Proposed organisational structure **CHIEF EXECUTIVE** (Head of Paid Service) **EXECUTIVE DIRECTOR, EXECUTIVE DIRECTOR, EXECUTIVE DIRECTOR. CMB EXECUTIVE DIRECTOR,** DIRECTOR, ORGANISATION **EXECUTIVE DIRECTOR, PUBLIC HEALTH, ECONOMY SOCIAL CARE & EDUCATION INFRASTRUCTURE CORPORATE SERVICES (S151) CORPORATE DEVELOPMENT DEVELOPMENT & PEOPLE** & LOCALITIES (DCS) & ENVIRONMENT DIRECTOR, DIRECTOR, DIRECTOR, **DIRECTOR, COMMERCIAL CHILDREN & FAMILIES ADULT SOCIAL CARE** DIGITAL & TRADED SERVICES (DASS) (Deputy DCS) **Director, Strategic** Director, Strategic Director, Strategic **Head of People Director, Finance** Oversight of social care Digital Strategy • Traded Services Support **Director, Corporate Strategy Commissioning & Policy Commissioning & Policy Commissioning & Policy** & Procurement **Business Partners** • Service Transformation (strategy, sales, marketing etc) functions • Overarching support to Health • User Experience • Business Incubator • Strategic commissioning (incl. • Strategic commissioning (incl. • Strategic commissioning • Finance Business Partners Policy & Strategy • HR Business Partners & Social Care Integration and • Commercial skills across ECC • Digital Delivery Mental Health) Policy capacity Mental Health & Early Years) • Financial Strategy & Analysis Partnerships focus on Partner relationships Digitised Transactions • Strategic Commercial Policy capacity Policy capacity • Programme & project delivery • Funding & Investment • 'R&D' / Innovation Head of Policy & • Development of Centre of • Digital Channels Partnerships Programme & project delivery • Programme & project delivery (bronze/silver) Corporate Plan Income **Employee Relations** Excellence in commissioning Mergers & Acquisitions Technology Strategy (bronze/silver) (bronze/silver) Commissioning delivery • External Communications & • Revenues Optimisation • External Traded Opportunities for adults and childrens social • Enterprise Architecture Commissioning delivery Commissioning delivery Market development, supplier • Category Management Marketing HR Policy • Essex Education Services • Technology Portfolio relationship & contract Market development, supplier Market development, supplier • Supplier Relationship & • Internal Communications Union Relations & Collective Coordination and development Place Services relationship & contract relationship & contract Management management, quality Contract Management Scrutiny Bargaining of ECC's commercial offer management, quality management, quality improvement Market Development Equality & Diversity Pay & Reward around national social care improvement improvement Digital Equality & Diversity (in support, incl. reputation/brand • Business support • Business support employment) Representation of ECC in Digital Digital **Director, Legal & Assurance** Head of Intelligence & Insight national government **Director, Highways** Operational Systems & Director, Public Health discussions around future of & Transportation Development / Lead for SCCM **Head of Organisational** Insight & Analysis Monitoring Officer Director, Integration education (shared with Adults) Effectiveness Predictive Analytics • Ringway Jacobs Partnership • Health & Wellbeing Policy & & Partnerships • Essex Legal Services • Organisational Performance • Essex Highways Commissioning Strategy • Corporate Law Organisational Development • Health & Social Care Integration Citizen Engagement • Planning, Transport & • Population Based Health **Director. Childrens** • Organisational Risk Design **Director, Education** Partnerships Development Information Governance **Social Care (North)** Assessment • Democratic Services Business Improvement • Integrated Transport • Health Improvement & Open Data • Internal Audit & Counter Fraud Change Management • Standards & Excellence Service Managers (Frontline Protection Railways Employee Engagement Director, Adult Delivery) Statutory Assessment • Outcomes Based Transport Strategy **Social Care (North)** Educational Psychology Youth Offending Commissioning Passenger Transport Director, Transformation • Looked After Children / Virtual Practice & Development **Director, Business Operations** • Health Inequality Reduction • Service Managers (Frontline **Head of Leadership & Talent** Partnership Delivery School ActiveEssex Delivery) Agile Methodology • EEME (Education Welfare) • Family Solutions (Lead for Early • Technology Operations Placement • Programme & Project Delivery Leadership Development **Director, Waste & Energy** • Education Information Business Intervention) • Management Reporting • Operational Commissioning (gold) Core L&D Delivery Family Operations Hub Systems **Director, Economic Growth** Payroll Early Intervention • Investment Prioritisation & 'Learning Organisation' • Music Service • Integrated Waste Management • Purchase to Pay & Localities • [link to Social Care Direct] Strategic Planning (in Key Organisational Capability Waste Strategy • Systems, Compliance & conjunction with Finance) • Economic Growth Talent Management **Director, Childrens** • Waste Programme Delivery Customer • Overall ECC-wide Programme • Inward Investment Social Care (Mid) Energy Director, Adult Business Support Reporting • European Policy Social Care (Mid) Facilities Management Head of Advice, • Transformation KPIs & • Service Managers (Frontline Enterprise • Systems Admin **Resourcing & Performance** Performance Reporting Delivery) Service Managers (Frontline Regeneration • Workforce Development Project Governance & **Director, Housing & Property** Delivery) Broadband Advice & Support Partnership Delivery Assurance • Adult Residential • Employability & Skills Recruitment & Workforce **Director, Customer** • Centre of Excellence for project • Housing – Economic Growth • Operational Commissioning Adult Community Learning Planning management & agile capability • Housing – Vulnerable People • Operational Support & Localities Wellbeing & Occupational • Face to Face Operations • Programme & Project Delivery Director, Childrens Property Strategy Development Head of Localities (North) (Libraries, Registrations, (bronze/silver) for corporate **Social Care (South)** Essex Housing Early Intervention • Head of Localities (Mid) Workforce Analytics Coroners) functions • Head of Localities (South) Workforce Systems & Contracts • Service Managers (Frontline • Telephone & Digital Access • Head of Localities (West) Delivery) • Customer Experience & Director, Adult Director, Planning, • Childrens Residential Development **Environment & Flooding Social Care (South)** Transitions • School Admissions & Transport Director, Greater Essex Partnership Delivery • Service Managers (Frontline Environment Awards **Devolution Programme** Delivery) Flooding • Operational Commissioning SUDS **Director, Childrens** Strategic Planning Early Intervention **Director, Essex Pension Fund Social Care (West) Director, Community Services** • Future Development Minerals & Waste Planning • Service Managers (Frontline Youth Service Director, Adult Delivery) Coroner • Heritage, Culture & Arts **Social Care (West)** • Fostering, Adoption & External • Country Parks & Green Spaces Placements **Director, Capital Delivery** • Service Managers (Frontline Safer Communities Partnership Delivery Delivery) • Community Resilience **Area Coroner** Emergency Duty Team People Capital Programmes • Operational Commissioning • Civil Contingency & Emergency • Education Capital Programmes Early Intervention Planning • Infrastructure Delivery Gypsy & Travellers Interim Director for Local Delivery • Major Infrastructure Schemes **Managing Director, SELEP** • School Crossing Patrols DfE Funded • Trading Standards Director, Safeguarding **Director, Safeguarding Essex Cares Limited** Adult Safeguarding & Quality Assurance • Organisational Safeguarding • Professional Standards & Audit Quality Improvement Safeguarding • ESAB Business Management • Independent Review • Child Protection

• Community Involvement &

• ESCB Business Management

Engagement