike Shepley

and Digital

Head of Customer

- Registration of Births,
- **Deaths and Marriages** Heritage Service (Archives
- and Local Studies)



James McDowall Organisational

Development Manager

- Workforce Transition
- Staff Development Workforce Planning and
- Strategy Staff Engagement

Framework

- **OD Framework** Learning and Development
- Recognition and Rewards Leadership Development

Health and Wellbeing



Graeme McIlorum BTS Senior Manager

- Networks
- Telephony
- PCs/Mobiles
- Cyber Security **Business Systems** IT Capital and Revenue



James Pocock Business Solutions

Key Corporate Systems

Manager

- Support and Development
- Digital Connectivity
- Contact Centre*

Single Access Point*

*Interim line management arrangements are in place for these areas.



Eddie Whitefield Directorate Business Manager

- **Business Management and**
- **Support Arrangements**
- Resource Planning Support
- Financial Planning and Monitoring
- Workforce Development **Business Administration**
 - **Directorate Procurement**
- **ICT Strategy Business Continuity**
- Health and Safety **Property and Capital**

Programme Planning

Economy and Infrastructure





Return to Chief Officers





Mohammed Agoun Property, Estates and **Programmes Manager**

- **Construction Programme**
- Management Office
- **Building Safety Estate Management**
- Asset Management Planning
- Repairs and Servicing
- **Building Maintenance**
- Clerks of Works
- **Building Surveying** Energy and Carbon
- Management Maintenance and Repairs Services (MaRS)



Gordon Bryce Transport and **Operations Manager**

- Fleet Management
- Vehicle and Plant Workshops
- **Authorised MOT Bays**
- Electric Vehicle Charging Public Infrastructure
- Workplace EV Charging Infrastructure
- **Transport Asset Class** Management
- Radio Maintenance
- Towns CCTV Strategy and
- Maintenance
- Corporate Pool Cars External Fleet Maintenance
 - **Stewart Cameron** Roads and Infrastructure **Business Manager**
- Performance Management
- Procurement Digital and ICT
- Communications Financial Planning and
- Monitoring Workforce Development
- Risk Management
- **Business Continuity**
- Health and Safety Property
- Quality Assurance and Improvement
- Information Management



- **SWestrans**
- Passenger Transportation
- Regional Travel Strategy
- **Active Travel Strategy**
- **DGC** Buses
- **Courier Service** Taxicard
- School Transport



Duncan McDonald Engineering Design Manager

- Infrastructure Design
- Major/Strategic Projects Management
- Structural Inspections
- Bridge Management and Maintenance
- Contract Management **Topographical Surveys**
- H+S Construction Design and Management Advice



James McLeod Roads Asset and Strategy Manager

- Infrastructure Asset Management
- Public Realm Capital Programme Management
- Road Safety
- Speed Limits Traffic Orders
- Active Travel
- Parking
- Flood Risk Management
- Network Management
- Planning/Construction
- Consents
- Street and Property Gazetteers

Vacant Roads Maintenance Manager*

- Roads Maintenance
- **Harbours Service** Winter/Adverse Weather
- Service Cycleways Programme
- Footways Programme
- Carriageway Drainage Programme
- Forestry Routes Programme Roads Lighting and
- Management Programme

*Interim line management arrangements are in place for

these areas.





- Facilities Manager*
- Catering

Interim Vacancy

- **School Meals**
- Cleaning **Facilities Services**
- Civic Hospitality
- **Central Stores**
- Logistics Printing
- Leisure Caravan and Campsites
- **Facilities Solutions Centre**

Nicola Simpson Interim Senior **Community Assets** Manager

- Streetscene Grounds
- Maintenance Streetscene - Street Cleansing
- and Litter
- **Burial Service** Parks and Open Spaces
- Play areas Street Furniture (Bins, Benches,
- Cemeteries (Open and Closed)
- Weed Control
- **Public Toilets**
- Allotments Community Facilities and Town
- School Crossing Patrols

Vacancy Senior Waste Services

- Waste Collection
- Waste Recycling Waste Treatment and Disposal

Manager*

- Waste Mechanical Biological Treatment Plant
- Household Waste Recycling
- Zero Waste Parks/Transfer Stations

*Interim line management arrangements are in place for these areas.



Simon Fieldhouse Environment Manager

- Countryside and Access
- Core Paths Climate Change and Net Zero
- Sustainability
- Natural Capital



Sandra Harkness Community Protection Manager

- **Trading Standards Environmental Health**



Stuart McMillan Strategic Economic

- Economic Development Project Development and
- Delivery Borderlands Inclusive Growth
- Regional Economic Strategy
- Projects Place and Town Centre

Regeneration



- Planning Policy and Guidance
- Local Development Plan **Development Management**
- **Building Standards** Strategic Housing Investment
- Programme
- Local Housing Strategy Town Centre Living Fund
- **Housing Standards**
- **Business Gateway***

these areas.

Business Enterprise*

*Interim line management arrangements are in place for



Serena Dunlop Directorate Business Manager

- Performance Management
- Procurement
- Digital and ICT
- Communications Financial Planning and Monitoring
- Workforce Development Risk Management
- **Business Continuity** Health and Safety
- Property Quality Assurance and
- Improvement Information Management



Donna Allardice Communities Model Development Manager

- Development of the Communities Model Across the
- Directorate Transformation

Education, Skills and Community Wellbeing





Return to Chief Officers



Assistant Director Education Officer)



Linda Biggar **Principal Education** Psychologist

- Strategic and Operational Management of Educational Psychology Service
- Strategic Management of **Educational Visitor Service**
- Education Lead for Mental Health in Schools School
- Counselling Service • Looked After Children (LAC)
- **Education Group Member** • School Placements from other
- **Education Authorities**
- Private Day Placements
- Residential Education Provision
- Adoption/Permanence Panel Deferrals /Repeat Years/Early
- **Entry Processes**
- Framework for Inclusion Relationship and Rights Workstream Lead
- Authority Contact for Research in Education Requests



Karen-Anne Bryden **Quality Improvement** Manager

- Inclusion Strategy (Framework for Inclusion) Equity
- HT Leadership/Building Capacity
- Scottish Equity Fund (SEF)
- (Delivery Model) Curriculum and School
- Improvement (Lead for Equity) Equity for All Learners (Attendance/Exclusions/Targeted Groups (Most Deprived/Young
- Carers/Care Experienced/ASN)) (School Allocation) • Attainment over Time (School
- Allocation) Raising Attainment – Cycle of Improvement (School
- Allocation) Active Schools



Alison Chambers Quality Improvement Manager

- Raising Attainment Strategy Excellence
- HT Leadership/Building Capacity
- Youth Partnership Guarantee • Employability; Development
- of Young Workforce (DYW); College; FE; Positive Destinations
- Curriculum and School Improvement (Lead for Excellence)
- Equity for all Learners (Attendance/Exclusions/Targeted Groups (Most Deprived/Young Carers/Care experienced/ASN)) (School Allocation)
- Attainment over Time (School Allocation)
- Raising Attainment Cycle of Improvement (School Allocation)
- Attainment (Attainment Data for all Schools, Annual and Over
- Stakeholders influencing practice)



Darren Little Children's Services Manager

- Children's Services Plan Lead Officer
- GIRFEC Lead Officer
- Children's Services Strategic and Planning Partnership Lead Officer



Hew Smith Integration and Inclusion

- Additional Support Needs:
 - Resourced Provision
 - Primary and Secondary Inclusion
 - Specialist Services Visual and Hearing Impairment
 - English as an Additional Language
 - Learning Assistants
 - ASL Teachers (Primary) Gypsy Travellers
 - Attendance
- Autism Outreach • GiRFEC in Schools
- Safeguarding in Schools
- Trauma Champion



John Thin Head of Education



Larann Foss Schools' Manager

Dumfries Learning Town 2 (Client Lead)

Property

- Dumfries High School Dumfries Academy and
- Loreburn Primary
- Learning Estate Capital investment strategy
- Asset Class Project
- Investment Delivery Capacity and Geographic
- Change Management School Estate Transformation
- Data Analysis and Engagement
- Scenario Modelling
- Sustainability Delivery Planning



Susan Martin Strategic Planning and Business Development Manager

- Service Finance Including **Devolved School Management**
- Service Procurement Overview
- ICT/Digital in Schools
- Strategic Planning Lead
- Management Information
- Central and School Support
- Administrative Systems
- Non-curricular Health and Wellbeing

Partner Services



Kenny Pullen Schools' Manager People

- Recruitment processes and procedures
- **Local Negotiating Committee** for Teachers
- General Teaching Council for Scotland Lead
- Professional Learning and Leadership in Schools
- Staff Training and Development



Head of Thriving



Lynne Burgess Employability, Skills and Partnerships Manager

- Strategic Employability and
- Local Employability and Skills Partnership
- AIMS Project
- Employability Delivery Team



Stephen Jack Lifelong Learning Manager

- Strategic Lead for Community Learning and Development Regulations
- Adult Learning
- Family Learning
- Digital Learning Coach Education



Annie Johnson Education, Skills and Community Wellbeing Development Manager

 Strategic Planning, Development and Transformation



Community Planning and Engagement Manager

Community Development and **Empowerment**

Liz Manson

- Community Participation and Engagement (Including Community Councils)
- Community Planning Ward Working

Mark Molloy Youth Services Manager

- Youth Work (including Community based; Wider Achievement; Youth Work in Schools; Participation and
- Volunteering) Poverty and Inequalities



Martin Ogilvie Resilience and **Community Safety**

 Emergency Planning and Resilience

Manager

- Shared Health Resilience
- Community Safety

Lee Seton Leisure, Culture and

Wellbeing Manager

- Leisure Facilities
- Active Communities
- Community Sports Hubs • Link Officer to DG Health and Wellbeing (Public Health)
- Museums, Galleries and Culture Major Festivals and Events

Physical Activity Strategy



Jamie Ferguson Community Development and Empowerment Manager



Kirsty Peden Community **Engagement Manager**



Ward Manager

Fiona Daubney



Ingrid Gemmell Ward Manager



Stuart Hamilton Ward Manager

Social Work Services





Return to Chief Officers



Charles Rocks Head of Children, Families and Justice Services (Depute CSWO)

- Children's Services
- Child Protection
- Looked After and Accommodated Children
- Children in Need
- Children with Disabilities
- Youth Justice
- Family Support Fostering and Adoption
- Kinship Care Children's House
- **Corporate Parenting**



Gail Guest Locality Social Work Criminal Manager

- **Criminal Justice Services**
- Community Payback
- Diversion from Prosecution
- Court Services (Including Bail and Structured Deferred Sentences)
- **Community Supervision**
- Prison and Throughcare



Catherine Knipe Locality Social Work Criminal Manager

- **Criminal Justice Services**
- Community Payback
- **Unpaid Work**
- Programme Delivery
- Quality and Assurance
- Violence Against Women and Girls
- MAPPA

Sarah McGarva Children and Families Locality Manager West

- Looked After and
- Accommodated Children **Child Protection Planning**
- Youth Justice Children with Disabilities
- Transitions

Alison Penman Children and Families Locality Manager East

- Early Intervention and Assessment
- Multi Agency Safeguarding
- Scottish Child Interview
- Model Bairnshoose
- Family Support
- **Crisis Intervention Leanne Young**

Children and Families **Locality Manager Centralised Services**

- Fostering and Adoption Children's Houses
- Kinship
- Throughcare and Aftercare **Continuing Care**
- **Supported Lodgings**
- Resettlement*

*Interim line management arrangements are in place for these areas.



Rebecca Aldridge Social Work Services Senior Operational Manager

- Professional Social Work Lead Health and Social
- Care Partnership **Professional Supervision** Adult Social Work
- Managers
- **Customer Engagement** Service Development
- Partnership with NHS
- Mental Health Services
- Performance and Quality
- Care Home Support
- **Quality Assurance Functions**

Barbara Aitken Adult Care Lead Health and Social Care Partnerhsip

- Single Access Point
- Out of Hours
- Sensory Support Social Work Occupational
- Therapy Service Care and Support Services
- **Home Teams**
- Care Call/Telecare Services



Kim McCall Social Work Manager Care Home Assurance

- Care Home Assurance
- Consult and Engage with Stakeholders to Develop Services



Caroline Ronaldson Adult Care Lead Manager)

- Mental Health Officers
- Social Work Mental Health
- Appropriate Adult Service
- Adult Multi Agency Safeguarding Hub
- **Complex Care Services** Learning Disability Support Services (Including Activity and Resource Centres)
- Housing Options and Homeless*

*Interim line management arrangements are in place for these areas.



Gordon Pattinson Public Protection Manager

- Public Protection
- **Child Protection**
- Violence Against Women and Girls
- Adult Support and
- Protection Learning Reviews
- Community Justice Alcohol and Drugs
- Partnership MAPPA

Vikki Binnie Community Justice Partnership Manager

- Community Justice
- Violence Against Women and Girls
- Alcohol and Drug Partnership



Clare Cowan Lead Officer Public Protection (Child

- **Public Protection**
- Partnership Policies and Procedures



Sandie Donald Lead Officer Public Protection (Adult Support and Protection)

- **Public Protection** Partnership
- Communication and Service **User Engagement**



Rebecca Watson Performance and Assurance Lead Public Protection

- Adult Support and
- **Protection Scrutiny** Child Protection Scrutiny
- Violence Against Women and Girls Scrutiny



Sean Barrett Finance and Information Manager

- Resource Planning
- Analysis of Activity Data Spend Analysis
- Financial Modelling
- **Income Maximisation**
- **Budgetary Control** Support to Budget Holders
- Finance Client Function
- Completion of Scottish Government Returns
- Mosaic Development Sourcing of Care
- **Commitment Accounting**
- **Provider Sustainability** Individual Care Budget Awards and Monitoring



Avril Dickie Operational Strategic Manager

- Improvement and Change
- Transformation
- Service Planning
- Partnership and Resources
- Workforce Planning Commissioning and

Contracts



Irene Hurst Strategic Planning and Commissioning Team Manager

- Commissioning and
- Contracts
- Service Planning Performance Management
- Risk Management and **Business Continuity**
- Information and Records Management Complaints and

Investigations

Interim Professional Practice and Workforce Development Manager

Fleur Roddy

- Quality Assurance Compliance and
- **Professional Standards**
- Workforce Development