

### Senior Officer remuneration across EBC and LDC

Body	Body Name	Job Title	Service Area	FTE Salary (£)	Recruitment & Retention provisions	Any Car Allowance (£)	(£) Any other allowance	Description of Role
Local Government 21UC	Eastbourne Borough Council	Head of Business Planning and Performance	Business Planning and Performance	£65-£70K	N/A	Casual mileage	N/A	To lead and manage a team that develops robust, evidence-based and outcome-focused strategies, plans and policies. To design and lead the shared strategic planning cycle for both councils and be accountable for the delivery of two distinct Council Plans reflecting each councils' priorities and needs. To ensure an aligned approach to the way in which we engage with customers and predict and respond to their needs. To ensure that these are implemented effectively through projects and programmes by collaborating across the councils and with external partners. To be accountable for ensuring the councils continue to engage with communities and stakeholders to ensure local priorities and needs underpin our services and projects. To oversee the corporate complaints process, managing Stage Two complaints and Ombudsmen complaints and working closely with the wider team to analyse and use them to inform service improvement, strategy and policy recommendations. To ensure the council has a robust approach to risk management across all projects and programmes. To ensure alignment across all 4 strategic themes.
Local Government 21UC	Eastbourne Borough Council	Transformation Programme Manager	Business Transformation	£70-£75K	N/A	Casual mileage	N/A	The Programme Manager is responsible for the successful delivery of the proposed transformation project plan, proactively monitoring its progress, resolving issues and initiating appropriate corrective action. The Programme Manager will also have responsibility for the coordination of the programmes projects via the individual project managers.
Local Government 21UC	Eastbourne Borough Council	Head of Customer First	Customer First	£65-£70K	N/A	Casual mileage	N/A	Drive the ongoing development of the Customer Contact, Neighbourhood First and Case and Specialist Services structure and ways of working, alongside and complementary to Homes and Environment First. To work closely with the Head of Environment First and the Head of Homes First to ensure all service delivery teams work in a consistent and joined up manner to deliver outcomes for customers. Develop, plan and deliver comprehensive, customer-focused and high quality customer services. Set clear and effective parameters for service delivery to meet changing organisational needs. Lead by example and take active responsibility for delegated corporate projects and strategies. Provide leadership of the Bereavement Services delivery unit, including line management of the Bereavement Services Manager.
Local Government 21UC	Eastbourne Borough Council	Head of Property and Asset Management	Commercial Business Property Development	£70-£75K	N/A	Casual mileage	N/A	Leads and manages a team to deliver agreed commercial projects which are funded through various capital programmes. Responsibility for maximising the opportunities for revenue generation and investment across the councils' areas. To lead on major systems projects, aspects of financial planning and budget processing and business process re-engineering.
Local Government 21UC	Eastbourne Borough Council	Head of Development, Investment and Delivery	Commercial Business Property Development	£60-£65K	N/A	Casual mileage	N/A	Leads the council's commercial and project delivery function, managing the Project Management Office (PMO) and specialist teams to deliver complex capital projects and programmes to bring forward residential and commercial property developments and investments in-line with strategic corporate priorities. This includes leading on the council's commercial strategy, the development and implementation of financially supported and robust business cases, acting as the council's lead commercial advisor and client lead on behalf of the council's commercial companies as well as pioneering new partnerships, joint ventures and strategic asset collaborations.
Local Government 21UC	Eastbourne Borough Council	Chief Internal Auditor	Financial Services	£50-£55K	N/A	Casual mileage	N/A	The Chief Internal Auditor role will lead the delivery and development of a comprehensive, effective and high quality Internal Audit and Counter Fraud service for Eastbourne Borough and Lewes District councils and its stakeholders.
Local Government 21UC	Eastbourne Borough Council	Deputy Chief Finance Officer x2	Financial Services	£80-£85K	N/A	Casual mileage	N/A	To act as the Deputy s151 Officer, managing the day to day operations of the Finance function, under the strategic direction of the Chief Finance Officer. Responsible for the development and maintenance of the Finance Function across the two Councils and associated companies. To support the Councils' commercial agendas, strengthening of the skill base within the Finance function and modernisation of finance processes (both people and system-based across the organisation).

Local Government 21UC	Eastbourne Borough Council	Head of Homes First	Homes First	£70-£75K	N/A	Casual mileage	N/A	Lead the delivery and ongoing development of the neighbourhood housing management/property function and ways of working for approximately 7000 properties across Lewes and Eastbourne. To work closely with the Head of Customer First to ensure all service delivery teams work in a consistent and joined up manner to deliver outcomes for customers. Lead the delivery of the housing needs and homelessness function and ways of working across Lewes and Eastbourne. Lead on securing external funding sources to support tenancy, housing needs and property activities. To position the two councils within the wider sub region to attract profile and resources. To manage key housing service improvement projects within two distinct geographical areas. To provide management and property services to council owned asset companies. Set clear and effective parameters for service delivery to ensure compliance with all relevant statutory and regulatory requirements. Lead by example and take active responsibility for delegated corporate projects and strategies.
Local Government 21UC	Eastbourne Borough Council	Head of Environment First	Environment First	£65-£70K	N/A	Casual mileage	N/A	To deliver and manage the Council's strategy in respect of street cleansing, recycling, refuse collection and trade waste, including fleet management and maintenance, alongside and complementary to Customer First. To ensure the Street cleansing and Waste Management services develops and improves by engaging the community and managing effective campaigns. To ensure that statutory obligations are met and complied with and that performance standards are continually monitored and reviewed. To promote a safety culture within the delivery teams, to ensure a fully compliant operation to protect the safety and health of the workforce, colleagues, residents and other people affected by service's activities.
Local Government 21UC	Eastbourne Borough Council	Head of Human Resources	Human Resources and Organisational Development	£65-£70K	N/A	Casual mileage	N/A	Responsible for the provision of high quality and effective HR services, managing the day to day HR operations to deliver against the HR Strategy and appropriate Service Level Agreements. Helen ensures compliance with statutory and legal requirements and assesses the impact of major policy and legislative changes across the councils. Helen also has operational management responsibility for the PAs working within the Chief Executives' office.
Local Government 21UC	Eastbourne Borough Council	Head of ICT	ICT	£60-£65K	N/A	Casual mileage	N/A	To provide leadership and operational management of a new shared ICT service for Eastbourne and Lewes Councils. In conjunction with Sopra Steria, the council's ICT infrastructure partner, oversee and deliver technology projects which contribute to the harmonisation of two ICT service organisations into a single service, together with the modernisation of the estate to provide flexible, measurable and efficient systems and tools for staff.
Local Government 21UC	Eastbourne Borough Council	Head of Planning	Planning	£70-£75K	N/A	Casual mileage	N/A	Responsible for overseeing the planning functions for the two councils working with the Director of Regeneration and Planning and development partners in delivering the regeneration ambitions across the two authorities.
Local Government 21UC	Eastbourne Borough Council	Head of Regeneration	Regeneration	£60-£65K	N/A	Casual mileage	N/A	Lead on regeneration and economic development activities across Lewes and Eastbourne, bringing commercial acumen, robust decision-making and innovative thinking to deliver portfolio outcomes as defined by the councils' plans and strategies. Work closely with and negotiate with planners, private sector developers, agents, legal advisors and other stakeholders to bring forward robust commercial and viable projects and secure investment to ensure delivery. To work closely with the Chief Executive, Director and Cabinets to position the two councils within the wider sub region to attract profile and resources. To project manage key projects within two
Local Government 21UC	Eastbourne Borough Council	Theatres Director	Tourism & Enterprise	£55-£60K	N/A	Casual mileage	N/A	Responsible for the negotiating and booking all of the shows that we put on. He works with producers, agents and production companies to deliver our annual programme. He is also responsible for the marketing of the shows and the selling of tickets via the Box Office.
Local Government 21UC	Eastbourne Borough Council	Head of Legal	Legal Services*	£60-£65K	N/A	Casual mileage	N/A	To assist and support the Assistant Director of Legal and Democratic Services in the continuous improvement of Legal Services. To provide a professional legal service to Lewes District Council and Eastbourne Borough Council, its Members and Officers and, where required, to other local authorities and outside bodies, acting on his/her own initiative. To inform and advise the councils and its officers who carry out data processing of their obligations under the General Data Protection Regulation and the Data Protection Act 2018. To monitor compliance with that legislation and with the councils' policies on the protection of personal data.

Local Government 21UC	Eastbourne Borough Council	Electoral, Local Land Charges and Print Services Manager	Democratic Services	£55-£60K	N/A	Casual mileage	N/A	Responsible for the strategic planning and operational delivery of all elections, polls, referendums, resourcing and management of the discharge of electoral registration functions across both councils. Acts as the Councils' expert and lead advisor on elections and electoral registration matters and procedures advising the Returning Officers, Electoral Registration Officers, Senior Council Officers, Elected Members, Election Agents and Candidates. Oversees the service delivery of the shared Print and Design Unit and Local Land Charges.
Local Government 21UC	Eastbourne Borough Council	Head of Democratic Services	Democratic Services	£55-£60K	N/A	Casual mileage	N/A	Responsibility for managing and organising the operational delivery of committee and member and civic support services across both councils. This role also services both Cabinets and acts as lead advisor to the Councils on democratic processes and corporate governance.