Appendix C –Deputy Chief Officers

Option 1: Members appoint to all Deputy Chief Officer positions

If this option is agreed, members (sitting as a committee) will appoint to the following Deputy Chief Officer positions:

Directorate	Deputy Chief Officers	Grade
Adult Services	Adult Safeguarding Service Manager	G11
	Head of Business Management	G12
	Head of Integrated Service	G12
Chief Operating Officer	Assistant Director of Customer, Communications & Culture	G14
	Assistant Director of Policy, Performance and Community	G14
	Assistant Director of Transformation	G14
	Head of Joint Commissioning Unit	G12
	Head of Programme Office	G12
Children's Services	Assistant Director of Children's Services	G15
	Assistant Director of Education Services	G15
	Principal Social Worker and Head of Social Care Practice	G13
	Head of Clinical Practice	G12
Housing Services	Assistant Director of Housing Demand	G13
	Assistant Director of Housing Services	G13
	Assistant Director of Property Services	G13
	Assistant Director of Supported Housing	G13
	Head of Housing Strategy and Development	G12
	Housing Systems Manager	G10
Neighbourhoods	Assistant Director of Civil Protection	G14
	Assistant Director, Highways and Environment	G14
	Assistant Director of Planning	G14
	Head of Registration and Bereavement Service	G13
oneSource*	Director of Asset Management	G15
	Director of Exchequer and Transactional Services	G15
	Director of Finance	G15
	Director of HR and Organisational Development	G15
	Director of Legal and Governance Services	G15
	Director of Procurement	G14
	Director of Technology and Innovation	G15
	Assistant Director, Performance, Policy and Programmes	G13
Public Health	Public Health Consultant x 4	G12
Regeneration Programmes	Head of Development	G13
	Head of Inclusive Growth	G13
	Head of Programmes and Support	G11

* Member decision-making for oneSource roles takes place via the oneSource Joint Committee.

Option 2: Members appoint to all Deputy Chief Officer positions where the postholder is employed on Chief Officer terms and conditions

In line with the Council's 2017 review of terms and conditions, all Deputy Chief Officers graded G13 and above are employed on Chief Officer terms and conditions. This may therefore represent an appropriate threshold for determining that members (sitting as a committee) should be responsible for appointing to the post. The appointment of Deputy Chief Officers graded G12 and below would be delegated to the Head of Paid Service.

If this option is agreed, members (sitting as a committee) will appoint to the following Deputy Chief Officer positions:

Directorate	Deputy Chief Officers	Grade
Chief Operating Officer	Assistant Director of Customer, Communications & Culture	G14
	Assistant Director of Policy, Performance and Community	G14
	Assistant Director of Transformation	G14
Children's Services	Assistant Director of Children's Services	G15
	Assistant Director of Education Services	G15
	Principal Social Worker and Head of Social Care Practice	G13
Housing Services	Assistant Director of Housing Demand	G13
	Assistant Director of Housing Services	G13
	Assistant Director of Property Services	G13
	Assistant Director of Supported Housing	G13
Neighbourhoods	Assistant Director of Civil Protection	G14
	Assistant Director, Highways and Environment	G14
	Assistant Director of Planning	G14
	Head of Registration and Bereavement Service	G13
oneSource*	Director of Asset Management	G15
	Director of Exchequer and Transactional Services	G15
	Director of Finance	G15
	Director of HR and Organisational Development	G15
	Director of Legal and Governance Services	G15
	Director of Procurement	G14
	Director of Technology and Innovation	G15
	Assistant Director, Performance, Policy and Programmes	G13
Regeneration Programmes	Head of Development	G13
	Head of Inclusive Growth	G13

* Member decision-making for oneSource roles takes place via the oneSource Joint Committee.

Option 3: Members appoint to all Deputy Chief Officer positions where the postholder is graded G14 and above

If this option is agreed, members (sitting as a committee) will appoint to the following Deputy Chief Officer positions:

Directorate	Deputy Chief Officers	Grade
Chief Operating Officer	Assistant Director of Customer, Communications & Culture	G14
	Assistant Director of Policy, Performance and Community	G14
	Assistant Director of Transformation	G14
Children's Services	Assistant Director of Children's Services	G15
	Assistant Director of Education Services	G15
Neighbourhoods	Assistant Director of Civil Protection	G14
	Assistant Director, Highways and Environment	G14
	Assistant Director of Planning	G14
oneSource*	Director of Asset Management	G15
	Director of Exchequer and Transactional Services	G15
	Director of Finance	G15
	Director of HR and Organisational Development	G15
	Director of Legal and Governance Services	G15
	Director of Procurement	G14
	Director of Technology and Innovation	G15

* Member decision-making for oneSource roles takes place via the oneSource Joint Committee.

Option 4: Members appoint to all Deputy Chief Officer positions where the postholder is graded G15 and above

If this option is agreed, members (sitting as a committee) will appoint to the following Deputy Chief Officer positions:

Directorate	Deputy Chief Officers	Grade
Children's Services	Assistant Director of Children's Services	G15
	Assistant Director of Education Services	G15
oneSource*	Director of Asset Management	G15
	Director of Exchequer and Transactional Services	G15
	Director of Finance	G15
	Director of HR and Organisational Development	G15
	Director of Legal and Governance Services	G15
	Director of Technology and Innovation	G15

* Member decision-making for oneSource roles takes place via the oneSource Joint Committee.