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)



Jim Doig Assessor and Electoral Registration Officer (ERO)



Mike Shepley Head of Customer and Digital





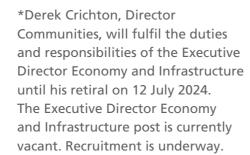
Stephen Hall Interim Assistant Director Transport and Infrastructure



Karen Brownlie
Interim Head of
Facilities, Waste and
Neighbourhood
Services



Steve RogersHead of Economy and Environment





Gillian Brydson
Executive Director
Education, Skills and
Community
Wellbeing



Jim Brown
Assistant Director
Schools (Chief
Education Officer)



John Thin Head of Education Resources



Harry Hay Head of Thriving Communities



Stephen Morgan
Service Director
Social Work Services
(CSWO)



Nicole HamletInterim Chief Officer
Dumfries and Galloway
Health and Social Care
Partnership



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

**Charles Rocks will take up post on 1 May 2024.

DGC Senior Leadership StructurePost-1 April 2024

Enabling and Customer Services





Return to Chief Officers



Vlad Valiente Assistant Director (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 Manager

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

Governance



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



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 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



Financial Transactions Manager

Lindsay Wilson

- 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**



Jim Doig **Assessor and Electoral Registration Officer** (ERO)



Alex Clark Depute Assessor and ERO



Robert Neville 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 2022
- 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
- Postal Vote Identifier

Boundary Reviews

Special Category Electors



Mike Shepley **Head of Customer** and Digital



Ailsa Freeman **Customer Services** Manager

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



James McDowall Organisational **Development Manager**

- **Workforce Transition**
- Staff Development
- Workforce Planning and
- Strategy Staff Engagement
- **OD Framework** Learning and Development
- Framework **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** Manager
- **Key Corporate Systems** Support and Development GIS
- **Digital Connectivity**

*Contact Centre

these areas.

*Single Access Point *Interim line management

arrangements are in place for



Eddie Whitefield Directorate Business

- **Business Management and**
- Resource Planning Support
- Financial Planning and
- **Business Administration**
- **ICT Strategy**
- **Business Continuity**





- Workforce Development
- Health and Safety





- Monitoring
- **Directorate Procurement**
- **Property and Capital Programme Planning**

Economy and Infrastructure

*Derek Crichton, Director Communities, will fulfil the duties and responsibilities of the Executive Director Economy and Infrastructure until his retiral on 12 July 2024. The Executive Director Economy and Infrastructure post is currently vacant. Recruitment is underway.





Return to Chief Officers



Stephen Hall Director Transport and Infrastructure



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



Douglas Kirkpatrick Transportation Manager

- **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

Vacant **Roads Services** Manager

- Roads Maintenance and Network Management
- Planning/Construction Consents
- **Traffic Orders**
- Signals and Roads Lighting
- Road Safety
- Active Travel
- **Speed Limits**
- Parking
- Winter/Adverse Weather Service Public Realm Capital
- Programme Management
- Infrastructure Asset
- Management Street and Property Gazetteers
- **Flood Risk Management Team
- **Harbours Service

these areas.

**Interim line management arrangements are in place for





Alan Mawson **Facilities Manager**

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

Facilities Solutions Centre

Interim Vacancy 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
- Halls **School Crossing Patrols**



James McLeod Infrastructure Manager

- Waste Collection

Stations

- Waste Recycling Waste Treatment and Disposal
- Waste Mechanical Biological Treatment Plant
- Household Waste Recycling

Zero Waste Parks/Transfer



Steve Rogers Head of Economy and Environment



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

External Capital Funding Bids



David Suttie Planning and Development Manager

- Planning Policy and Guidance
- Local Development Plan **Development Management**
- **Building Standards** Strategic Housing Investment

Town Centre Living Fund

- **Local Housing Strategy**
- **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

Transformation



- Directorate

Education, Skills and Community Wellbeing



Return to Chief Officers



Assistant Director Schools (Chief

Linda Biggar

Psychologist

Management of Educational

• Strategic and Operational

• Strategic Management of

• Education Lead for Mental

Health in Schools School

Looked After Children (LAC)

Education Group Member

Education Authorities

Private Day Placements

Entry Processes

School Placements from other

• Residential Education Provision

Adoption/Permanence Panel

• Deferrals /Repeat Years/Early

• Framework for Inclusion

in Education Requests

Manager

• Inclusion Strategy (Framework

• HT Leadership/Building Capacity

Improvement (Lead for Equity)

(Attendance/Exclusions/Targeted

Groups (Most Deprived/Young

Carers/Care Experienced/ASN))

• Attainment over Time (School

Raising Attainment – Cycle

Alison Chambers

Quality Improvement

of Improvement (School

Manager

• Raising Attainment Strategy –

• HT Leadership/Building Capacity • Youth Partnership Guarantee

• Employability; Development

(DYW); College; FE; Positive

(Attendance/Exclusions/Targeted

Groups (Most Deprived/Young

Carers/Care experienced/ASN))

Attainment over Time (School

Raising Attainment – Cycle of Improvement (School

 Attainment (Attainment Data for all Schools, Annual and Over

> **Darren Little** Children's Services

Manager

• Children's Services Plan Lead

 Children's Services Strategic and Planning Partnership Lead

Hew Smith

Manager

• Additional Support Needs: Resourced Provision Primary and Secondary

> Specialist Services – Visual and Hearing Impairment • English as an Additional

Inclusion

Language

 Learning Assistants ASL Teachers (Primary)

 Gypsy Travellers Attendance Autism Outreach • GiRFEC in Schools

 Safeguarding in Schools • Trauma Champion

Integration and Inclusion

GIRFEC Lead Officer

Stakeholders influencing

of Young Workforce

Curriculum and School

Improvement (Lead for

Equity for all Learners

(School Allocation)

for Inclusion) Equity

(Delivery Model)

Curriculum and School

Equity for All Learners

(School Allocation)

Allocation)

Allocation)

Active Schools

Excellence

Destinations

Excellence)

Allocation)

practice)

Officer

Officer

(YPG)

• Scottish Equity Fund (SEF)

Workstream Lead

Relationship and Rights

• Authority Contact for Research

Karen-Anne Bryden

Quality Improvement

Educational Visitor Service

Psychology Service

Counselling Service

Principal Education



John Thin Head of Education Resources





Schools' Manager Property

Larann Foss

- Dumfries Learning Town 2 (Client Lead)
- 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



Annie Johnson Education and Learning Workforce Manager



- Staff Training and Development
- Partner Services



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 **Functions**
- Administrative Systems



Kenny Pullen Schools' Manager

- Recruitment processes and procedures
- Local Negotiating Committee
- General Teaching Council for Scotland Lead
- Professional Learning and
- Leadership in Schools



Harry Hay Head of Thriving Communities



Lynne Burgess Employability, Skills and Partnerships Manager

- Strategic Employability and



Stephen Jack Lifelong Learning

- Strategic Lead for Community Learning and Development
- Digital Learning Coach Education

Liz Manson and Engagement

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



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



Martin Ogilvie Resilience and **Community Safety** Manager

- · Emergency Planning and Resilience
- Shared Health Resilience Service
- 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)
- Physical Activity Strategy
- Museums ,Galleries and Culture
- Major Festivals and Events





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



Manager

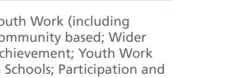
- Regulations
- Adult Learning
- Family Learning



Community Planning Manager

- Community Development and
- Community Participation







Stuart Hamilton Ward Manager

Jamie Ferguson

Manager

Kirsty Peden

Community

Fiona Daubney

Ward Manager

Ingrid Gemmell

Ward Manager

and Empowerment

Engagement Manager

Community Development



Social Work Services





Return to Chief Officers



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

*Charles Rocks will take up post on 1 May 2024.

- 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)
- **MAPPA**
- **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





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



Rebecca Watson Performance and Assurance Lead Public

- Protection Adult Support and
- **Protection Scrutiny** Child Protection Scrutiny

and Girls Scrutiny

Violence Against Women



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



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

- Fleur Roddy Interim Professional
- Development Manager
- Professional Standards



Practice and Workforce

- Quality Assurance
- Compliance and
- Workforce Development