

# Haringey Tiers 1-3 Organisational Structure Charts

## Chief Executive



### **Chief Executive**

### **Role Purpose**

The Chief Executive is Head of the Council's paid service. He or she is the main link between Council Members and Officers promoting positive and open communications between them and ensuring strategic priorities are implemented in an appropriate and accountable manner. They will also be the principal adviser on matters of general policy, giving advice at Council and Committee meetings.

The Chief Executive focuses upon forward planning, overall organisational performance and promoting the cultural change necessary to achieve all round service excellence.

Proposed Level: A2

Status

# **Chief Operating Officer** (Section 151 Officer)

### **Role Purpose**

To lead the management of all critical support functions that support the Council's operation. Manage the delivery and performance of the operations in the service area through accountability of the Assistant Directors.

### Service Areas

Finance; HR & SSC; Customer Services; Libraries; Corporate Programmes; IT; BIP; Operations & Commercial; Corporate Delivery Unit

Proposed Level: A1

Status

### **Deputy Chief Executive**

### **Role Purpose**

To manage the delivery and performance of the service area through the accountability of the Directors and Assistant Directors. Provide leadership and guidance to the senior management team regarding the allocation of resources, risk management, change management and leadership behaviours.

### Service Areas

Children's Services; Adults Services; Public Health; Communications; Commissioning; Chief Executive Alexandra Palace

Proposed Level: A1

Status

# Director of Regeneration, Planning & Development

### **Role Purpose**

This role has responsibility for the place making strategy for the Council.

It will provide the corporate direction for and ensure the effective delivery of high quality regeneration strategies

### Service Areas

Planning; Tottenham Programme; Regeneration; Property & Capital Projects

Proposed Level: A1

Status

# AD Corporate Governance (Monitoring Officer)

### **Role Purpose**

To be responsible for the strategic development, management and provision of the corporate governance framework for the Council. The post holder will be responsible for design and uphold high standards of corporate governance.

### Service Areas

Legal Services; Audit & Risk Management; Democratic & Committee Services; Electoral Service

Proposed Level: B1

Status

# Head of Policy & Business Management

### **Role Purpose**

Support the Chief Executive and Leader in implementing their objectives, including through working closely with the Senior Leadership Team, communications and, transformation programmes and wider organisation.

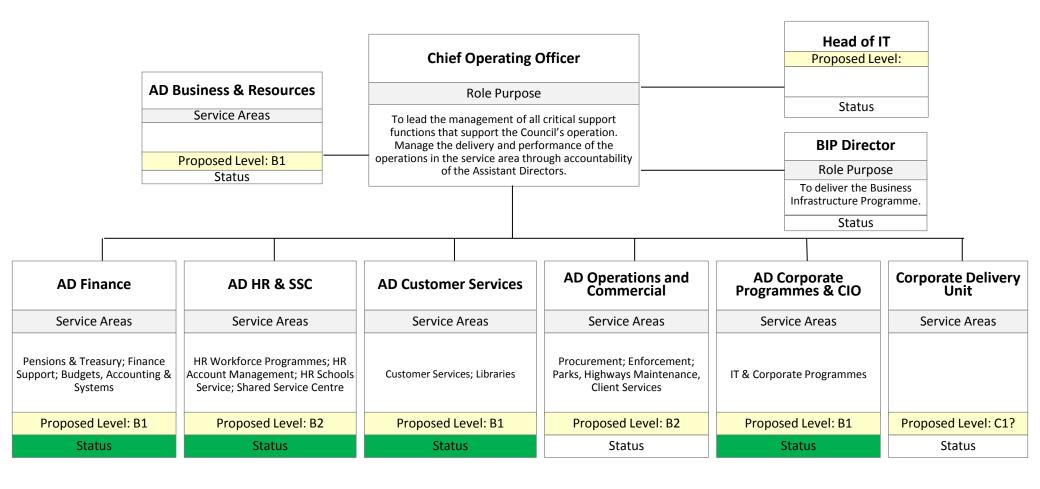
### Service Areas

Leader & Cabinet Support; Policy Strategy Team; SLT Executive Assistants

Proposed Level: C2

# Chief Operating Officer





# Finance



### **AD Finance**

### Role Purpose

To lead corporate financial, procurement and audit operations for the Council and ensure correct stewardship of all public monies.

### Head of Finance -Budgets, **Accounting & Systems**

### Role Purpose

To provide the Council with high quality strategic financial advice and support through forward planning, project management, monitoring, control and intervention to ensure proper accounting standards are complied with.

### Proposed Level: C2

Status

Status Key:

### **Head of Finance - Central** Services

### **Role Purpose**

To manage the finance function for Business Units, ensuring the effective operation of both revenue and capital budgets within the context of Council plans.

### Proposed Level: C2

Status

### Head of Finance - Housing & Regeneration

### **Role Purpose**

To manage the finance function for Business Units, ensuring the effective operation of both revenue and capital budgets within the context of Council plans.

### Proposed Level: C2

Status

### Head of Finance - Treasury & Pensions

### **Role Purpose**

To provide the Council with high quality strategic financial advice and support to ensure that the delivery of services for Treasury Management, Banking and the Pensions Fund.

### Proposed Level: C2

Status

# **Human Resources**



### **AD HR & SSC**

### **Role Purpose**

To lead, manage and be accountable for the performance, development and implementation of robust HR and organisational development strategies.

### **Reward Strategy Manager**

### **Role Purpose**

To lead on the design, development & implementation of new pay & grading structure for all Local Government Services, Chief Officer and Senior Manager employees to service standards.

### Proposed Level: C1

Status Key:

Status

### **Head of Business Support**

### Role Purpose

Overall management of the business support service. Defining the detailed operating model and service offer for business support services with Assistant Directors and Heads of Service

### Proposed Level: C1

Status

### Head of Shared Service

### Role Purpose

To lead and direct the delivery of a customer-focused multi-functional shared support service; providing Finance, Procurement, Human Resource, ICT and Revenues & Benefits services to both internal and external customers.

### Proposed Level: C3

Status

Salary under proposed Pay Band

### **Head of Workforce Programmes**

### Role Purpose

The provision of strategic and operational delivery of all organisation development and enabling activities, maximising staff engagement whilst ensuring organisational effectiveness through a period of significant change.

### Proposed Level: C2

Status

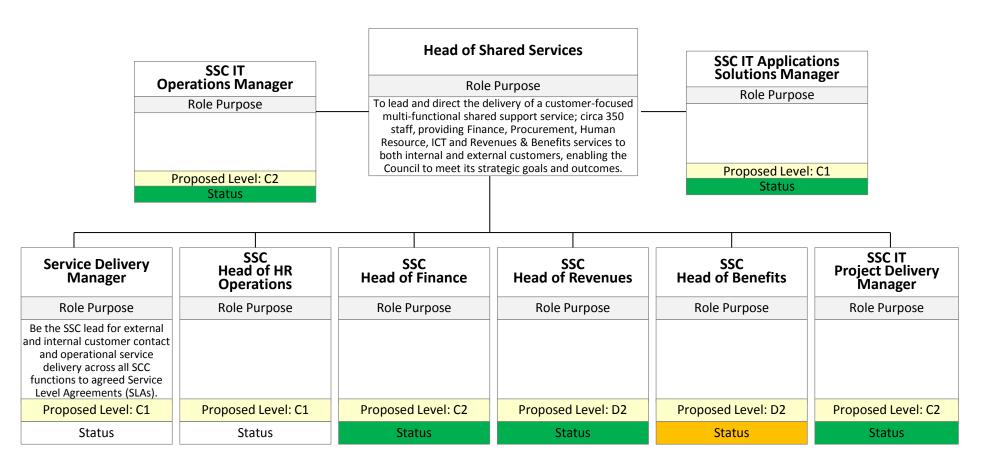
### **Head of People and Change**

### Role Purpose

The professional lead for HR in Haringev Council and ensures the provision of timely and relevant professional advice, both strategic and tactical terms, on people management and change.

### Proposed Level: C3

# Shared Service Centre (SSC)



# **Customer Services**



### **AD Customer Services**

### Role Purpose

To lead in the development, coordination, implementation and delivery of the Council's strategy for services to Haringey residents and the Customer Service Improvement Programme.

### **Head of Business Change**

### **Role Purpose**

To help Haringey Council to serve its customers well. Managing and delivering strategic changes to the future Customer Services organisation.

### Proposed Level: C1

Status

### **Head of Digital Contact**

### Role Purpose

Deliver an effective digital customer contact service offer and promote across the wide Council and user base within the borough by being a Digital Ambassador for change.

### Proposed Level: C1

Status

### **Head of Libraries & CSC**

### **Role Purpose**

To help Haringey Council to serve its customers well by leading the Service Area towards excellence, efficiency and value creation and measured through continuously improving Customer and Staff satisfaction related indicators.

### Proposed Level: C1

# Operations & Commercial



### **AD Operations and Commercial**

### **Role Purpose**

To provide clear leadership and guidance to a diverse portfolio of service teams frontline operational services to the residents of Haringey and to the Council.

Head of Commercial & Procurement	Head of Enforcement	Head of Operations	Head of Client Services	Programme Manager (Priority)	
Role Purpose	Role Purpose	Role Purpose	Role Purpose	Role Purpose	
Management of a professional, customer- focused service for the strategic procurement of a portfolio of products (goods, services, works) which meets the needs of customers and progressively achieves efficiency savings for the Authority.	To develop and implement the council's strategic and operational approach to Joined up enforcement.	To provide strategic and operational leadership to ensure that the provision of in-house Environmental services are the best in London and deliver outcomes that improve the lives of Haringey's citizens.	Strategic and operational responsibility for the effective Client Management of internal services, Homes for Haringey (ALMO) and external contracts, to achieve excellence in service delivery at an affordable price.	Accountable for leading the delivery of a complex portfolio of crosscutting, high value projects.	
Proposed Level: C3	Proposed Level: C2	Proposed Level: C3	Proposed Level: C3	Proposed Level: C2?	
Status	Status	Status	Status	Status	



# Corporate Programmes & Chief Information Officer (CIO)

### **AD Corporate Programmes** and CIO

### **Role Purpose**

This role is accountable for the delivery of a set corporate strategies, policies and procedures for a portfolio management service as well as for information and communication technology (ICT) service. The post holder will be key to driving change across the organisation.

### **Programme Manager - CST**

**Role Purpose** 

Proposed Level: C2?

**Status** 

# **Deputy Chief Executive**



### **AD School & Learning**

### Service Areas

Education services (Admissions and welfare); School performance, standards and provisions; School performance, systems and operations; PDC; Virtual School; Children Centres; Early Years.

Proposed Level:B1
Status

### **Deputy Chief Executive**

### **Role Purpose**

To manage the delivery and performance of the service area through the accountability of the Directors and Assistant Directors. Provide leadership and guidance to the senior management team regarding the allocation of resources, risk management, change management and leadership behaviours.

Chief Executive Alexandra Palace

Louise Stewart

# Director Children's Services

### Service Areas

Safeguarding & Social Care; Early Years Service; Strategic Improvement Programme; Early Help & Early Years; Schools & Learning

Proposed Level: B2

Status

### **Director Adults Services**

### Service Areas

Assessment & Personalisation; Learning Disabilities Partnership; Mental Health Services; Service Redesign Programmes

Proposed Level: B2

Status

### **Director Public Health**

### Service Areas

Health Protection; Health Improvement Service; Sexual Health

Proposed Level: B2

Status

### **AD Commissioning**

### Service Areas

Adults Commissioning; Early Years Commissioning; Strategic Commissioning

Proposed Level: B2

Status

### **AD Communications**

### Service Areas

Marketing; News & Public Affairs

Proposed Level: B1

# Children's Services



# Director Children's Services

### **Role Purpose**

To provide leadership and direction to ensure that the combined efforts of internal and external multi-agency delivery services are effectively co-ordinated to deliver improved educational outcomes and secure, effective social care support, safeguarding and protection services for Haringey's children and their families.

# AD Safeguarding & Social Care

### Service Areas

Children in need of support and protection; Safeguarding QA and practice development; Children in care and placements.

Proposed Level: B1

Status

### **AD Early Help & Prevention**

### Service Areas

Early help and prevention, Targeted response and youth justice; Youth service; Youth Offending service; Raising Participation Post 16.

Proposed Level: B1

Status

# Head of Transformation Change

### Service Areas

To lead, manage and bring strategic focus to the full range of transformational change underway in Haringey's Children and Young People's Service (CYPS) to deliver excellent outcomes and ensure financial sustainability.

Proposed Level: C2

# Safeguarding & Social Care



### **AD Safeguarding & Social Care**

### Role Purpose

To lead and manage the Council's safeguarding and social care services for children, working across the local partnership, to ensure that high quality outcomes are achieved.

### **Head of Children in Need of Support & Protection**

### **Role Purpose**

To lead and manage Assessment, Children in Need and Children in Need of Protection Services. To mitigate risk, and provide highlevel advice and guidance on child care, child protection, safeguarding, and related matters.

Proposed Level: C3

Status

### Head of Safeguarding, QA & **Practice, PSW**

### **Role Purpose**

To lead and manage a range of Children's statutory social care services, roles and functions aimed at assuring the quality of practice and service delivery across CYPS.

Proposed Level: C3

Status

### **Head of Children in Care and Placements**

### **Role Purpose**

To lead and manage services to children in the care of the Council including Leaving Care and Adoption and Fostering Services. To mitigate risk, and provide high-level advice and guidance.

Proposed Level: C3

Status

# Early Help & Prevention



### **AD Early Help & Prevention**

### Role Purpose

To develop and implement an effective early help, intervention and prevention strategy to secure better outcomes for children and young people and more resilient families.

# Head of Targeted Response and Youth Justice

### Role Purpose

To effectively lead and develop the Targeted Response and Youth Justice services to ensure quality that meets OFSTED's and HMIP's 'GOOD' standards, and beyond.

### Proposed Level: C1

Status

### Principle Advisor Raising Participation 16 Plus

### Role Purpose

To secure delivery of sufficient and high quality education and training provision for all young people ages 16-19 and up to 25 for SEND, meet statutory requirements, raise participation and engagement in education, employment or training and improve outcomes.

### Proposed Level: C1

Status

# Head of Early Help and Prevention

### **Role Purpose**

To lead and manage the Early Help and Prevention service, to implement service delivery re-design and organisational change. To enhance the Early Help provision, and evidence the impact of integrated service provision.

### Proposed Level: C1

Status

### **Head of Integrated SEND**

### Role Purpose

To lead and manage the service, to deliver a sustainable and consistent experience for Children and Young People with Special Educational Need and Disabilities and their families, in line with the corporate delivery plan.

### Proposed Level: C1

# Schools & Learning





### Service Areas

Education services (Admissions and welfare); School performance, standards and provisions; School performance, systems and operations; PDC; Virtual School; Early Years.

### Head of Schools Performance, Standards & Provision

Role Purpose

Proposed Level: C2

Status

### Head of Schools Performance, Systems & Operations

Role Purpose

Proposed Level: C2

Status

### **Virtual School**

**Role Purpose** 

Proposed Level: n/a

Status

### **Head of Education Services**

Role Purpose

Proposed Level: C1

Status

# **Adults Services**



### **Director Adults Services**

### Service Areas

To develop and implement effective policy and strategy on all matters relating to Adult Social Services (ASS), and to lead or support as appropriate programmes delivering the integration of health and social care.

### Lead - Governance and Improvement

### Role Purpose

Act on behalf of the Director of Adult Services, Director of Children's Service, Assistant Director of Schools & Learning and Assistant Director of Commissioning.

### Proposed Level: C1

Status

### **AD Adults**

### Role Purpose

Accountable for delivery of a Transformation Adult Social Care which will deliver corporate priorities and the business objectives of Adult services.

### Proposed Level: B1

Status

### **Head of Operations**

### Role Purpose

To lead and manage all operational aspects of Adults Social Services. To mitigate risk, and provide high-level advice and guidance on day-to-day operational delivery, safeguarding and related matters.

### Proposed Level: C2

# **Public Health**



### **Director Public Health**

### Role Purpose

Responsible for improving and protecting health, advising on health services and ensuring that the impact on health is considered in the development and implementation of all policies.

### **Assistant Director for Public Health**

### **Role Purpose**

To support the development of strong NHS services locally and across the sector through robust evidence-based commissioning, development of clinical networks for care and integration of pathways of care between primary, secondary tertiary and social care.

Proposed Level: B1

Status

### **Head of Health Improvement**

### **Role Purpose**

To lead the commissioning of health improvement services and interventions and the development of the council's 'health in all policies' approach.

Proposed Level: C2

Status

Salary under proposed Pay Band

### **Assistant Director for Public Health**

### **Role Purpose**

To lead on health improvement and reducing health inequalities in adults and older people in Haringey, working with commissioners in the TPCT and local authority.

Proposed Level: B1

Status

16

# **Public Health**



# Assistant Director for Public Health

### Service Areas

To support the development of strong NHS services locally and across the sector through robust evidence-based commissioning, development of clinical networks for care and integration of pathways of care between primary, secondary tertiary and social care.

# Head of Organisation Resilience (EP, BC, HS)

### **Role Purpose**

To ensure the Council's compliance with the statutory responsibilities for emergency planning (EP), business continuity (BC) and health and safety (HS) and to embed a systematic approach to their implementation.

Proposed Level: C1

**Status** 

### **Principal PH Intelligence Officer**

### Role Purpose

To develop and lead a strong health and wellbeing intelligence and insight function and to provide intelligence support to health and social care commissioning (Council and CCG).

### Proposed Level: D2

**Status** 

### **Consultant Public Health**

### **Role Purpose**

To lead on healthcare public health and health protection, including on the related mandatory functions.

### Proposed Level: C3

Status

# **Public Health**





### **Role Purpose**

To lead on health improvement and reducing health inequalities in adults and older people in Haringey, working with commissioners in the TPCT and local authority.

# Senior Public Health Commissioner (SM & SH)

### **Role Purpose**

To commission substance misuse and sexual and reproductive health services on behalf of Haringey residents.

### Proposed Level: D2

Status

# Senior Health Commissioner (Public Health)

### **Role Purpose**

To commission 0-19 year old services including delivery of transformational change for 0-5 year old services for the residents of Haringey.

### Proposed Level: D2

# Commissioning



### **AD Commissioning**

### **Role Purpose**

To lead and develop a joint commissioning strategy and quality assurance function for services in Adult Social Care, Children's Services and the voluntary sector.

# Head of Strategic Commissioning

### **Role Purpose**

Lead the development of the Haringey Strategic Commissioning Framework and be responsible for all aspects of the framework as they apply to the areas of adults and communities, across the Council's span of responsibilities.

Proposed Level: C2

Status

### Head of Brokerage and Quality Assurance

### Role Purpose

To lead the delivery of a brokerage function for care and support services across the Council and lead on quality assurance for all commissioned care and support services, settings and provisions.

Proposed Level: C2

Status

### Head of Strategic Commissioning: Early Help and Culture

Role Purpose

To lead strategic commissioning across the Council and with partners with a particular focus on early help and culture.

Proposed Level: C2

Status

# Joint Children's Commissioner

Role Purpose

Proposed Level: N/A

# Communications



### **AD Communications**

### **Role Purpose**

To deliver effective communications to improve the council's reputation and ensure Haringey's residents, councillors, partners and staff are able to understand and fully engage with the council's agenda.

### **Head of External Communications**

### **Role Purpose**

Responsible for delivering an annual communications programme of pro-active media and campaigns activity in line with council priorities, as well running a reactive media service, which combined will increase the council's reputation and influence across different audiences.

Proposed Level: C1

Status

### Head of Internal Communications, Change & Business Management

### **Role Purpose**

Responsible for oversight of the communications budget and working with departments to effectively plan and deploy resources. Responsible for delivering an internal communications and change strategy which supports transformation and workforce planning.

Proposed Level: C1

Salary above proposed Pay Band

# Regeneration, Planning & Development



### **Director Regeneration, Planning & Development**

### Role Purpose

This role has responsibility for the place making strategy for the Council.

It will provide the corporate direction for and ensure the effective delivery of high quality regeneration strategies

### **AD Planning**

### Service Areas

**Building Control**;

Development & Management Planning; Planning Policy & Transport;

Technical Support - Planning

Proposed Level: B1

**Status** 

### **AD Regeneration**

### Service Areas

Carbon Management; Economic Development Service; Haringey Adult Learning; Housing Commissioning; LSCC & Sub Regional Partnerships; Regeneration

Proposed Level: B1

**Status** 

### **AD Corporate Property & Major Projects**

### Service Areas

Accommodation Planning; Project Delivery; Property Review Programme

Proposed Level: B1

**Status** 

### **Tottenham Programme** Director

Service Areas

**Tottenham Regeneration** Programme/Projects

Proposed Level: B2

# Planning



### **AD Planning**

### Role Purpose

To provide strategic and professional leadership to ensure the commissioning and delivery of high quality, efficient and customer focused development management, planning policy, planning enforcement and building control services.

# Head of Building Control Services

### **Role Purpose**

To lead and manage the professional team providing all local authority building control and related services including the provision of safety advisory and consultancy services on building and event related matters.

Proposed Level: C2

Status

# Head of Development Management

### Role Purpose

To lead and manage the professional team providing all local authority development management services and related services.

Proposed Level: C2

Status

# Head of Policy, Transport & Infrastructure Planning

### **Role Purpose**

Manage and lead a professional team responsible for the preparation and adoption of all statutory and non statutory planning, heritage and transport policy to support the effective management of all new development, transport, heritage.

Proposed Level: C2

# Regeneration



### **AD Regeneration**

### Role Purpose

To lead on the strategic development of viable regeneration initiatives across the borough, attracting inward investment and influencing central government policy.

### **Head of Adult Learning** Service

### Role Purpose

To provide leadership and management for the Haringey Adult Learning Service, raising the standards of adult learning achievement in Haringey and contributing to improved skills and employability in line with the borough's strategy for economic development.

### Proposed Level: C1

Status

### **Head of Housing Strategy &** Commissioning

### Role Purpose

To take the lead in preparing and implementing a strategy for housing in Haringey, including by managing or commissioning the council's own housing services and taking a leadership role in housing across the council and wider borough.

### Proposed Level: C3

Status

### **Head of Economic Development & Growth**

### **Role Purpose**

To take the lead in preparing and implementing a strategy for economic development and growth in Haringey, including by taking a leadership role in improving levels of employment and skills and promoting business and job growth in the borough.

### Proposed Level: C3

Status

### **Head of Carbon Management**

### **Role Purpose**

To take the lead in driving carbon reduction and energy efficiency initiatives and a low carbon ethos across the council and the borough, including by driving and monitoring progress against the council's 40:20 ambition for carbon reduction.

### Proposed Level: C1

Status

### **Head of Regeneration**

### **Role Purpose**

To lead and drive strategic regeneration initiatives in Haringey outside Tottenham, including by co-ordinating, commissioning and delivering major physical, social and economic regeneration projects.

### Proposed Level: C1

# Corporate Property & Major Projects



### **AD Corporate Property & Major Projects**

### **Role Purpose**

To maximise the property assets of the Council taking a strategic overview to ensure the portfolio is managed to meet the Council's stated aims and to ensure delivery of major capital construction works for the Council.

### **Head of Construction Related Project Delivery**

### **Role Purpose**

To be responsible for the successful delivery of construction related projects that support and enhance the Council's estate and realise its strategic regeneration and propertyrelated goals, with oversight of all significant capital works

### Proposed Level: C2

Status

### **Property Review Programme** Manager

### **Role Purpose**

To be responsible for reviewing the overall use, allocation and efficiency of council property assets, providing constructive challenge to ensure robust business cases are demonstrated for property decisions.

### Proposed Level: C1

Status

### **Head of Commercial &** Estates

### Role Purpose

To be responsible for managing the Council's non-operational property assets (commercial and community buildings) to achieve social, economic and financial objectives ensuring fitness for purpose.

### Proposed Level: C3

Status

# Tottenham Programme



# Tottenham Programme Director Role Purpose The purpose of this role is to take charge of and lead the Council's development and physical implementation of social and economic regenerations programmes in Tottenham. The post holder will provide strong, clear leadership and be accountable for overall programme delivery. Head of Social & Economic Regeneration Role Purpose To be scoped

Area Regenera	Area Regeneration Manager  Area Regeneration Manager		Area Regeneration Manager		Area Regeneration Manager		Tottenham Programme Manager			
Role Purpose Ro		Role P	urpose	Role Purpose		Role Purpose		Role Purpose		
physical areas of the To Programme, taking a development of regeners the four Strategic Rege priorities including comr major physical, social and	esponsible for one of four ottenham Regeneration lead role in strategic ation initiatives delivering eneration Delivery Plan missioning and delivering d economic regeneration ects.	physical areas of the Tottenham Regeneration Programme, taking a lead role in strategic development of regeneration initiatives delivering the four Strategic Regeneration Delivery Plan priorities including commissioning and delivering major physical, social and economic regeneration  physical areas of the Programme, taking development of reger the four Strategic R priorities including comajor physical, social		d responsible for one of four Tottenham Regeneration g a lead role in strategic eration initiatives delivering egeneration Delivery Plan mmissioning and delivering and economic regeneration rojects.	To be accountable and responsible for one of four physical areas of the Tottenham Regeneration Programme, taking a lead role in strategic development of regeneration initiatives delivering the four Strategic Regeneration Delivery Plan priorities including commissioning and delivering major physical, social and economic regeneration projects.		To be accountable and responsible for the effective management, monitoring and reporting of all aspects of the Tottenham Regeneration programme as set out in the Strategic Regeneration Framework (SRF)  Delivery Plan through all relevant governance bodies			
Proposed	Level: C1	Proposed	Proposed Level: C1		Proposed Level: C1		Proposed Level : C1		Proposed Level: C1	
Sta	tus	Status		St	tatus	Status		Status		

# Corporate Governance



# AD Corporate Governance (Monitoring Officer)

### Role Purpose

To be responsible for the strategic development, management and provision of the corporate governance framework for the Council. The post holder will be responsible for design and uphold high standards of corporate governance.

### Head of Audit & Risk Management

### **Role Purpose**

To provide Haringey Council with high quality cost effective internal audit, counter-fraud, risk management and insurance services; ensuring compliance with all relevant statutory and professional requirements for all services with Audit and Risk Management.

### Proposed Level: C3

Status

Status Key:

### Planning & Regeneration Specialist Lawyer

### Role Purpose

### Proposed Level:

Status

# Assistant Head Legal Services (Deputy Monitoring Officer)

### **Role Purpose**

### Corporate & Property

To lead a Division which provides legal advice to Members and officers in support of corporate priorities, programmes and initiatives.

### Proposed Level: C2

Status

# Assistant Head Legal Services (Deputy Monitoring Officer)

### **Role Purpose**

### Social Care & Contracts

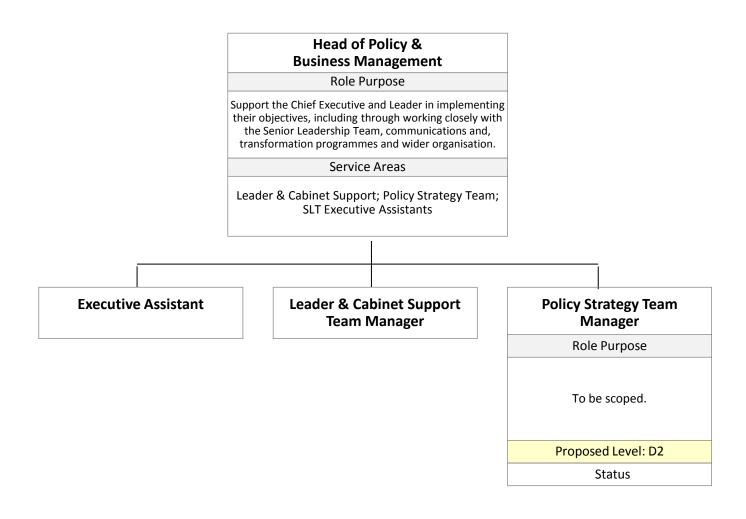
To lead a Division which provides legal advice to Members and officers in support of corporate priorities, programmes and initiatives.

### Proposed Level: C2

Status

# Policy & Business Management





Status Key: