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)

Enabling and Customer Services





Return to Chief Officers

Mike Shepley

and Digital

Ailsa Freeman

Registration of Births,

Deaths and Marriages

and Local Studies)

Heritage Service (Archives

Customer Service Centres

James McDowall

Development Manager

Organisational

Workforce Transition

Workforce Planning and

Learning and Development

Recognition and Rewards

Leadership Development

BTS Senior Manager

Health and Wellbeing

Vacant

Staff Development

Staff Engagement

OD Framework

Framework

Strategy

Manager

Customer Services

Head of Customer



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

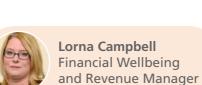


Anne Sweetin **Business Support** Manager

Administrative Support Arrangements - Cross-Council



Paul Garrett Chief Financial Officer (Section 95 Officer)



Lorna Campbell Financial Wellbeing

- **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 Framework



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

- 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
- **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

Special Category Electors

Reviews Postal Vote Identifier Refresh

Boundary Reviews

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



James Pocock Business Solutions Manager

- **Key Corporate Systems**
- 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
- **Business Administration**

- Health and Safety



- Workforce Development
- **Directorate Procurement**
- **ICT Strategy Business Continuity**
- **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



- 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

Vacant 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.



Interim Vacancy Facilities Manager*

Alan Mawson

Interim Head of

Neighbourhood

Services

Facilities, Waste and

- Catering **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

Stations

these areas.

Waste Recycling Waste Treatment and Disposal

Manager*

- Waste Mechanical Biological Treatment Plant
- Household Waste Recycling

Zero Waste Parks/Transfer

*Interim line management arrangements are in place for



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

Investment Manager

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

Regeneration

External Capital Funding Bids



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

these areas.

Business Gateway*

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



Jim Brown
Assistant Director
Schools (Chief
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 PanelDeferrals /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 CapacityYouth Partnership Guarantee
- (YPG)
- 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 Time)
- Stakeholders influencing practice)



Darren LittleChildren'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 Manager

- Additional Support Needs:
 Presumed President
- Resourced Provision
 Primary and Secondary
- Primary and Secondary Inclusion
- Specialist Services Visual and Hearing Impairment
- English as an Additional Language
- Learning AssistantsASI Teachers (Prima
- ASL Teachers (Primary)Gypsy Travellers
- AttendanceAutism Outreach
- Autism OutreachGiRFEC in Schools
- Safeguarding in Schools
 Trauma Champion
- Trauma Champion



John Thin
Head of Education
Resources



Larann Foss Schools' Manager Property

- Dumfries Learning Town 2 (Client Lead)
- Dumfries High School
- Dumfries Academy and Loreburn Primary
- Learning Estate
- Capital investment strategy
- Asset Class Project
- Investment DeliveryCapacity 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 Scheme
- Service Procurement Overview
- ICT/Digital in Schools
- Strategic Planning Lead
- Management Information SystemsCentral and School Support
- Functions

Partner Services

- Administrative Systems
- Non-curricular Health and Wellbeing



Kenny Pullen Schools' Manager People

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



Harry Hay Head of Thriving Communities



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 LearningCoach Education

Annie Johnson Education, Skills and Community Wellbeing Development Manager

• Strategic Planning, Development and Transformation

Liz Manson



Community Planning and Engagement Manager

- Community Development and Empowerment
 Community Participation
- Community Participation and Engagement (Including Community Councils)

Community Planning

Ward Working

Mark M

Youth 6

Mark Molloy Youth Services

 Youth Work (including Community based; Wider Achievement; Youth Work in Schools; Participation and

Manager

Volunteering)
• Poverty and Inequalities



Martin Ogilvie Resilience and Community Safety

Emergency Planning and

Manager

- Resilience
 Shared Health Resilience
- Community Safety



Lee Seton Leisure, Culture and Wellbeing Manager

- Leisure Facilities
- Active CommunitiesCommunity Sports Hubs
- Link Officer to DG Health and Wellbeing (Public Health)
- Physical Activity Strategy

• Major Festivals and Events

• Museums, Galleries and Culture



Jamie Ferguson
Community Development
and Empowerment
Manager



Kirsty Peden Community Engagement Manager



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

Katherine Priest 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

these areas.

- Throughcare and Aftercare
- **Continuing Care Supported Lodgings**
- Resettlement*

*Interim line management

arrangements are in place for

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 Protection)

- **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
- Sourcing of Care

Mosaic Development

- **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

- Vacant Interim Professional
- Development Manager

Practice and Workforce

Quality Assurance Compliance and **Professional Standards**

Workforce Development