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





Natalie McKail
Assistant Director
Transport and
Infrastructure



Karen Brownlie Head of Facilities, Waste and Neighbourhood Services



Steve Rogers
Head of Economy
and Environment



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)

DGC Senior Leadership Structure

Post-1 April 2024

Last updated October 2024

Enabling and Customer Services





Return to Chief Officers



Vlad Valiente (Monitoring Officer)



Business Intelligence Manager

Heather Carnochan

- 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
- 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 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
- Sales/Service Billing and Payment Management
- Debt Recovery



Alex Clark Assessor and Electoral Registration Officer



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
- **Election Registers and Lists**
- Poll Cards
- Appeals and Registration Reviews
- Postal Vote Identifier Refresh **Special Category Electors**
 - **Boundary Reviews**



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**
- Framework Recognition and Rewards



Graeme Mcllorum BTS Senior Manager

Learning and Development

Leadership Development

Health and Wellbeing

- 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*

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



Natalie McKail Assistant Director Transport and nfrastructure



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

Improvement

- Property Quality Assurance and
- Information Management
- Tom Flanagan Interim Transportation Manager
- **SWestrans**
- **Passenger Transportation**
- Regional Travel Strategy
- **Active Travel Strategy DGC** Buses
- **Courier Service**
- Taxicard School Transport

Duncan McDonald Engineering Design Manager

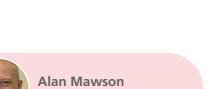
- Infrastructure Design
- Major/Strategic Projects Management
- Structural Inspections Bridge Management and
- Maintenance
- Contract Management **Topographical Surveys**
- H+S Construction Design and Management Advice

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



Karen Brownlie Head of Facilities, Waste and Neighbourhood Services



- 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

- Streetscene Grounds
- Maintenance Streetscene - Street Cleansing and Litter

Assets Manager

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



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



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



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

Business Enterprise**

these areas.

**Interim line management arrangements are in place for



- 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 of the Communities Model Across the
- Directorate



Development Manager

Transformation

Education, Skills and Community Wellbeing





Return to Chief Officers



Jim Brown Assistant Director Schools (Chief **Education Officer**)

Linda Biggar

Psychologist

Management of Educational

Strategic and Operational

• Strategic Management of

Educational Visitor Service

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

for Inclusion) Equity

(Delivery Model)

Curriculum and School

• Scottish Equity Fund (SEF)

• Inclusion Strategy (Framework

• HT Leadership/Building Capacity

Improvement (Lead for Equity)

Relationship and Rights Workstream Lead

Authority Contact for Research

Karen-Anne Bryden

Quality Improvement

Psychology Service

Counselling Service

Principal Education



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 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 Systems
- Central and School Support **Functions**
- Administrative Systems

Kenny Pullen

Local Negotiating Committee

General Teaching Council for

Professional Learning and

Leadership in Schools

Staff Training and

People

Recruitment processes and

procedures

for Teachers

Scotland Lead

Development

Schools' Manager

- **Equity for All Learners** Non-curricular Health and (Attendance/Exclusions/Targeted Wellbeing Groups (Most Deprived/Young Carers/Care Experienced/ASN)) Partner Services
- (School Allocation) Attainment over Time (School
- Allocation) • Raising Attainment – Cycle of Improvement (School Allocation)
- Active Schools



Alison Chambers Quality Improvement

- Raising Attainment Strategy –
- HT Leadership/Building Capacity • Youth Partnership Guarantee
- (YPG) • Employability; Development of Young Workforce (DYW); College; FE; Positive
- Curriculum and School Improvement (Lead for Excellence)

Destinations

- 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

Darren Little

Stakeholders influencing practice)



Children's Services

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



Integration and Inclusion Manager

- 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



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 Learning
- Coach 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 and Engagement (Including Community Councils)
- Community Planning
- Ward Working



Mark Molloy Youth Services

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

Manager

Poverty and Inequalities



Martin Ogilvie Resilience and **Community Safety**

Emergency Planning and

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) Physical Activity Strategy
- Museums, Galleries and Culture Major Festivals and Events



Jamie Ferguson Community Development and Empowerment Manager



Kirsty Peden Community **Engagement Manager**



Fiona Daubney

Ward Manager



Stuart Hamilton

Ward Manager

Ingrid Gemmell 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)
- 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 Hub
- 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**

Kim McCall Social Work Manager

Care Home Assurance

Care Call/Telecare Services

- 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

Contracts

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

Workforce Development