

Data as at 1st April 2025

Posts with salaries of £150,000 and over

| Directorate | Post Title | Surname | First Name | Temporary/Permanent | Part Time/ Full Time | Maximum Salary | Annual Salary Brackets in 5k Brackets | Allowances | Direct Budget Responsibility | Headcount | The Services and Functions That the Role Manages | Contact Details |
|-----------------------|--|-------------|------------|---------------------|----------------------|----------------|---------------------------------------|------------|------------------------------|-----------|---|---|
| Corporate Resources | Deputy Chief Executive and Executive Director Corporate Resources and S151 Officer | Philippidis | Nina | Permanent | 1.0 (Full Time) | £153,627.00 | £150,000 - £154,999 | N/A | N/A | 810 | Responsible for the strategic management of a range of services within the Communities and Infrastructure cluster whether delivered directly or commissioned including Highways and traffic management, Minerals and Waste Planning, Library Services, Adult Education, Customer Experience and Economic Growth. S151 | NINA.PHILIPPIDIS@GLOUCESTERSHIRE.GOV.UK |
| Adults | Executive Director of Adult Social Care, Wellbeing and Communities | Scott | Sarah | Permanent | 1.0 (Full Time) | £153,627.00 | £150,000 - £154,999 | N/A | N.A | 1224 | Statutory officer for Adults Services with statutory responsibility for adults safeguarding and relevant all services provided whether delivered directly via council teams or procured from the external market. Also, Statutory officer responsible for Public Health with a focus on prevention including Drugs and Alcohol education, Health Visiting, School Nursing, Sexual Health, Health Protection and encouraging Active Communities. | SARAH.L.SCOTT@GLOUCESTERSHIRE.GOV.UK |
| Childrens | Executive Director of Children's Services | James | Ann | Permanent | 1.0 (Full Time) | £153,627.00 | £150,000 - £154,999 | N/A | N.A | 1699 | To ensure the Council's compliance with its statutory duties to children in need, including children in care, protection, children in need and care leavers, and for the outcome of Ofsted visits, inspections and reviews of its Safeguarding & Care Services. To provide practice leadership for all aspects of children's social care including the quality and impact of practice across social care. | ANN.JAMES@GLOUCESTERSHIRE.GOV.UK |
| Community Safety-GFRS | Chief Fire Officer | Preece | Mark | Permanent | 1.0 (Full Time) | £153,627.00 | £150,000 - £154,999 | N/A | N/A | 553 | To lead the Fire and Rescue Service ensuring that they are able to respond and adapt to the strategic commissioning agenda whilst achieving value for money, meeting community needs and securing high quality customer service. | MARK.PREECE@GLOSFIRE.GOV.UK |
| EEI | Executive Director of Economy, Environment and Infrastructure | Chick | Colin | Permanent | 1.0 (Full Time) | £153,627.00 | £150,000 - £154,999 | N/A | N/A | 948 | Responsible for the strategic management of a range of services within the Communities and Infrastructure cluster whether delivered directly or commissioned including Highways and traffic management, Minerals and Waste Planning, Library Services, Adult Education, Customer Experience and Economic Growth. | COLIN.CHICK@GLOUCESTERSHIRE.GOV.UK |

| Total Remuneration to Employees | Number of employees - 2025 |
|---------------------------------|----------------------------|
| £50,000 - £54,999 | 235 |
| £55,000 - £59,999 | 113 |
| £60,000 - £64,999 | 44 |
| £65,000 - £69,999 | 38 |
| £70,000 - £74,999 | 24 |
| £75,000 - £79,999 | 9 |
| £80,000 - £84,999 | 16 |
| £85,000 - £89,999 | 11 |
| £90,000 - £94,999 | 26 |
| £95,000 - £99,999 | 0 |
| £100,000 - £104,999 | 0 |
| £105,000 - £109,999 | 1 |
| £110,000 - £114,999 | 1 |
| £115,000 - £119,999 | 10 |
| £120,000 - £124,999 | 1 |
| £125,000 - £129,999 | 1 |
| £130,000 - £134,999 | 0 |
| £135,000 - £139,999 | 0 |
| £140,000 - £144,999 | 1 |
| £145,000 - £149,999 | 0 |
| £150,000 - £154,999 | 5 |
| £155,000 - £159,999 | 0 |
| £160,000 - £164,999 | 0 |
| £165,000 - £169,999 | 0 |
| £170,000 - £174,999 | 0 |
| £175,000 - £179,999 | 0 |
| £180,000 - £184,999 | 0 |
| £185,000 - £189,999 | 0 |
| £190,000 - £194,999 | 0 |
| £195,000 - £199,999 | 1 |

| Directorate | Service Area | Post Title | Direct Budget Responsibility | Headcount | The Services and Functions That the Role Manages |
|-------------|-------------------------|---|------------------------------|-----------|---|
| Adults | Adults Social Care | ASC Operations Quality and Performance Manager | N/A | 0 | Support and provide additional strategic capacity for the Head of Adult Social Care (Operations) in their overall responsibility for the leadership of the Adult Social Care assessment and support planning teams for Older People and people with physical and learning disabilities. *Multiple posts |
| Adults | Adults Social Care | Assistant Director Short Term Services | £301,206.00 | 251 | This role has overall leadership responsibility for Adult Social Care (ASC) Operations and strategic responsibility for short term services |
| Adults | Adults Social Care | Business Manager* | N/A | 6 | Reporting to the Head of Adult Social Care this role will support the Senior Management Team to provide 'business as usual' capacity to implement operational decision making, governance, and interface with core council business support processes as appropriate. This role will also be responsible within the service for leading the development and implementation of complex and multi-faceted transformation programmes and projects, including cultural change, system change, remodelling of services, behaviour change and delivery of savings. *Salary includes honorarium |
| Adults | Adults Social Care | Deputy Head of ASC Operations* | £12,085,758.00 | 0 | Supports the leadership of all locality teams including Acute hospital and Learning Disability services. *Multiple posts, combined budget |
| Adults | Adults Social Care | Deputy Social Care Manager* | £2,585,675.00 | 236 | Through line management of the locality or acute management team and the Deputy Social Care Manager is responsible for embedding three conversations and for ensuring social work practice and values deliver positive outcomes. The Deputy Social Care Manager will achieve this through ensuring team arrangements are in place for supervision, workload management, quality assurance and the effective deployment of the budget, staff and additional resources. *Multiple posts, combined headcount |
| Adults | Adults Social Care | Director of Adult Social Care Operations | £537,727.00 | 854 | The post holder has overall responsibility for the leadership of all of the Adult Social Care assessment and support planning services for Older People and for people with physical and learning disabilities. |
| Adults | Adults Social Care | Head of Adult Social Care Operations | £223,609.00 | 373 | Head of Service for ASC Operations has overall responsibility for the leadership of all locality teams including Acute hospital and Learning Disability services. |
| Adults | Adults Social Care | Integrated Social Care Manager* | £156,958,431.00 | 425 | Supporting to encourage inclusive and supportive communities, where Gloucestershire people make choices that lead to healthy lives, increased wellbeing, independence and personal resilience. *Multiple posts, combined headcount and budget |
| Adults | Adults Social Care | Operational Lead for ASC and Hospital | N/A | 11 | Responsible for leading our hospital based social care team, providing professional knowledge and support to frontline practitioners who will be working alongside health partners to achieve the best outcomes for people in Gloucestershire. |
| Adults | Adults Social Care | Peripatetic Deputy Social Care Manager | N/A | 0 | Responsible for embedding the three conversations model of practice, and for ensuring the team's social work practice and values, deliver positive outcomes. |
| Adults | Adults Social Care | Registered Manager Rehab Services | N/A | 52 | Responsible for the operational day-to-day management of our 24-hour regulated service ensuring continued compliance with Care Quality Commission (CQC) legislation to deliver a high-quality service. |
| Adults | Adults Social Care | Registered Manager Respite Services* | £1,703,373.00 | 32 | Working in partnership with colleagues in the senior management team you will ensure the provision of a high quality service enabling individual needs and organisational priorities to be met in accordance with available resources. *Salary includes honorarium |
| Adults | Adults Social Care | Service Manager | £1,994,861.00 | 82 | This role will lead operational services designed to secure good outcomes and impact for some of the most vulnerable residents of Gloucestershire. This role will be responsible for ensuring that work is undertaken to achieve the council's service outcomes for vulnerable children and young people. The post holder will lead a range of staff and teams as may be assigned at any one time, ensuring that they are able to respond and adapt to the strategic improvement agenda whilst achieving value for money, meeting community needs and securing high quality customer service. |
| Adults | Adults Social Care | Strategic Lead for ASC and Hospital Integration | N/A | 0 | Responsibility for the leadership of the Adult Social Care Transformation function and any associated Team resources and their deployment to meet agreed programme objectives (including but not necessarily restricted to the Adult Single Programme). |
| Adults | Adults Support Services | Assistant Head of ASC Finance and Improvement | £2,114,434.00 | 50 | Manage and lead on a range of programmes designed to improve and develop the service offered within the service areas reporting to the Head of Adult Social Care Support Services. |
| Adults | Adults Support Services | Asstistant Head of ASC In House Services | £2,472,116.00 | 176 | Povide strategic and operational leadership to frontline services that provide direct access for individuals to day, residential and respite care. |

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| Adults | Adults Support Services | Deputy Head of Adult Support Services | £809,611.00 | 17 | The post holder will both support and fully deputise for the Head of Adult Social Care (Support Services) in their overall responsibility for the leadership of Adult Social Care Support Service functions, providing additional senior capacity and assisting with both strategic service development and the enhancement of operational services. Through direct line management responsibilities, the post holder will lead on all aspects of service for a wide range of client groups, including scheduling of staff, risk management and quality control across the service group and to lead on a range of programmes designed to improve and develop the service. |
| Adults | Adults Support Services | GELS - Deputy Service Lead | N/A | 31 | To support leading the strategy and operational delivery of the GELS, to deliver integrated community equipment service on behalf of Health and Social Care in Gloucestershire. |
| Adults | Adults Support Services | Head of Adult Support Services | £1,942,712.00 | 227 | Provision of strategic and operational leadership to frontline services that provide direct access to advice, information, assessment and community equipment. |
| Adults | Adults Support Services | Head of In House Services | N/A | 178 | Provides over-arching strategic and operational leadership to the respite and In-house day care services, to secure good outcomes and impact for some of the most vulnerable residents of Gloucestershire. |
| Adults | Adults Support Services | Operations Manager GELS* | N/A | 116 | Operational responsibility for the Gloucestershire Equipment Loans Service. *Salary includes honorarium |
| Adults | Commissioning | Commissioning Business Manager | £1,202,832.00 | 10 | Working closely with the Heads of Commissioning and Outcome Managers/Senior Commissioning Managers in the Adults Hub. Responsible for supporting the hub with effective business management, staff capacity and resourcing including staffing reviews, recruitment, compliance and other related business functions. |
| Adults | Commissioning | Deputy Strategic Commissioning Manager* | N/A | 33 | To support the Head of Integrated Commissioning- Integrated Brokerage and Market Management, Lead Commissioners and Joint Commissioners in the development and implementation of the service area's commissioning plans, ensuring that the council and partner organisations achieve the expected and desired outcomes. *Multiple posts, combined headcount. One postholder's salary includes honorarium |
| Adults | Commissioning | Director of Integration | £4,705,848.00 | 0 | To implement the Council's priorities and strategies through effective commissioning whilst meeting the community needs, which are consistent with good procurement, HR and financial practice, as well as within the law, including actively developing appropriate markets. |
| Adults | Commissioning | Head Integrated Commissioning* | £4,462,356.00 | 83 | Directly manages key work streams within the Department/ Directorate, responsible for day to day work assigned to team. The post-holder will lead on Policy/Service development across Health and Social Care in relation to Market Management, Strategic Market Shaping.*Multiple posts, combined headcount and budget. One postholder's salary includes special allowance |
| Adults | Commissioning | Interim Head of Integrated Commissioning | £1,659,551.00 | 17 | Lead on contract management for services that have a significant contract value and are integrated across Health and Social Care |
| Adults | Commissioning | MCA Governance Manager | £563,431.00 | 0 | To provide leadership and direction to empower and protect the rights and liberties of Gloucestershire's most vulnerable citizens through ensuring there is a robust MCA governance framework in place. |
| Adults | Commissioning | Outcome manager (External Workforce) | N/A | 0 | To support the Adult Social Care lead commissioners and joint commissioners in the development and implementation of the service areas commissioning plans, ensuring that the council and partner organisations achieve the expected and desired outcomes for the area. |
| Adults | Commissioning | Project Manager* | N/A | 3 | Work with commissioners across the council in a project management capacity. *Salary includes honorarium |
| Adults | Commissioning | Senior Commissioning Manager* | £28,564,865.00 | 20 | Lead the commissioning team to ensure quality, customer informed and value for money decisions are made about commissioning and decommissioning of services.*Multiple posts, combined headcount and budget. Two post holders salaries include honorarium |
| Adults | Commissioning | Senior Project Manager Housing With Care | £953,844.00 | 7 | Responsible for managing projects within the Council's project management framework, taking responsibility for project governance and deliverables under the direction of the project sponsor. |
| Adults | Commissioning | Strategic Commissioning Manager* | N/A | 19 | Lead on the design, development and future delivery of the Gloucestershire Integrated Brokerage Team. Ensuring that the Council's vision and planned outcomes are achieved and statutory aims delivered both in relation to Adult Social Care commissioning and the wider integrated care system. *Salary includes honorarium and special payment |
| Adults | Public Health | Assistant Director of PWC | N/A | 27 | To lead and manage commissioning functions and develop strategic commissioning plans to improve outcomes for service users and deliver the Council's plans, priorities and strategies to achieve value for money, consistent with good practice. |
| Adults | Public Health | Business Manager- Public Health | £3,702,589.00 | 9 | Lead business planning, service development and the implementation of post pandemic recovery programmes |
| Adults | Public Health | Consultant in Public Health* | N/A | 21 | Market forces of consultant and NHS T&Cs.*Multiple posts, combined headcount |
| Adults | Public Health | Director of Public Health | N/A | 53 | Work closely with the Executive Director Adult Social Care and Public Health to lead on responsibilities traditionally associated with the public health role - promoting and protecting health and wellbeing, tackling health inequalities, and improving health care quality. |
| Adults | Public Health | Head of Commissioning* | £7,058,088.00 | 10 | Lead on contract management for services that have a significant contract value and are integrated across Health and Social Care *Multiple posts, combined headcount and budget |

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| Adults | Public Health | Outcome Manager (Public Health)* | £2,886,353.00 | 5 | To support the Adult Social Care lead commissioners and joint commissioners in the development and implementation of the service areas commissioning plans, ensuring that the council and partner organisations achieve the expected and desired outcomes for the area. *Multiple posts, combined headcount and budget |
| Adults | Public Health | Principal Traveller Services Officer | £153,306.00 | 3 | Lead, both at a strategic and operational level, in the overall delivery and performance of Gypsy and Traveller services in Gloucestershire |
| Adults | Public Health | Public Health Manager* | £25,883,067.00 | 5 | To lead the initiation, development, implementation and evaluation of interventions and strategies to protect and improve the public's health and reduce health inequalities as part of the delivery of Council and wider system priorities. *Multiple posts, combined headcount and budget |
| Adults | Strategic Commissioning & Performance | Business Change Manager | N/A | 0 | Responsible for ensuring all change initiatives meet objectives on time and on budget by increasing employee adoption and usage. |
| Adults | Strategic Commissioning & Performance | Director of Quality, Performance and Strategy | £3,088,329.00 | 80 | Responsible for strategic planning for adult's services and the development of relationships and joint working with partners across the County. |
| Adults | Strategic Commissioning & Performance | Head of Quality and Performance | N/A | 3 | Responsibility for the leadership of the Adult Social Care, Integrated Commissioning and Adult Support Service Quality function. This includes internal and external assessment processes and for ensuring that development plans address areas where performance and outcomes do not reflect good practice or safeguarding standards. |
| Adults | Strategic Commissioning & Performance | Head of Safeguarding Adults | £2,151,663.00 | 50 | Overall responsibility for the provision of strategic advice and leadership for adult safeguarding across Gloucestershire. |
| Adults | Strategic Commissioning & Performance | Principal Occupational Therapist | N/A | 0 | Provides senior management and leadership to key areas of social care delivery and plays a crucial role in developing our strategic approach to preventative approaches in adult social care. |
| Adults | Strategic Commissioning & Performance | Principal Social Worker | £606,703.00 | 10 | This role will play a key role in the County Council's Adult Social Care Team, and will lead strategic developments and operational services designed to secure good outcomes for the residents of Gloucestershire. As a key member of the Operational Leadership Team, this role will be responsible for ensuring that work is undertaken to achieve the council's strategic and service outcomes for adults supported through social care services. |
| Adults | Strategic Commissioning & Performance | Programme Manager* | N/A | 7 | Working closely with the Executive Director, Directors and Senior Managers, the post holder is responsible for leading the design, development, effective management and implementation of ambitious, multi-faceted change programmes which aims to improve and transform services across adult's services. *Multiple posts, combined headcount |
| Adults | Strategic Commissioning & Performance | Strategic Lead - ASC Transformation | £3,528,578.00 | 15 | Responsibility for the leadership of the Adult Social Care Transformation function and any associated Team resources and their deployment to meet agreed programme objectives (including but not necessarily restricted to the Adult Single Programme). |
| Adults | Strategic Commissioning & Performance | Transformation Programme Director | £292,000.00 | 0 | Responsible for leading the development and implementation of ambitious, complex and multi-faceted transformation programmes, including elements of system redesign, remodelling of services, behaviour change and delivery of savings. |
| Childrens | Commissioning | Commissioning Manager | N/A | 0 | Accountable for the quality and impact of commissioning across a team of commissioners with the intention of improving the lived experience and outcomes of children and young people in care, supported by the team |
| Childrens | Commissioning | Director for Integrated Children and Families Commissioning | £2,320,078.00 | 71 | Ensure the achievement of the Council's children and families strategic commissioning through an efficient, effective and high performing operating model. |
| Childrens | Commissioning | GSCP Business Manager | £184,900.00 | 13 | To ensure the effective operation of Gloucestershire Safeguarding Children Partnership (GSCP) in order that it comprehensively fulfils its statutory responsibilities, national and local requirements. To work closely, advise and coordinate safeguarding activity with the strategic leaders of the statutory partners (Gloucestershire Integrated Care Board, Gloucestershire Constabulary and Gloucestershire County Council) and all relevant agencies, in understanding and improving the counties safeguarding arrangements, acting as its strategic safeguarding advisor and monitoring the implementation of local and national learning including from serious child safeguarding incidents, as described within Working Together to Safeguard Children 2018. |
| Childrens | Commissioning | Head Of Service | £472,905.00 | 3 | To design and deliver safeguarding services for children and young people in order to achieve improved outcomes for all children and young people of Gloucestershire. |
| Childrens | Commissioning | Head of Service Placements | £52,721,055.00 | 19 | Responsible for overseeing the provision of suitable placements for children in the care system. |
| Childrens | Commissioning | Head of Service Strategic Commissioning and Contracts | £9,474,446.00 | 32 | Lead on the design, development and delivery of a range of commissioning and commissioned services for children, young people and families which will secure good outcomes for all Gloucestershire residents and ensure services provide excellent value for money. |
| Childrens | Commissioning | Outcome Manager | N/A | 5 | To support the Adult Social Care lead commissioners and joint commissioners in the development and implementation of the service areas commissioning plans, ensuring that the council and partner organisations achieve the expected and desired outcomes for the area. |

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| Childrens | Commissioning | Senior Commissioning Manager* | N/A | 12 | To establish and develop a range of effective commissioning options to enable the authority to ensure sufficient availability and Access to Resources to meet the needs of children and young people open to Children's Social Care. *Multiple posts, combined headcount. One postholders salary includes honorarium |
| Childrens | Commissioning | Specialist Commissioning Manager* | N/A | 9 | To establish and develop a range of effective commissioning options available to enable the authority to ensure sufficient supply of high quality placements available to meet the needs of all children and young people with additional needs, including SEND. *Multiple posts, combined headcount |
| Childrens | CS Projects and Programmes | Programme Manager* | £271,860.00 | 9 | Working closely with the Executive Director, Directors and Senior Managers, the post holder is responsible for leading the design, development, effective management and implementation of ambitious, multi-faceted change programmes which aims to improve and transform services across adult's services. *Salary includes honorarium |
| Childrens | Education & Learning | Access to Education Service Manager | £630,758.00 | 20 | The overall purpose of this role is to ensure there is fair and transparent admissions practice across Gloucestershire so children and young people have access to timely and appropriate education to meet their needs. This will be achieved through managing the statutory admission processes, challenging and supporting education settings to embed fair and inclusive practice and ensuring that children are supported in accessing education – promoting lawful practice and identifying and challenging that which causes concern. |
| Childrens | Education & Learning | Assistant Director - Education | N/A | 174 | Lead on the design, development and delivery of a range of services for families, children and young people, which will secure good outcomes for all Gloucestershire residents and ensure services provide excellent value for money. |
| Childrens | Education & Learning | Assistant Head | N/A | 6 | The Assistant to Head is a vital non-teaching support role responsible for providing pastoral support across year groups. This role involves addressing day-to-day issues, collaborating with staff, attending meetings and maintaining open communication with both parents and Support Hub staff. |
| Childrens | Education & Learning | Co-Ordinated Admissions and Travel Assistance/FSM Manager* | £24,180,251.00 | 22 | Responsible for overseeing the coordinated process of school admissions, providing assistance for travel, and managing free school meals (FSM) applications. *Salary includes honorarium |
| Childrens | Education & Learning | Countywide Special Senior Educational Psychologist | N/A | 5 | Working with the Education Inclusion Specialist Support Service to promote the psychological development of children, young people and families in Gloucestershire both directly and through working with others. |
| Childrens | Education & Learning | Director of Education | N/A | 545 | Responsible for the oversight of education across the County and provision of supporting services including special education needs, home to school transport and school improvement |
| Childrens | Education & Learning | Early Education and Child Development Manager | N/A | 22 | Oversee the Early Years & Childcare Service for all localities within the county. |
| Childrens | Education & Learning | Early Years Service Manager | £92,697,816.00 | 36 | To ensure that children in Gloucestershire have access to good and inclusive early years provision and make the required level of progress to enable an effective transition into a statutory education which meets their needs. This will be achieved through building capacity of early years providers across the maintained, private, voluntary and independent sector and by providing a targeted approach to effectively identify, assess and meet individual children's needs holistically. |
| Childrens | Education & Learning | Early Years Sufficiency/Business Manager | N/A | 8 | Ensuring there is sufficient high quality and sustainable early years provision for children across the county through extensive collaboration working with a wide range of stakeholders across the maintained, private, voluntary and independent sector. |
| Childrens | Education & Learning | Education Lead* | £32,299.00 | 10 | To lead the strategic coordination of challenge, support, intervention and prevention in Gloucestershire schools and academies according to the commissioning plan to ensure high quality of educational provision and positive outcomes for all children and young people and particularly those who are vulnerable and in vulnerable settings. *Multiple posts, combined headcount and budget |
| Childrens | Education & Learning | Education Planning Manager* | N/A | 0 | Managing projects to deliver the expected and desired outcomes across a range of schools and education facility projects. *Salary includes honorarium |
| Childrens | Education & Learning | Education Strategy and Relationship Manager | £1,268,464.00 | 8 | Focussed on the effective management and implementation of two key inclusion elements of Gloucestershire's High Needs Strategy. |
| Childrens | Education & Learning | Educational Psychologist* | N/A | 0 | Working with the Education Inclusion Specialist Support Service to promote the psychological development of children, young people and families in Gloucestershire both directly and through working with others.*Multiple posts |
| Childrens | Education & Learning | EHCP Deputy Service Manager* | N/A | 93 | The overall purpose of this role is to provide effective leadership ensuring children and young people (0-25) in Gloucestershire with SEND have access to inclusive and appropriate education so they can achieve positive outcomes enabling them to lead successful adult lives. *Multiple posts, combined headcount |
| Childrens | Education & Learning | EHCP Locality Lead* | N/A | 52 | To manage early years support and intervention within a designated area of the county in order to ensure children achieve positive outcomes.*Multiple posts, combined headcount |

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| Childrens | Education & Learning | Engagement and Quality Manager | £465,840.00 | 15 | The overall purpose of this role is to ensure that the children and young people in Gloucestershire, especially those with additional needs or SEND, and their parent carers, have a say in how their needs are met and how services should respond. This will be achieved through embedding effective co-production across the education hub and working closely with other agencies to ensure that there is a joined up approach in identifying and meeting needs holistically. |
| Childrens | Education & Learning | Head of Commissioning for Learning | £1,559,613.00 | 35 | Lead on the design, development and delivery of a range of commissioning and commissioned services for children, young people and families which will secure good outcomes for all Gloucestershire residents and ensure services provide excellent value for money. |
| Childrens | Education & Learning | Head of Gloucestershire Music* | N/A | 34 | Provide leadership and management of Gloucestershire Music. *Salary includes honorarium |
| Childrens | Education & Learning | Head of Service EHCP Service Manager | £86,621,947.00 | 96 | The overall purpose of this role is to provide effective leadership, ensuring children and young people in Gloucestershire with an Education, Health & Care plan have access to inclusive and appropriate education so they can achieve positive outcomes enabling them to lead successful adult lives. |
| Childrens | Education & Learning | Head of Service for Children with Additional Needs | £1,289,750.00 | 196 | As a member of County Council's leadership team, to lead on the design, development and delivery of a range of services for families or children and young people which will secure good outcomes and ensure services provide excellent value for money |
| Childrens | Education & Learning | Head of Service GHES | £3,343,964.00 | 81 | To lead the Gloucestershire Hospital Education Service. |
| Childrens | Education & Learning | Headteacher Virtual School Children in Care | £808,502.00 | 21 | As part of the Council's strategic leadership team, to provide long term strategic direction and lead on major change and developmental programmes which support and challenge educational leaders, designated teachers, foster carers, social workers and other professionals to raise expectations and improve outcomes for children in care, enabling the council to fulfil its statutory role as corporate parent |
| Childrens | Education & Learning | Inclusion Lead* | N/A | 33 | The overall purpose of this role is to ensure children and young people achieve positive outcomes by accessing an education which is appropriate to meet their needs – the right support in the right place at the right time.*Multiple posts, combined headcount |
| Childrens | Education & Learning | JAN and High Needs Implementation Manager | N/A | 0 | Responsible for leading and managing the implementation of key elements of the joint additional needs and high needs change programme. They will take responsibility for the governance and coordination of key deliverables within the transformation programme. |
| Childrens | Education & Learning | Music Service Schools Manager | N/A | 14 | To support schools from all sectors in their delivery of music education. To provide guidance and advice on best practice. To lead a team of tutors to promote, develop and improve the standards of provision and teaching of music through Whole Class Ensemble Tuition (WCET) and small / large group tuition. To ensure GM meets the required aims, core and extension roles of the National Plan for Music Education (NPME). |
| Childrens | Education & Learning | Operations Manager (CwAN) | N/A | 1 | The overall purpose of this role is to ensure all children and young people in Gloucestershire have access to inclusive and appropriate education so they can achieve positive outcomes enabling them to lead successful adult lives. This will be achieved through providing strategic direction to leaders across education, care and health – developing services across education, embedding partnership working and implementing new ways of working to meet the changing needs of children and young people. |
| Childrens | Education & Learning | Outreach Team Leader | N/A | 0 | Supports the learning of pupils by delivering educational and pastoral programmes and supporting the wider learning outcomes for vulnerable pupils. Outreach role supporting pupils in mainstream settings |
| Childrens | Education & Learning | Performance Adviser* | £10,538.00 | 2 | To support Education Leads to ensure rapid and appropriate action is taken in schools causing concern across all phases; to lead the oversight of an aspect of the work of Education Outcomes and Intervention within the wider Education Hub relating to quality assurance, the commissioning of support and training and the delivery of the statutory duties of the Local Authority for school improvement and educational provision. *Multiple posts, combined headcount and budget |
| Childrens | Education & Learning | Place Planning Manager | N/A | 2 | Responsibility for school place planning, ensuring that the county has sufficient places for young people aged 5-18. The post will require extensive collaborative working with a wide range of stakeholders using detailed analysis to develop strategies to influence the provision of school places in the mixed economy that prevails in state education. |
| Childrens | Education & Learning | Post 16 Lead | £871,131.00 | 5 | The overall purpose of this role is to lead and be accountable for all matters relating to the commissioning and provision of support for children and young people aged 16 – 25 across Gloucestershire. To ensure all young people in Gloucestershire have access to inclusive and appropriate education so they can achieve positive outcomes enabling them to lead successful adult lives. This will be achieved through working with professionals and settings to deliver appropriate post 16 provision to meet the needs and aspirations of the learner. |
| Childrens | Education & Learning | Principal Educational Psychologist | £5,517,514.00 | 72 | Working with the Education Inclusion Specialist Support Service to promote the psychological development of children, young people and families in Gloucestershire both directly and through working with others. |

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| Childrens | Education & Learning | Restorative Practice Service Lead | £311,143.00 | 6 | The overall purpose of this job is to lead, develop and monitor the development and implementation of Restorative Practice (RP) across Gloucestershire. Working with Schools, Children's Services and the wider Children's Partnership to embed best practice, ensuring positive outcomes for children, young people and staff within the sector. |
| Childrens | Education & Learning | SEND Quality Assurance Lead | N/A | 0 | Provide leadership of quality assurance and practice improvement. |
| Childrens | Education & Learning | SEND Sufficiency Lead | N/A | 0 | Ensure that children and young people with Education, Health and Care plans (EHCPs) achieve positive outcomes by accessing an education which is appropriate to meet their continuing needs. |
| Childrens | Education & Learning | SENDCo | N/A | 0 | Promote improved outcomes for Children and Young People and their families through the development and review of Education, Health and care plans |
| Childrens | Education & Learning | Senior Educational Psychologist* | N/A | 20 | Working with the Education Inclusion Specialist Support Service to promote the psychological development of children, young people and families in Gloucestershire both directly and through working with others. *Multiple posts, combined headcount |
| Childrens | Education & Learning | SLT Outreach Team Leader | N/A | 0 | Supports the learning of pupils by delivering educational and pastoral programmes and supporting the wider learning outcomes for vulnerable pupils. Outreach role supporting pupils in mainstream settings |
| Childrens | Education & Learning | Specialist Commissioning Manager | £27,148,032.00 | 10 | To establish and develop a range of effective commissioning options available to enable the authority to ensure sufficient supply of high quality placements available to meet the needs of all children and young people with additional needs, including SEND. |
| Childrens | Education & Learning | Specialist Senior Educational Psychologist* | N/A | 0 | Working with the Education Inclusion Specialist Support Service to promote the psychological development of children, young people and families in Gloucestershire both directly and through working with others. *Multiple posts |
| Childrens | Education & Learning | Strategic Lead for Education Inclusion | £1,157,173.00 | 40 | Support the Senior Leadership Team by leading a specific area which supports improving outcomes for pupils who are not educated in schools. The core purpose of the Strategic Lead for Inclusion is to ensure that statutory responsibilities are met and that appropriate action is taken to support children and young people to successfully re-integrate into mainstream provision and achieve their full potential. |
| Childrens | Education & Learning | Targeting and Intervention Co-ordinator | N/A | 5 | To deliver programmes of support to Looked After Children and to advise schools and carers about educational support for this group of children. |
| Childrens | Education & Learning | Teacher | N/A | 0 | Provide expert guidance and support to other teachers and schools, focusing on a specific subject area, key stage, or special educational needs. |
| Childrens | Education & Learning | Traded Services Manager | N/A | 51 | Ensure that existing services are on a sound business footing and provide best value to customers. Seek and develop new trading activities that are consistent with the wider strategic goals of the Council. |
| Childrens | Safeguarding | Assistant Director* | £6,552,534.00 | 784 | Support the director and ensure the smooth and efficient operation of safeguarding activities. *Multiple posts, combined headcount and budget |
| Childrens | Safeguarding | Child Protection Chair* | N/A | 0 | To chair Child Protection Conferences for all children and young people being considered for, or subject of, Child Protection Plans in accordance with the Children Act and Working Together to Safeguard Children.*Multiple posts |
| Childrens | Safeguarding | Children in Care - Edge of Care Service Manager | £4,374,238.00 | 56 | Manages Edge of Care Service which delivers direct work to support children, people young and their families. |
| Childrens | Safeguarding | CSE Coordinator | N/A | 4 | Work as part of an integrated, multi-agency team to provide a co-ordinated response to children and young people who are at risk of Child Sexual Exploitation. The team consists of Police, Children's Social Care and Youth Support Services and is based in a Police building. |
| Childrens | Safeguarding | C-SPA Service Manager | N/A | 33 | Respond to the needs of vulnerable children and adults within Gloucestershire by managing the Childrens social care staff and co-ordinating the work to promote partnership working and ensure it's smooth running. |
| Childrens | Safeguarding | Curriculum and Progression Manager | N/A | 9 | This role will offer leadership of the quality of practice to develop outstanding social workers and leaders who affect positive changes for children, young people and families. |
| Childrens | Safeguarding | Director of Children's Safeguarding and Care | N/A | 1070 | To ensure the Council's compliance with its statutory duties to children in need, including children in need of protection, children in care and care leavers, and for the outcome of Ofsted visits, inspections and reviews of its Safeguarding & Care Services. To provide practice leadership for all aspects of children's social care including the quality and impact of practice across social care. |
| Childrens | Safeguarding | Fostering Team Manager | £6,576,556.00 | 14 | Overseeing fostering team. |
| Childrens | Safeguarding | Group Manager* | £8,121,276.00 | 91 | Responsible for maintaining a culture of learning and performance across directly managed practice supervisors and the practitioners reporting to them. The post holder is responsible for maintaining positive collaborative working relationships with the managers and staff of partner agencies, provider services, voluntary and community groups to achieve shared aims in supporting children and families. The post holder is responsible for ensuring the teams they are responsible for deliver effective services within their allocated budgets. *Multiple posts, combined headcount and budget |

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| Childrens | Safeguarding | Head of Business and Resource* | £6,108,404.00 | 169 | This role will lead on business administration, logistics and resource areas of work across Children's Services to support operational delivery and the future development of the service as part of the Transformation programme. *Salary includes honorarium |
| Childrens | Safeguarding | Head of Quality Assurance | £2,619,157.00 | 69 | To design and deliver the Council's quality assurance framework for children and young people's services in order to achieve improved outcomes for all children and young people of Gloucestershire. |
| Childrens | Safeguarding | Head of Service | £6,662,389.00 | 62 | To design and deliver safeguarding services for children and young people in order to achieve improved outcomes for all children and young people of Gloucestershire. |
| Childrens | Safeguarding | Head of Service (Front Door Services) | £2,120,540.00 | 38 | Lead strategic developments and operational services designed to secure good outcomes and impact for some of the most vulnerable residents of Gloucestershire. |
| Childrens | Safeguarding | Head of Service Corporate Parenting and Children in Care | £14,037,299.00 | 212 | Responsible for overseeing the council's duties as a "corporate parent" to children and young people in their care, ensuring they receive the best possible support and care, with a focus on their long-term well-being and aspirations. |
| Childrens | Safeguarding | Head of Service Corporate Parenting Leaving Care | £507,272.00 | 113 | Ensuring the council acts as a good "parent" to looked-after children and care leavers, focusing on their well-being, education, health, and successful transition to adulthood |
| Childrens | Safeguarding | Head of Service Early Help and Targeted Support | £5,235,952.00 | 135 | Lead strategic developments and operational services designed to secure good outcomes and impact for some of the most vulnerable residents of Gloucestershire. |
| Childrens | Safeguarding | Head of Youth Justice and Communities | £1,933,739.00 | 0 | Lead the promotion of a learning culture and supporting managers in the continuous improvement and development of youth justice practice. |
| Childrens | Safeguarding | Head of Youth Support Services | N/A | 39 | Responsible for ensuring the council meets its statutory responsibility in relation to young people aged 16-25. |
| Childrens | Safeguarding | Independent Reviewing Chair* | N/A | 0 | To Chair Reviews of Looked After Children and Child Protection Conferences. To ensure that reviews of Looked After Children and Child Protection Conferences are completed within statutory timescales and to high standards. To contribute to the development and quality assurance of service standards for Looked After Children and children subject to Child Protection Plans. *Multiple posts |
| Childrens | Safeguarding | Independent Reviewing Officer* | N/A | 0 | The specialist role involves upholding the highest standards of practice, challenging senior managers and escalating concerns to CAFCASS in their duties. *Multiple posts |
| Childrens | Safeguarding | LADO | N/A | 0 | To hold agencies to account for their investigations under the Allegations Management process, checking the quality of reports, planning, preparation and decision making under the process and recording a final outcome for each case. |
| Childrens | Safeguarding | Manager | £858,968.00 | 19 | Accountable for the quality and impact of practice across a number of teams with the intention of improving the lived experience and outcomes of children and young people. |
| Childrens | Safeguarding | Operational Leader - Early Help* | N/A | 63 | Provide leadership and management to a range of staff and teams as may be assigned at any one time, ensuring that they are able to respond and adapt to the strategic agenda for Early Help and Family Support, whilst achieving value for money, meeting community needs and securing high quality customer service. *Multiple posts, combined headcount |
| Childrens | Safeguarding | Principal Social Worker - Practice Learning | £1,208,791.00 | 16 | Lead strategic developments and operational services designed to secure good outcomes for the residents of Gloucestershire. Responsible for ensuring that work is undertaken to achieve the council's strategic and service outcomes for adults supported through social care services. |
| Childrens | Safeguarding | Registered Manager* | N/A | 9 | Responsible for the operational day-to-day management of the service ensuring the services continued compliance with relevant legislation. *Multiple posts, combined headcount |
| Childrens | Safeguarding | Senior Independent Reviewing Officer | N/A | 8 | They will ensure high standards are upheld by Independent Reviewing Officers. Recognising, championing and promoting good practice across the authority as well as identifying and effectively challenging weak and inadequate practice. |
| Childrens | Safeguarding | Senior Social Worker* | N/A | 0 | To work closely with children, young people and their families, other staff within the service function and partner agencies to provide support and protection for children and young people in need and at risk. *Multiple posts. |
| Childrens | Safeguarding | Service Lead - Early Help* | N/A | 71 | This role is included in the County Council's Commissioning Team, and will lead strategic developments and operational services designed to secure positive outcomes for families, children and young people. The role will be responsible for ensuring that work is undertaken to achieve the council's strategic and service outcomes for vulnerable families, children and young people. *Multiple posts, combined headcount |
| Childrens | Safeguarding | Service Manager* | £9,706,623.00 | 319 | This role will lead operational services designed to secure good outcomes and impact for some of the most vulnerable residents of Gloucestershire. This role will be responsible for ensuring that work is undertaken to achieve the council's service outcomes for vulnerable children and young people. The post holder will lead a range of staff and teams as may be assigned at any one time, ensuring that they are able to respond and adapt to the strategic improvement agenda whilst achieving value for money, meeting community needs and securing high quality customer service. *Multiple posts, combined headcount and budget |

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| Childrens | Safeguarding | Social Worker (EDT)* | N/A | 0 | To work closely with children, young people and their families, other staff within the service function and partner agencies to provide support and protection for children and young people in need and at risk. *Salary includes special allowance. |
| Childrens | Safeguarding | Team Manager Emergency Duty Team | N/A | 0 | To Lead and Manage Children's Social Care Services within a Performance Management Framework to improve outcomes for children & families and deliver the council's plans, priorities and strategies, to achieve maximum effectiveness, efficiency and value for money, consistent with good practice and improved outcomes. |
| Childrens | Safeguarding | Team Manager* | £1,875,888.00 | 303 | To Lead and Manage Children's Social Care Services within a Performance Management Framework to improve outcomes for children & families and deliver the council's plans, priorities and strategies, to achieve maximum effectiveness, efficiency and value for money, consistent with good practice and improved outcomes.*Multiple posts, combined headcount and budget |
| Community Safety | Community Safety - Coroners and Mortuaries | Area Coroner | N/A | 0 | Providing full support to HM Coroner for Gloucestershire and act in the investigation of any sudden, violent, suspicious or unnatural deaths. |
| Community Safety | Community Safety - Coroners and Mortuaries | Coroner's Operations Officer | £1,549,349.00 | 20 | Responsible for the day to day operational management, technical and strategic direction of the county's Mortuary and Coroner's Court complex |
| Community Safety | Community Safety - Coroners and Mortuaries | Senior Coroner | N/A | 0 | To deliver the highest possible quality coronial service to the people of Gloucestershire and to work with the County Council to develop the service and the coroners court complex into a nationally recognised centre of excellence and best practice. |
| Community Safety | Community Safety - Trading Standards | Head of Trading Standards and Consumer Protection | £1,122,765.00 | 19 | Take both enforcement Services forward, together with exploring opportunities for working closer on regulatory matters with other partners and in some instances delivering services on their behalf. |
| Community Safety | Community Safety - Trading Standards | Trading Standards Team Manager | N/A | 18 | Lead on the design, development and delivery of the full range of Trading Standards, Registration and Coroner's services, which will secure good outcomes for all Gloucestershire residents and ensure those services provide excellent value for money. |
| Community Safety-GFRS | GFRS | Area Manager* | N/A | 13 | An Area Manager in Children's Safeguarding & Care Services is accountable to the Director of Children's Safeguarding and Care for developing and implementing the strategies underpinning the quality and impact of practice across a broad range of operations, with the intention of improving the lived experience and outcomes of children and young people living in a defined area of Gloucestershire or in the provision of countywide specialist services. *Salary includes shift pay. CPD payment not included in salary |
| Community Safety-GFRS | GFRS | Assistant Chief Fire Officer and Director of Improvement | N/A | 58 | To support the achievement of the council's vision, goals, objective and cultural change agenda. To provide effective leadership, ensuring services are high performing and value for money and support the strategic direction and operational delivery of the council. |
| Community Safety-GFRS | GFRS | Collaboration Manager* | N/A | 0 | Responsible for managing the performance of teams and individuals to achieve objectives by providing information to support decision making within the wider team.*Salary includes fire temp allowance and shift pay. CPD payment not included in salary |
| Community Safety-GFRS | GFRS | Community Safety SMB* | N/A | 11 | Responsible for leading, monitoring and supporting people to resolve operational incidents and determining solutions to hazards and risks identified through inspection and investigation.*Salary includes fire temp allowance and shift pay. CPD payment not included in salary. |
| Community Safety-GFRS | GFRS | Deputy Chief Fire Officer | N/A | 485 | To be responsible for the efficient and effective management of the operations group, to carry out operational command duties as a Principle Fire Officer and to undertake the duties of the Chief Fire Officer when necessary. |
| Community Safety-GFRS | GFRS | Finance and Compliance Liaison Officer | £2,432,253.00 | 7 | Management of Gloucestershire Fire and Rescue Service's budget. |
| Community Safety-GFRS | GFRS | Group Manager* | £11,755,474.00 | 174 | Responsible for leading, monitoring and supporting people to resolve operational incidents. *Shift pay included in salary.*Salary includes fire temp allowance and shift pay. CPD payment not included in salary |
| Community Safety-GFRS | GFRS | Head of Logistics and Resources | N/A | 17 | To be responsible for the strategic direction, and the management of the Community Safety Directorate's logistics and resources. |
| Community Safety-GFRS | GFRS | HMI Programme Manager* | N/A | 0 | Responsible for the HMI programme delivery.*Salary includes shift pay |
| Community Safety-GFRS | GFRS | Logistics and Resources Business Manager | £1,358,884.00 | 15 | To take a lead role in developing, shaping updating and delivering GFRS's Logistics and Resources work profile. |
| Community Safety-GFRS | GFRS | Logistics and Resources Fleet Manager* | N/A | 1 | To take a lead role in developing, shaping updating and delivering GFRS's Logistics and Resources work profile. *Salary includes shift pay. CPD payment not included in salary |
| Community Safety-GFRS | GFRS | Logistics and Resources Manager* | N/A | 0 | A lead role in developing, shaping updating and delivering GFRS's Logistics and Resources work profile. In keeping with the GCC Procurement and Fleet activity to ensure effective resilience and suitability for the organisation.*Salary includes CPD payment not included in salary |
| Community Safety-GFRS | GFRS | On Call Liaison Station Manager* | N/A | 0 | Responsible for leading, monitoring and supporting people to resolve operational incidents and determining solutions to hazards and risks identified through inspection and investigation. |

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| Community Safety-GFRS | GFRS | On Call Station Manager* | N/A | 42 | Responsible for leading, monitoring and supporting people to resolve operational incidents and determining solutions to hazards and risks identified through inspection and investigation. *Salary includes shift pay. CPD payment not included in salary. Multiple posts, combined headcount |
| Community Safety-GFRS | GFRS | Operations Assurance Manager* | N/A | 0 | Responsible for leading, monitoring and supporting people to resolve operational incidents and determining solutions to hazards and risks identified through inspection and investigation*Salary includes shift pay. CPD payment not included in salary |
| Community Safety-GFRS | GFRS | People Manager | N/A | 0 | To take a lead role in developing, shaping updating and delivering GFRS's workforce strategy. |
| Community Safety-GFRS | GFRS | Planning and Performance Manager | £585,098.00 | 0 | To lead and manage Corporate Governance arrangements, Strategic Business Planning and Performance Management, Risk Management, Information and Data Management, Liaison with HMICFRS as Service Liaison. |
| Community Safety-GFRS | GFRS | Prevention Manager | £682,072.00 | 19 | To provide leadership, operational management and strategic direction for the Prevention Team. To inform the strategic direction of the Fire Service by influencing external Commissioners and Directors to ensure collaboration in order to target resources to risk groups. |
| Community Safety-GFRS | GFRS | Protection Manager | £1,669,120.00 | 15 | Provide guidance, definitive technical advice and legislative determinations as the professional expert in the function of Fire Protection. Lead criminal prosecutions in preparation of evidence and in performing as expert witness to the Courts.*Salary includes honorarium |
| Community Safety-GFRS | GFRS | Service Delivery Group Manager | N/A | 233 | Responsible for leading, monitoring and supporting people to resolve operational incidents. *Salary includes shift pay. CPD payment not included in salary |
| Community Safety-GFRS | GFRS | Station Manager* | £3,147,826.00 | 382 | Responsible for leading, monitoring and supporting people to resolve operational incidents and determining solutions to hazards and risks identified through inspection and investigation.*Some salaries include shift pay and a fire temp allowance. CPD payment not included in salary. Multiple posts, combined headcount and budget |
| Community Safety-GFRS | GFRS | Temporary Area Manager* | N/A | 0 | Responsible for leading and planning implementation of organisational strategy. *Salary includes fire temp allowance and shift pay. CPD payment not included in salary. Multiple posts |
| Community Safety-GFRS | GFRS | Transformation and Improvement Manager | N/A | 24 | Responsible for planning and implementing improvement activities to meet service delivery needs. *Salary includes fire temp allowance and shift pay. CPD payment not included in salary |
| Community Safety-GFRS | GFRS | Watch Manager | N/A | 0 | Manage the operational watch at GFRS.*Salary includes fire temp allowance. CPD payment not included in salary |
| Community Safety-GFRS | GFRS | Workforce Planning and Recruitment Manager | N/A | 0 | Responsible for planning and implementing activities to meet service delivery needs through recruitment planning. *Salary does not include shift pay. CPD payment not included in salary |
| Corporate Resources | Communications | Head of Communications | £1,235,441.00 | 28 | Oversight of the internal and external communications, media team and relationship with the press, design and web teams. |
| Corporate Resources | Communications | Strategic Communications Business Partner | N/A | 24 | To provide a comprehensive strategic communications advice and consultancy service to directors, leaders and senior officers for GCC and allocated partners, understanding the business and its future direction in relation to directorates. *Multiple posts, combined headcount |
| Corporate Resources | Digital & People Services | Director of Digital and People Services | N/A | 215 | To provide professional advice to Members in respect of HR, Organisational Development, ICT and/or a range of other support services. To provide effective leadership, ensuring that the relevant support services are high performing and value for money and support the strategic direction and operational delivery of the Council.To take the lead in developing the Council's review, application and development of its Digital Strategy and its delivery across the Council. |
| Corporate Resources | Digital & People Services - HR & OH | Head of HR | £2,523,140.00 | 65 | To provide leadership, management and professional expertise to the Human Resources (HR) function with accountability for strategic direction, operational delivery, and continuous improvement. |
| Corporate Resources | Digital & People Services - HR & OH | Head of Organisation Development | £1,393,391.00 | 21 | To provide leadership, management and professional expertise to the Organisational Development (OD) function with accountability for strategic direction, operational delivery, and continuous improvement. |
| Corporate Resources | Digital & People Services - HR & OH | HR Business Partner | N/A | 0 | Strategic directorate partner for HR matters. *Multiple posts |
| Corporate Resources | Digital & People Services - HR & OH | HR Professional Lead | N/A | 21 | Operational lead for specific HR/OD function. *Multiple posts, combined headcount |
| Corporate Resources | Digital & People Services - HR & OH | Organisational Development Professional | N/A | 8 | To provide a comprehensive strategic, value added OD advisory and consultancy service to senior managers, leaders and commissioners across the Council |
| Corporate Resources | Digital & People Services - HR & OH | Senior Professional Lead | N/A | 18 | Oversee the work of the Traded and Shared Services Team, Support Services, Occupational Health and Wellbeing teams within People Services. |
| Corporate Resources | Digital & People Services - ICT | Application Support Manager | N/A | 34 | Responsible for ensuring the successful end-to-end user support. |
| Corporate Resources | Digital & People Services - ICT | Assistant Director Digital and ICT | £2,723,780.00 | 118 | As a member of County Council's leadership team, this role will develop strong and effective partnerships both internally and externally to achieve the strategic direction and operational delivery of the councils digital and ICT agenda. |
| Corporate Resources | Digital & People Services - ICT | Data Engineer | N/A | 0 | Support the Data and Analytics team, wider organisation, and partners to deliver and implement projects in our cloud data analytics platform (powered by Microsoft) in line with the council's data strategy. |

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| Corporate Resources | Digital & People Services - ICT | Digital Business Partner | N/A | 0 | Strategic partner for digital matters. *Multiple posts |
| Corporate Resources | Digital & People Services - ICT | Head of Digital Innovation | N/A | 23 | Provide specialist expertise on Technology, Digital and Information related matters. |
| Corporate Resources | Digital & People Services - ICT | Head of Emergency Services ICT | £1,449,944.00 | 3 | Responsible for the direct strategy and policy for emergency Services ICT and other specialist 24/7 operations within Gloucestershire County Council. |
| Corporate Resources | Digital & People Services - ICT | Head of Service Management | £3,256,401.00 | 82 | Provide specialist expertise to the Chief Information Officer for Technology, Digital and Information |
| Corporate Resources | Digital & People Services - ICT | Head of Strategy and Architecture | £1,303,231.00 | 12 | Develop and implement the technology strategy and to provide technical leadership and guidance |
| Corporate Resources | Digital & People Services - ICT | ICS Programme Manager | N/A | 0 | Responsible for leading the development and implementation of an ambitious, multi-faceted change programme which aims to stimulate and encourage communities to help themselves, re-model service delivery, change behaviour across a range of partners, focus on outcomes and deliver significant savings. |
| Corporate Resources | Digital & People Services - ICT | ICT Programme Manager | N/A | 0 | Responsible for leading the development and implementation of an ambitious, multi-faceted change programme which aims to stimulate and encourage communities to help themselves, remodel service delivery, change behaviour across a range of partners, focus on outcomes and deliver significant savings. |
| Corporate Resources | Digital & People Services - ICT | Infrastructure Manager | N/A | 7 | Responsible for overseeing the organisation's technology infrastructure. |
| Corporate Resources | Digital & People Services - ICT | M365 Solutions Architect | N/A | 4 | Accountable for the overall technical design and end to end optimisation/performance management of the IT services provided using this technology*Market rate supplement removed from salary |
| Corporate Resources | Digital & People Services - ICT | PMO Lead | N/A | 13 | Overall responsibility for the project planning, delivery and governance of the IT portfolio |
| Corporate Resources | Digital & People Services - ICT | Security Admin | N/A | 0 | Responsible for ensuring the secure operations of computer systems, networks, and data within the organisation. |
| Corporate Resources | Digital & People Services - ICT | Senior Enterprise Admin | N/A | 0 | Providing support for storage and compute infrastructure. |
| Corporate Resources | Digital & People Services - ICT | Service Delivery Lead | £6,247,629.00 | 7 | Responsible for the end to end performance of our IT services. |
| Corporate Resources | Digital & People Services - ICT | Service Delivery Manager | N/A | 0 | Lead on the negotiation of Service Level Agreements and ensure that the associated IT Service Management processes, Operational Level Agreements and Underpinning Contracts are appropriate for the agreed service level targets |
| Corporate Resources | Digital & People Services - ICT | Service Support Manager | £886,640.00 | 31 | Responsible for the day-to-day end-user support activities. |
| Corporate Resources | Digital & People Services - Transformation | Change Manager | N/A | 3 | Responsible for ensuring all change initiatives meet objectives on time and on budget by increasing employee adoption and usage. Focus on the people side of change, including changes to business processes, systems and technology, job roles and organisation structures. *Multiple posts, combined headcount |
| Corporate Resources | Digital & People Services - Transformation | Head of Transformation | £646,976.00 | 12 | Develop a range of services which are aligned with and facilitate the delivery of the Council's corporate strategy. Develop and lead our digital strategy, planning, deployment and adoption. |
| Corporate Resources | Digital & People Services - Transformation | Programme Manager | N/A | 3 | Working closely with the Executive Director, Directors and Senior Managers, the post holder is responsible for leading the design, development, effective management and implementation of ambitious, multi-faceted change programmes which aims to improve and transform services across adult's services. *Multiple posts, combined headcount |
| Corporate Resources | Financial Management | Director of Finance and Deputy S151 Officer | N/A | 212 | Responsible for the medium term financial strategy and relevant operational finance teams as well as audit and pensions, and the Business Service Centre. |
| Corporate Resources | Financial Management - ARA | Group Manager - Internal Audit | £709,683.00 | 16 | To carry collective accountability in providing leadership, management and development of the Internal Audit and Risk Management Shared Service (IA&RMSS) to ensure it meets the needs of the relevant legislation and professional internal audit and risk management standards |
| Corporate Resources | Financial Management - ARA | Head of Audit Risk Assurance and Insurance Services | N/A | 19 | The Head of ARA in partnership with the ARA Shared Services Board is responsible for the success of ARA. Together, they assure the accomplishment of ARA's aims and objectives, and the accountability of ARA to its partners and external clients. |
| Corporate Resources | Financial Management - BSC | BSC Technical Team Manager | £235,197.00 | 2 | Delivery of an effective and efficient technical function which works effectively with other service areas and external customers to enable the BSC and the Council to meet its service level agreements (SLAs) and overall service objectives. |
| Corporate Resources | Financial Management - BSC | Customer Service Manager | N/A | 19 | To manage and lead all aspects of service for a wide range of client groups, including customer services across the service group. |
| Corporate Resources | Financial Management - BSC | Head of BSC | £1,803,479.00 | 74 | Delivery of effective transactional services for internal and external customers including payroll, debt collection and invoice payments. |
| Corporate Resources | Financial Management - BSC | Payroll and Pensions Manager | N/A | 22 | Provide operational and strategic leadership for the payroll & pensions service areas and demonstrate flexibility and ability to pick up wider BSC service area |
| Corporate Resources | Financial Management - Finance | Corporate Finance Manager | £35,825,314.00 | 32 | To provide a comprehensive strategic financial advisory and control function to senior officers and members of GCC including financial reporting, final accounts, treasury management, VAT & tax advice, statistical returns, technical advice and financial policy to enable successful delivery of services. |

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| Corporate Resources | Financial Management - Finance | Finance Business Partner* | £13,338,770.00 | 23 | Ensure that officers and members are provided with high quality strategic advice and direction on financial strategies, policy, standards and practices, enabling Services to make timely and wellinformed decisions in the knowledge of the impact those decisions will have financially on the Council. *Multiple posts, combined headcount and budget |
| Corporate Resources | Financial Management - Finance | Finance Manager | N/A | 25 | To provide a comprehensive financial service to senior officers including, for designated areas of responsibility, production of budgets, maintenance and closure of accounts, maintenance and development of financial systems, and advising senior managers on complex financial issues. *Multiple posts, combined headcount |
| Corporate Resources | Financial Management - Finance | Finance Manager Lead | N/A | 6 | Carry collective accountability for ensuring that the Strategic Finance function meets the needs of an ever changing council. |
| Corporate Resources | Financial Management - Finance | Head of Financial Management | N/A | 62 | Responsible for overseeing and managing the delivery of timely / accurate financial information, for ensuring robust financial control and governance across the Council, for business partnering, for medium term financial planning and for the provision of high quality financial analysis and insight for senior management and Cabinet. |
| Corporate Resources | Financial Management - One Programme | Business Change Lead | N/A | 0 | Subject lead to support the successful implementation of the one programme. *Multiple posts. |
| Corporate Resources | Financial Management - One Programme | Cross Functional Lead | N/A | 2 | Subject lead to support the successful implementation of the one programme. |
| Corporate Resources | Financial Management - One Programme | Data Subject Matter Expert | N/A | 0 | Data subject matter expert for the one project. |
| Corporate Resources | Financial Management - One Programme | Finance Subject Matter Expert | N/A | 0 | Responsible for bringing Finance expertise, working closely with the system implementer and other SMEs to ensure the Core HR/Payroll functionality follows the "adopt and not adapt" approach. |
| Corporate Resources | Financial Management - One Programme | Technical Lead | N/A | 3 | Subject lead to support the successful implementation of the one programme. |
| Corporate Resources | Financial Management - One Programme | Test Subject Matter Expert | N/A | 0 | Responsible for testing the system, working closely with the system implementer and other SMEs to ensure the Core HR/Payroll functionality follows the "adopt and not adapt" approach. |
| Corporate Resources | Financial Management - Pensions | Head of Pension Fund | N/A | 39 | Responsible for the strategic direction and management of all aspects of the Gloucestershire Local Government Pension Fund. *Salary includes special allowance |
| Corporate Resources | Financial Management - Pensions | Pension Investment and Accounting Manager | N/A | 7 | Responsible for providing leadership and expertise to achieve strategic direction, operational delivery, and continuous improvement of the Pensions and Investments functions. |
| Corporate Resources | Financial Management - Pensions | Pensions Administration Manager | N/A | 31 | To manage and lead the Pensions Administration Section to achieve the strategic direction, operational delivery, and continuous improvement required while ensuring it is fulfilling its statutory obligations on behalf of Gloucestershire County Council as required by the Local Government and Fire Pension Scheme Regulations |
| Corporate Resources | Policy, Performance & Governance | (Monitoring Officer) Director of Policy, Performance and Governance and SIRO | N/A | 281 | Responsible for Property, ICT, Communications and HR services. |
| Corporate Resources | Policy, Performance & Governance - Complaints | Complaints Manager (Adults) | N/A | 7 | Lead, develop and manage the Complaints Team, ensuring the effective operation of the Statutory Children's Social Care Complaints procedure, Statutory Adults Social Care Complaints procedure and the Corporate Complaints procedure. |
| Corporate Resources | Policy, Performance & Governance - Complaints | Corporate Governance Manager | £463,638.00 | 9 | Responsible for effective corporate governance across the areas of council-decision making, complaints management and whistleblowing, ensuring that procedures are effective, understood, applied consistently and comply with the Council's constitution and statutory requirements. |
| Corporate Resources | Policy, Performance & Governance - Democratic Services | Head of Democratic Services Unit | £1,966,001.00 | 30 | To lead the delivery and development of the Council's Democratic Services functions in order to support effective decision-making, scrutiny, accountability and transparency. |
| Corporate Resources | Policy, Performance & Governance - IMS | Assistant Head of IMS (Caldicott Angel) | £1,816,034.00 | 12 | Lead on ensuring the effective delivery of the council-wide strategy for the delivery of Information Governance, Security and Management compliance and good practice to mitigate the legislative, strategic and operational risks. |
| Corporate Resources | Policy, Performance & Governance - IMS | Emergency Planning Manager | £257,845.00 | 6 | Lead the county council's emergency planning and business continuity functions. |
| Corporate Resources | Policy, Performance & Governance - IMS | Head of Information Management | N/A | 47 | Management of information services |
| Corporate Resources | Policy, Performance & Governance - Legal Services | Assistant Director of Legal Services | £5,474,295.00 | 63 | Management of internal legal services. |
| Corporate Resources | Policy, Performance & Governance - Legal Services | Principal Lawyer and Legal Services Business Partner | N/A | 26 | Responsible for the provision of high quality legal services in order to support the achievement of the Council's objectives and Legal Services' Strategy. Deputise for the Head of Legal Services. Provide inspirational and credible leadership and proactively remove barriers to effective working with the services who we advise. *One postholders salary includes honorarium |
| Corporate Resources | Policy, Performance & Governance - Legal Services | Principal Procurement Lawyer | N/A | 0 | To be responsible for the provision of high quality legal services in order to support the achievement of the Council's objectives and Legal Services' Strategy. |
| Corporate Resources | Policy, Performance & Governance - Legal Services | Senior Lawyer (Team Leader) | N/A | 26 | Lead adviser on a broad range of legal matters. *Multiple posts, combined headcount. One postholders salary includes honorarium |
| Corporate Resources | Policy, Performance & Governance - PP&I | DA and I Manager* | N/A | 40 | Lead adviser on a broad range of legal matters.*Multiple posts, combined headcount |
| Corporate Resources | Policy, Performance & Governance - PP&I | Head of Planning, Performance and Insight | £2,726,942.00 | 67 | The role supports robust strategic planning, business and programme planning and risk management, providing capacity to support change through programme and project management |
| Corporate Resources | Policy, Performance & Governance - PP&I | Performance and Improvement Manager | N/A | 14 | Lead and manage a team responsible for the strategic business planning, portfolio management and the co-ordination of commissioning activity across the council. |

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| Corporate Resources | Policy, Performance & Governance - PP&I | Planning and Co-Ordination Manager | N/A | 4 | Manage strategic planning processes for commissioners and the wider council, developing and coordinating planning activity. Responsible for ensuring that high standards are developed, maintained and upheld across these areas of activity. |
| Corporate Resources | Policy, Performance & Governance - PP&I | Strategic Intelligence Manager | N/A | 43 | Responsible for providing integrated data, analysis and insight to the Council and its partners in order to inform strategy development, strategic planning, operational decision-making and the delivery of outcomes. |
| Corporate Resources | Policy, Performance & Governance - Procurement | Head of Strategic Procurement | £1,256,329.00 | 13 | Lead the Council's Procurement team (Commercial Services) ensuring that procurement activity achieves best value for the Council and its stakeholders. |
| Corporate Resources | Policy, Performance & Governance - Procurement | Procurement Business Partner | N/A | 4 | Strategic directorate partner for procurement matters. |
| Corporate Resources | Policy, Performance & Governance - SHE | SHE Manager | £120,420.00 | 6 | Responsible for the effective management of the safety, health and environment service. |
| Corporate Resources | Strategic Property Management - AMPS | Assist Director Asset Management and Property | £1,728,351.00 | 74 | To provide a responsive service to assist AMPS Senior Management in the discharge of their devolved responsibilities in relation to property. |
| Corporate Resources | Strategic Property Management - AMPS | Delivery Lead Officer - AMPS (Engineer) | N/A | 6 | Lead their team in the delivery of the service and in continuous improvement. |
| Corporate Resources | Strategic Property Management - AMPS | Delivery Lead Officer - AMPS (Surveyor) | £250,000.00 | 6 | Lead their team in the delivery of the service and in continuous improvement. |
| Corporate Resources | Strategic Property Management - AMPS | Facilities Manager | N/A | 7 | Manage the Facilities Management Support Team, to ensure the effective and efficient running the county council's Corporate Properties |
| Corporate Resources | Strategic Property Management - AMPS | FM and Compliance Lead | £2,507,886.00 | 33 | Responsible for the strategic direction of facilities management and premises related compliance in Gloucestershire County Council's premises. |
| Corporate Resources | Strategic Property Management - AMPS | Head of Property Delivery | £187,957.00 | 46 | Provide specialist expertise to the Assistant Director of Asset Management and Property Services and the Council's Senior Leadership |
| Corporate Resources | Strategic Property Management - AMPS | Rural Estate Manager | N/A | 0 | To provide strategic direction, management and leadership for the County Farm Estates. |
| Corporate Resources | Strategic Property Management - AMPS | Strategic Architect | N/A | 5 | A key part of the Strategic Commissioning Function to provide expertise and advice on building, architectural and technical elements relating to the management of the council's land and property portfolio |
| Corporate Resources | Strategic Property Management - AMPS | Strategic Property Manager (Estate Management) | £398,830.00 | 4 | To support the Strategic Property Lead in the development and implementation of the strategic property plan, ensuring that the council will achieve the expected and desired outcomes in given areas of estates management. |
| EEI | E&E: Employment and Skills Hub | Head of Adult Education | £112,385.00 | 126 | To provide leadership and management of Adult Education in Gloucestershire. |
| EEI | E&E: Employment and Skills Hub | Head of Employment and Skills | N/A | 180 | Provide specialist expertise to the Director of Economy & Environment and the Executive Director of Economy, Environment & Infrastructure in relation to the Council's employment and skills agenda and associated responsibilities, including adult education and careers support and the interface with schools, colleges, universities and other partners working in this field of operations. |
| EEI | E&E: Employment and Skills Hub | Service Manager Employment and Skills Hub | N/A | 31 | Contribute both strategically and operationally, having direct line management responsibility for managers within the Employment & Skills Hub team as well as assisting in strategic developments and operational services designed to secure good employment and skills outcomes for residents of Gloucestershire. |
| EEI | E&E: Employment and Skills Hub | Skills, Apprentice and Business Development Manager | N/A | 78 | Supports the Delivery Manager and the wider team in achieving the expected and desired outcomes in given curriculum areas through effective and detailed planning that result in well recruited cohorts. |
| EEI | E&E: Employment and Skills Hub | Strategic Lead for Inclusive Employment | N/A | 51 | Provide effective leadership ensuring disabled and vulnerable people of all ages in Gloucestershire have the opportunity to realise their employment ambitions, enabling them to lead successful lives. |
| EEI | E&E: Environment & Waste | Climate Action Engagement Manager | N/A | 3 | Manage the council's environmental community engagement and partnership working programmes. |
| EEI | E&E: Environment & Waste | Climate Action Programme Manager | N/A | 6 | Manage environmental and infrastructure projects that reduce the impact of climate change and implement the council's climate change strategy. |
| EEI | E&E: Environment & Waste | Contract Manager - Energy from Waste | £17,270,412.00 | 1 | To manage the contract for the operation of an Energy from Waste facility during its Construction and commissioning phase. |
| EEI | E&E: Environment & Waste | Contract Manager (HRCs and Disposal) | £7,251,439.00 | 2 | Client manage contracts for treatment, disposal and Household Recycling Centre across the county at operational and strategic levels. |
| EEI | E&E: Environment & Waste | Head of Environment and Waste | N/A | 16 | To provide leadership, management and professional expertise to achieve the strategic direction, operational delivery, and continuous improvement of a range of public facing environmental services including Waste Management, Climate Change, Air Quality and Traveller Liaison. |
| EEI | E&E: Environment & Waste | Strategy and Development Manager | £6,302,797.00 | 2 | Provide specialist expertise and advice, particularly in the areas assigned, on contract management and operations, performance, policy, statutory duties or powers, emerging developments and best practise, to Members, the Head of Service and Partner Authorities. |
| EEI | E&E: Growth & Enterprise Team | Growth and Enterprise Manager | N/A | 8 | Provide strategic direction for implementation of business support services and programmes. |

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| EEI | E&E: Libraries & Registration | Development Manager | £352,609.00 | 21 | To work with the Head of Library & Registration Services (HoLRS) as a member of the services management team with regard to the strategic development of county wide library & registration services in Gloucestershire ensuring that the council's vision and outcomes for the services are achieved. |
| EEI | E&E: Libraries & Registration | Head of Libraries and Registration | £544,487.00 | 387 | To lead on the design, future development and delivery of the full range of libraries, registration and customer services so that the council's vision and outcomes are achieved and all statutory responsibilities are delivered. |
| EEI | E&E: Libraries & Registration | Operations Manager | £236,000.00 | 232 | To work with the Head of Library & Registration Services (HoLRS) as a member of the services management team with regard to the strategic operational delivery of county wide library & registration services in Gloucestershire. |
| EEI | E&E: Strategic Infrastructure | Assistant Director: Planning and Economic Development | N/A | 61 | Supports leading strategic and corporate management for the Economy, Environment & Infrastructure Directorate, with a focus on economic development and community aspirations. |
| EEI | E&E: Strategic Infrastructure | Heritage Team Leader | £417,199.00 | 11 | Lead the work of the Heritage Service in the conservation and management of the historic and natural environment in Gloucestershire. |
| EEI | E&E: Strategic Infrastructure | Principal Digital Inclusion Officer | N/A | 0 | Co-lead the production and delivery of Gloucestershire County Council's Digital Strategy. |
| EEI | E&E: Strategic Infrastructure | Principal Digital Infrastructure Officer | N/A | 0 | Co-lead the production and delivery of Gloucestershire County Council's Digital Strategy. |
| EEI | E&E: Strategic Infrastructure | Principal Economic Officer | N/A | 4 | Provide corporate specialist advice on Gloucestershire's economy and to manage a team of officers that are responsible for supporting sustainable inclusive growth across the county. |
| EEI | E&E: Strategic Infrastructure | Principal Flood Risk Management Officer | £1,091,251.00 | 7 | Responsible for taking the lead on all flood risk management services in Gloucestershire including being responsible for flood and drainage related enforcement activities, and on developing and administering the County's SUDS Approval Body duties. |
| EEI | E&E: Strategic Infrastructure | Principal Planning Obligations Officer | N/A | 4 | Provide corporate specialist advice on planning obligations and to manage a small team of officers that are responsible for securing planning obligation income to mitigate the impacts of a new development on County Council managed services. |
| EEI | E&E: Strategic Infrastructure | Principal Planning Officer | N/A | 4 | Advise and assist in the formulation and processes of strategic transport planning policy and associated documents. |
| EEI | E&E: Strategic Infrastructure | Principal Planning Officer | N/A | 3 | To advise and assist in the formulation and processes of strategic transport planning policy and associated documents, including all aspects of the Local Transport Plan and their monitoring and review, as well as advising implementation of these policies and strategies. |
| EEI | E&E: Strategic Infrastructure | Team Leader - Economic Development | £1,010,091.00 | 14 | Lead and manage a team of professional staff in the delivery of the Council's Strategies, Policies and Plans for economic development and sustainable growth aligned to the Corporate Strategy. |
| EEI | E&E: Strategic Infrastructure | Team Manager - Planning | £859,863.00 | 17 | Managing Transport Planning Team and to lead on the production of the Local Transport Plan. |
| EEI | Economy, Environment | Interim Director of Economy and Environment | N/A | 654 | Providing political members with professional advice on growth, managing an expanding economic development portfolio, and leading the County Council's statutory planning functions, as well as the council's strategies for climate change and waste. |
| EEI | Economy, Environment & Infrastructure | Strategic Business Planning Manager | £1,367,969.00 | 3 | Provide a lead role for internal strategic cross cutting issues, both directorate and council wide, and to provide cover for the Executive Director (EE&I) and Directors, at county and regional meetings involving strategic cross-cutting issues around transport, environment and the economy. |
| EEI | H&T: Highways & Infrastructure | Area Highways Manager* | £16,220,481.00 | 27 | To be responsible for the Area Team in delivering Gloucestershire Highways (GH) and Gloucestershire County Council's (GCC) outcomes, ensuring a high degree of customer and stakeholder focus and response. *Multiple posts, combined headcount and budget |
| EEI | H&T: Highways & Infrastructure | Assistant Contracts Manager* | £675,842.00 | 5 | Responsible for supporting the Contract Services Manager in managing the financial and contractual performance of the highways services contractor. *Salary includes honorarium |
| EEI | H&T: Highways & Infrastructure | Assistant Director: Highways and Infrastructure | £1,368,731.00 | 139 | Supporting the Director of Transport and Highways, with highways and infrastructure within the county. |
| EEI | H&T: Highways & Infrastructure | Deputy Area Highway Manager | £538,653.00 | 0 | To deputise for the Area Manager, ensuring a high level of customer service and driving effective customer service within the area team. To act as the first point of contact for County Councillors, Parish and Town Councils and other partners for Highways related enquiries. |
| EEI | H&T: Highways & Infrastructure | Highways Asset and Business Manager | £1,031,363.00 | 37 | To lead the Highways Asset and Business team in the development of all aspects of highways asset and business management, ensuring that the council will achieve the expected and desired outcomes. |
| EEI | H&T: Highways & Infrastructure | Highways Infrastructure and Improvements Lead* | £1,720,607.00 | 8 | Responsible for being the strategic lead on Infrastructure & Improvements. *Market rate supplement not included in salary. |
| EEI | H&T: Highways & Infrastructure | Highways Major Projects Team Lead* | N/A | 14 | Responsible for managing a team of project managers overseeing the planning, programming and delivery of large scale improvement works by the County's highways contractor and other service providers. *Market rate supplement not included in salary. |
| EEI | H&T: Highways & Infrastructure | Highways Operations Manager | £2,952,008.00 | 78 | Lead the Highways Operations Team in commissioning and delivering highway services across the County, ensuring a high degree of customer and stakeholder focus and response. |

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| EEI | H&T: Highways & Infrastructure | Highways Programme and Major Projects Manager | £381,903.00 | 23 | To lead the Highways Programme and Major Projects team in the development, procurement and management of the delivery of major schemes and capital works, ensuring that the council will achieve the expected and desired outcomes. |
| EEI | H&T: Highways & Infrastructure | Principal Prov Officer | £194,013.00 | 13 | To take a proactive role in leading and managing an effective Public Rights of Way team. |
| EEI | H&T: Highways & Infrastructure | Programme Co-ordinator Manager | N/A | 5 | Responsible for overseeing the planning, programming and delivery of large scale improvement works by the County's highways contractor and other service providers. |
| EEI | H&T: Highways & Infrastructure | Project Manager (Capital Programme) | £51,858.00 | 0 | Managing works activities and co-ordinating, managing and reporting on the delivery of large scale improvement and infrastructure works by the County's highways contractor and other service providers. |
| EEI | H&T: Highways & Infrastructure | Project Manager* | N/A | 0 | Managing works activities and co-ordinating, managing and reporting on the delivery of large scale improvement and infrastructure works by the County's highways contractor and other service providers.*Multiple posts, market rate supplement removed from salary |
| EEI | H&T: Highways & Infrastructure | Street Lighting Manager* | £4,306,536.00 | 13 | Responsible for the Street Lighting Service in delivering Gloucestershire Highways (GH) outcomes, ensuring a high degree of customer and stakeholder focus and response. *Salary includes honorarium. |
| EEI | H&T: Highways & Infrastructure | Team Leader Structural Maintenance* | N/A | 14 | Responsible for being the strategic lead on structural maintenance. *Salary includes honorarium. |
| EEI | H&T: Traffic & Transport | Network Manager | N/A | 50 | Working at a senior level on the development of all aspects of highways asset and network management and to advise and support the Lead Commissioner Communities & Infrastructure in developing and determining policy and service objectives; as well as to provide advice and support on all aspects of highway asset management and service delivery. |
| EEI | H&T: Traffic & Transport | Parking Manager | N/A | 13 | To support the County Council in meeting its statutory and contractual duties in parking enforcement and parking debt recovery. |
| EEI | H&T: Traffic & Transport | Traffic Engineer - Parking Projects* | N/A | 0 | A key decision maker and intelligent client for the delivery of new parking schemes and reviews of existing schemes to include on and off-street parking, bus lanes and moving traffic enforcement. *Market rate supplement not included in salary. |
| EEI | H&T: Traffic & Transport | Traffic Manager | N/A | 24 | To support the Commissioning and Delivery leads in the development and implementation of Traffic Management systems and Network Control, to ensure the safe and expeditious movement of traffic. |
| EEI | H&T: Traffic & Transport | Traffic Signals Engineer* | £1,002,144.00 | 3 | Design and manage road safety measures, including work related to traffic signals.*Salary includes honorarium. |
| EEI | H&T: Traffic & Transport | ULEV Programme Manager | N/A | 2 | To lead and manage the development and delivery of the ULEV strategy in accordance with council policies and contract regulations. |
| EEI | H&T: Traffic & Transport | Assistant Director: Traffic and Transport | £207,618.00 | 185 | Supports the strategic leadership and day-to-day management of highway networks and transport infrastructure. |
| EEI | H&T: Traffic & Transport | Contract and Procurement Manager | £300,054.00 | 9 | Strategically lead and support senior managers with the delivery of high value and complex tenders for a range of new equipment, managing an end-to-end process for Gloucestershire Fire and Rescue Service. |
| EEI | H&T: Traffic & Transport | Highways Development Management Manager* | N/A | 0 | To enable sustainable economic development in the County through the development planning process and the provision of new transport infrastructure.*Market rate supplement not included in salary. |
| EEI | H&T: Traffic & Transport | Highways Development Manager* | £281,259.00 | 19 | To enable sustainable economic development in the County.*Market rate supplement not included in salary. |
| EEI | H&T: Traffic & Transport | Integrated Transport Manager | £12,071,219.00 | 28 | Strategically overseeing and integrating various council transport services. |
| EEI | H&T: Traffic & Transport | Principal Traffic Engineer* | N/A | 6 | Take the engineering lead managing the delivery of capital projects from inception through to design and construction, ensuring successful delivery that offers value for money, safe and sustainable solutions and achieves targets set.*Market rate supplement not included in salary |
| EEI | H&T: Traffic & Transport | Team Leader – Highway Adoptions* | N/A | 11 | To provide effective leadership to a team in Highways Development Management, so as to provide an efficient and effective service. *Salary includes honorarium. Market rate supplement removed from salary. |
| EEI | H&T: Traffic & Transport | Team Leader Highways Development Management* | N/A | 6 | Supporting the Highways Development Manager in the development of policy, strategy, and facilitating economic and sustainable development by providing expert advice to the Local Planning Authority. *Salary includes honorarium. Market rate supplement removed from salary. |
| EEI | H&T: Traffic & Transport | ThinkTravel Manager | £322,036.00 | 54 | Lead on the management, development and implementation of the council's sustainable and active travel transport programmes, schemes, and services at a strategic, policy and operational level. |
| EEI | H&T: Traffic & Transport | Traffic and Active Travel Manager | £699,207.00 | 72 | Accountable for the implementation of Gloucestershire County Council's statutory obligations and policies for road safety, the delivery of highway infrastructure schemes to improve safety, accessibility, active travel, and public transport and the implementation of Traffic Regulation Orders for all highway and transport schemes. |

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| EEI | H&T: Traffic & Transport | Traffic Engineering Manager* | £460,697.00 | 12 | Manage the Traffic Engineering team providing project management, engineering design and contract management services to support the delivery of the Council's capital projects. *Market rate supplement not included in salary. |
| EEI | H&T: Traffic & Transport | Traffic Engineering Programme Manager | N/A | 5 | The post-holder will be responsible for leading the development and implementation of engineering projects through their lifecycle from initiation to business as usual. |
| EEI | H&T: Traffic & Transport | Traffic Regulation Order Manager | £120,595.00 | 2 | Responsible for overseeing the planning, programming and delivery of Traffic Regulation Orders for both moving and stationary traffic by the County's own team, the highways contractor and other service providers. |
| EEI | H&T: Transport & Highways | Director of Transport and Highways | N/A | 325 | To take the lead in developing Transport and Highways infrastructure Strategies, Programmes and Plans in line with the Council's strategic objectives. To support the Executive Director of Economy, Environment & Infrastructure (EEI) in the development of the Council's long-term strategy for transport across Gloucestershire and the Council's major projects portfolio that result in improved travel and support of the economy and the natural environment. |
| EEI | T&H: Traffic & Transport | Corporate Fleet Unit Manager | N/A | 14 | Responsibility for the leadership and management of Gloucestershire County Council's Corporate Fleet Unit. |
| EEI | T&H: Traffic & Transport | Transport Operations Manager | N/A | 22 | Responsible for managing operations in Transport Team. |