

Thurrock Council's Top 3 Tiers ranked by salary as at 1st April 2024.

This table sets out the salary bandings (within £5,000) of postholders in the top three tiers of the Council's organisational structure on 1 April 2024. Bandings take into account the pay rise received in the year 2024-25. Names are provided for those with a salary over £150,000. In some cases, posts were not filled for the whole of the 12 months and / or were filled by interim officers or acting up arrangements for whole or part of the year.

Where a position did not have a permanent post holder or an internal acting up or similar arrangement was in place as at 1st April 2024 the lowest scale point of the position's grade has been used and are marked as "Permanent Post Vacant" under the post title. In some cases, posts were filled by contractors.

Job title	Service area	Role responsibilities	Pay range lower end	Pay range upper end
Chief Executive and Managing Director Commissioner Dave Smith	Chief Executive Office	Commissioners are appointed by and directly accountable to the Secretary of State and can exercise the functions set out in the Directions from the Department for Levelling Up, Housing and Communities. The role of the Managing Director Commissioner includes: - as part of the Commissioner Team, overseeing the improvement of the Council and, where necessary, exercising powers transferred to Commissioners by the Secretary of State. - Providing advice and guidance to the Authority on matters pertaining to infrastructure or regeneration projects in the local area, for example the Thames Freeport, local transport initiatives, and represent Thurrock in any future discussions and negotiations on the expression of interest submitted to DLUHC in respect of wider devolution in Essex. In addition to this, the Secretary of State has set out that the Managing Director Commissioner will fulfil the role of a Chief Executive and will be responsible for the day-to-day operations of the Council. Dr Smith's role is to provide effective leadership in order to: - Promote the development and delivery of the Council's vision and priorities. - Improve the quality of life of Thurrock residents, through the development of high quality, innovative, efficient, customer focussed services, delivered through excellent partnerships and relationships with the public and private sectors.	£240,001	£245,000

Job title	Service area	Role responsibilities	Pay range lower end	Pay range upper end
		- Deliver high quality, impartial policy advice and support to the Leader and all elected members and to promote high standards of governance and excellent member/officer relationships. - Develop organisational capacity within the Council to achieve its goal of being ambitious, successful, influential and well regarded by peers, partners and the community. - Build pride, respect and cohesion amongst Thurrock communities.		
Executive Director, Corporate Services & Monitoring Officer Daniel Fenwick	Corporate Services	The postholder is responsible for leading the development and delivery of high quality corporate services, including HR & OD, Digital & Customer Services, Legal & Governance, Fraud & Investigations, Community Safety, Emergency Planning & Resilience. To be the Council's Monitoring Officer, responsible for monitoring and reviewing the operation of the Council's Constitution to ensure that its aims and principles are given full effect. To be an active member of the Council's Senior Leadership Team (SLT), leading the development and provision of high-quality corporate services, delivering, and driving through change and turning vision and strategy into effective implementation.	£155,001	£160,000
Executive Director of Children's Services Sheila Murphy	Childrens Services	This role assumes statutory responsibility as the Corporate Executive Director of Children's Services, overseeing the delivery of high-quality services that improve outcomes for Thurrock's children. It leads efforts to raise educational standards, supports school and service improvement, and champions corporate parenting, safeguarding, and child protection. The role involves strategic leadership in local partnerships, including the Children and Young People's Strategic Partnership and Safeguarding Partnership, while fostering collaboration with local and national agencies to benefit vulnerable children.	£155,001	£160,000
Executive Director of Adults and Health	Adults and Health	This role provides high-level advice and support to the Chief Executive and Elected Members in shaping the strategic direction of the Council. As part of the Senior Leadership Team, they are accountable for driving culture and behaviour change across the organisation by role modelling desired behaviours. The role involves developing strong relationships with service users to ensure services meet their needs and leading the ambitious change agenda required under Intervention, while overseeing continuous improvement post-Intervention. They deliver forward-thinking leadership that results in high quality services aligned with corporate objectives and values, with responsibility for planning and monitoring budgets to ensure strategic focus, accountability, value for money, and income generation. The role also ensures effective leadership,	£145,001	£150,000

Job title	Service area	Role responsibilities	Pay range lower end	Pay range upper end
		motivation, and development of staff, regularly reviews resources, services, and partnerships to identify improvement opportunities, and leads the Council's commitment to diversity and anti-discrimination both in service provision and employment. Additionally, it takes a lead role in corporate governance and ensures full compliance with all legislative and statutory requirements, including health and safety and local policies.		
Chief Finance Officer	Finance	This position serves as the Council's Chief Finance Officer (Section 151 Officer), providing high-quality financial advice and support to both Council officers and elected members. The role ensures tight control over the Council's budget, accounts and financial processes, and leads strategic financial planning and budget setting. The postholder works closely with directors across the organisation to develop long-term strategies and plans aimed at securing the Council's financial sustainability. They are responsible for maintaining the financial resilience of the organisation by managing and developing budgets that support strategic goals, ensuring resources are used efficiently and deliver value for money. Strong leadership and direction are provided to the finance service, driving transformation efforts and fostering excellent collaboration with Members and other key stakeholders. In relation to Government Intervention and the Best Value Inspection (BVI), this role acts as the lead senior finance officer. Responsibilities include leading governance on investments and finance, participating in relevant boards such as Finance Recovery, and delivering improvements within set timescales as outlined in the Improvement and Recovery Plan. The role involves preparing and securing approval for an Improvement Plan that meets the Commissioner's requirements. This plan must include, as a minimum: • A multi-year savings plan and action to achieve financial sustainability by closing any budget gaps identified in the medium-term financial strategy. • Plans to ensure capital, investment, and treasury management strategies are sustainable and affordable. • A strict debt reduction plan and updated minimum revenue provision (MRP) policy complying with all rules and guidelines. • Measures to ensure full compliance with financial management rules and guidelines. • A clear scheme of delegations for financial decision-making.	£135,001	£140,000

Job title	Service area	Role responsibilities	Pay range lower end	Pay range upper end
		Overall, the role is critical for guiding the Council through financial recovery and transformation, ensuring robust financial management, and supporting the organisation's long-term financial health.		
Executive Director Place Permanent Post Vacant at 1 April 2024	Place	This role is responsible for ensuring effective collaboration with local and national agencies, including government bodies, MPs, and partner organisations, to achieve the best outcomes for Place services in Thurrock. The postholder is accountable for developing and delivering a comprehensive Regeneration Strategy, including relevant masterplans, and leading cross-Council efforts to address regeneration and Place delivery priorities. They provide leadership and engagement to staff, ensuring clarity of expectations, motivation, and effective teamwork. The role includes leading economic growth initiatives, delivering the economic development strategy, and working with key partners such as SELEP, government bodies, Freeports, the Thames Estuary Growth Board, and the Thurrock Business Board. Oversight of economic development programmes involves addressing climate change, promoting clean and inclusive growth, enhancing productivity, inward investment, business retention, and diversification. The postholder advises on strategic planning, land use, and environmental protection, leads the Strategic Planning and Local Highway Authorities in preparing and implementing the Local Development Framework and Local Plan, and oversees statutory planning responsibilities. They also lead major infrastructure projects aligned with the Regeneration Strategy, coordinate planning for area-based regeneration in partnership with other directorates and external stakeholders, and provide advice and leadership to Highways and Transportation services. Additionally, they ensure highway maintenance prioritises social and economic needs and develop and implement a comprehensive waste management strategy and improvement plan.	£135,001	£140,000
Director Public Health	Adults and Health	The Director of Public Health provides strategic leadership to shape and improve the health and wellbeing of the Thurrock population by integrating health with economic, social, and community policies. They advise senior Council members and partners, ensuring services meet residents' needs and promote diversity and inclusion. Responsible for managing budgets and staff, they lead public health initiatives including health improvement, protection, and service oversight, such as tackling childhood obesity, infectious disease control, and supporting health and social care integration. The Director produces an independent annual health report, supports policy development, and leads multi-agency partnerships to reduce health inequalities. They ensure compliance with statutory requirements, promote evidence-based commissioning, and represent the Council on public health matters locally and	£125,001	£130,000

Job title	Service area	Role responsibilities	Pay range lower end	Pay range upper end
		nationally. Professional accountability includes maintaining registration as a public health specialist and contributing to workforce development and research.		
Chief Officer Housing, Economic Development and Skills, Regeneration	Place	This role is responsible for facilitating service integration across the Council's wider operating system, including other directorates, corporate bodies, stakeholders, and regulatory agencies, to ensure effective delivery of strength-based services to residents. It involves influencing the integration of Housing Solutions and Housing Operating teams with the Adult and Health Directorate, while owning and driving the development and delivery of key strategies such as Housing, Economic Delivery, Regeneration, and the Local Plan, ensuring alignment with broader corporate strategies, such as Health and Wellbeing. The role regularly reviews resources, services, and partnerships to identify improvement opportunities, with a focus on value for money, and provides expert strategic advice to senior stakeholders including the Managing Director, Senior Leadership Team, and Cabinet. It coordinates work across the Council to meet service priorities, represents the Council at local, regional, and national forums, and communicates delivery goals to investors and developers. The postholder ensures effective reporting and collaboration with accountable bodies and regulators, builds multi-benefit relationships economically and socially, and acts as the Senior Responsible Officer for Housing services, addressing the needs of vulnerable residents and overseeing key housing functions such as Operations, Solutions, Assets, Repairs, Compliance, and Development. Additionally, they lead the Council's statutory landlord responsibilities, economic regeneration, and housing development pipelines, with strategic oversight of regeneration and capital delivery programmes. The role also ensures adequate resourcing and funding, actively supports local SMEs to boost economic growth, and maximises funding opportunities across social housing, development, and regeneration initiatives for Thurrock.	£115,001	£120,000
Partnership Director	Adults and Health	The Partnership Director for Public Health is responsible for developing and transforming health and social care services that are integrated and locality based on behalf of Thurrock Council, NELFT and EPUT NHS FTs.	£110,001	£115,000
Assistant Director of Adult Social Care and Community Development	Adults and Health	This role provides expert advice and guidance on adult social care and community development issues. It leads the adult social care transformation programme, ensuring services meet the needs of vulnerable, hard-to-reach, or individuals with complex needs. The role shapes adult social care service delivery by setting priorities and evaluating options. It builds strong partnerships across public, private, voluntary, and community sectors to achieve successful outcomes.	£110,001	£115,000

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		Collaboration with Commercial Services and Commissioning ensures high-quality, cost-effective services from external providers. It oversees the Library service, driving modernisation and integration with community hubs and related programmes. The post works closely with planners, developers, and registered landlords to support vulnerable people through place-based initiatives and to align supported housing developments with the Local Plan and housing market assessments. It leads new models of adult social care in specific areas, managing the introduction of innovative approaches to home support, assessment, and care management. Promoting and maximizing service user independence is a key focus, alongside ensuring all services are effectively monitored.		
Assistant Director of Children's Social Care and Early Help	Childrens Services	This leadership role oversees safeguarding, corporate parenting, and community safety for children and young people, ensuring delivery of high-quality services for vulnerable groups such as children in need, children in care, and young offenders. It aims to close outcome gaps and deliver value for money by setting a clear vision and strategy, building strong partnerships, and fostering a culture of continuous improvement, equality, and inclusion. The role involves strategic planning, risk management, workforce development, and budget control, while promoting integrated, cross-departmental working and community engagement. It also ensures compliance with health and safety regulations, supports organisational change, represents the Council externally, and drives continuous performance improvement.	£110,001	£115,000
Assistant Director of Education and Learning	Childrens Services	The postholder is responsible for services ensuring that every child and young person in Thurrock will attend a good or outstanding school or setting, achieving well whatever their starting point or circumstances; and go on to positive destinations. In addition, they ensure learners with additional needs are supported on a range of pathways to learning	£110,001	£115,000
Assistant Chief Executive	Chief Executive Office	This role leads the development of a new strategic function at the core of the Council, bringing together strategic policy, commissioning, communications and engagement, data and insight, performance management, and continuous improvement. They drive the change agenda under intervention, fostering a culture of innovation and improvement while ensuring clear, consistent communication and strong corporate branding. They provide strategic advice to the Leader, Chief Executive, and Members, represent the Council in discussions with government bodies, and lead the development and delivery of the Council's vision, values, and Improvement and Recovery Plan. The role also oversees budgets to ensure value for money, enhances the Council's	£105,001	£110,000

Job title	Service area	Role responsibilities	Pay range lower end	Pay range upper end
		reputation through effective strategies and campaigns, and deputises for the Chief Executive when required.		
Chief Planning Officer	Place	This role involves working closely with the Chief Executive, Senior Leadership Team, and elected members to provide leadership, vision, and strategic direction for the organisation. They assist in developing strategic plans and policies that align with the Council's priorities and ensures compliance with all statutory and legal planning requirements. They build strong collaborative relationships with local councils, key stakeholders, and elected members to improve planning application processes, align infrastructure needs, and resolve disputes effectively. Acting as the lead officer on planning matters, they advise committee chairs and represent the Council externally to promote economic, environmental, and social priorities. The role also includes developing and implementing corporate planning standards and policies, providing specialist planning advice, and influencing decisions to ensure infrastructure considerations are fully addressed, all while supporting cultural change and continuous improvement within the organisation.	£105,001	£110,000
Chief Officer of Strategic Growth Partnerships and Special Projects	Chief Executive Office	This role involves leading the development, delivery, and monitoring of clear and measurable corporate and service-level strategies, policies, and action plans. They initiate and lead cross-Council projects that help shape the future direction of the Council. They are responsible for managing both internal and external communications strategies and handling media relations. Additionally, they oversee marketing initiatives that support the Council's goals and lead the customer services function to ensure residents receive accessible, helpful information and advice. They work closely with local and national agencies, government bodies, MPs, and partners to deliver the best outcomes for residents and businesses in Thurrock. The role also includes leading economic growth initiatives, implementing the economic development strategy, and attracting inward investment. They develop and protect the Council's corporate identity and reputation, maintaining strong relationships with key stakeholders locally, regionally, and nationally, including the LGA and government. They analyse and interpret research data to guide policy development and decision-making, keep up to date with changes in policy, legislation, and best practice through horizon scanning, and represent the Council's interests at national, regional, and local levels.	£105,001	£110,000
Assistant Director of Finance	Finance	The role involves supporting the Chief Finance Officer with Section 151 duties and deputising as Deputy Section 151 Officer when required. It includes leading the closure of the council's financial accounts in compliance with statutory guidance, managing the setting, monitoring, and delivery of service	£100,001	£105,000

Job title	Service area	Role responsibilities	Pay range lower end	Pay range upper end
		budgets within agreed limits, and overseeing the external audit process for group financial statements and grant claims. The postholder is responsible for leading the Treasury Management function, managing financial risks, and overseeing the Risk, Opportunity, and Insurance section. They also manage the corporate procurement service, including e-procurement development and support for local suppliers, and oversee Revenues & Benefits services alongside welfare reform initiatives. The role requires driving strategic initiatives beyond routine operations to identify new revenue opportunities through fees, traded services, grants, and investment income. Leading and managing team performance to ensure a confident, capable, and innovative workforce is essential, as is maximising funding availability to enhance service delivery. The postholder must ensure high-quality services that meet local needs and statutory responsibilities, develop workforce capacity and resilience, collaborate with external stakeholders, lead cross-Council corporate projects, provide advice on complex financial matters, and ensure proper arrangements for risk, financial, and service management are in place.		
Assistant Director of Financial Management and Procurement	Finance	This position is accountable for shaping public service reform and improvement agendas, leading integrated service delivery and ensuring efficient and responsive services both internally and externally. The role tightly controls budgets to ensure value for money. They champion outcome-based commissioning models and commercial opportunities to enhance service delivery and financial sustainability. The role actively contributes to financial strategy development, commercial advice, and negotiations on major projects, working closely with finance teams to oversee budgeting, accounts preparation, and financial monitoring across departments.	£100,001	£105,000
Assistant Director of Highways and Strategic Transportation	Place	This role leads the management of highway assets and infrastructure, overseeing both planned and reactive highways works, network management, and fleet, logistics, and transportation services, all monitored through key performance indicators. It holds strategic responsibility for the Council's Highways Asset Management Strategies, collaborating with senior leaders and members to develop and deliver an effective service. The role provides expert advice to the Senior Leadership Team, portfolio holders, and cabinet on highways strategy and policy, aligning with Department for Transport HMEP standards. It offers information and guidance on all highway-related matters across the Council and with partner organisations.	£100,001	£105,000

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		Ensuring compliance with new regulations and legislation is a key responsibility, along with addressing the needs of all service users, including vulnerable and hard-to-reach groups. Effective communication management between teams and residents is maintained, with resident feedback used to continuously improve service delivery. Highways maintenance is aligned with the borough's social and economic priorities, while teams are encouraged to work creatively and commercially to improve efficiency and generate income. The role also ensures compliance with procurement rules, especially during contract renewals. The post oversees the Council's Local Transport Strategy preparation and supports the Local Transport Body. Expertise is offered on operational transport, fleet management, and transportation services, ensuring compliance with the Council's Operating Licence.		
Assistant Director of Counter Fraud, Community Safety and Resilience	Corporate Services	This role holds strategic ownership of the Council's Counter-Fraud & Corruption strategy, working closely with senior leaders and Members to deliver effective services. It leads the development of traded crime reduction and investigation services across the UK and oversees Environment & Public Protection services. The role provides expert advice on environmental and crime reduction strategies, manages shared service contracts, and builds partnerships with public, private, and voluntary sectors, including Essex Police. It also coordinates enforcement functions, supports income generation from criminal proceeds, and collaborates nationally to enhance fraud prevention. Additionally, the role ensures robust emergency and business continuity planning, compliance with major hazard regulations, and represents the Council at regional and national forums.	£100,001	£105,000
Assistant Director of Human Resources and Organisational Development	Corporate Services	This role provides strategic leadership and direction on all workforce, organisational development, and human resources matters, advising the Chief Executive, Leader, Cabinet Members, and senior leaders. It focuses on developing talent, capabilities, and policies to support organisational goals, transformation, and a high-performance culture. The postholder promotes innovation, hybrid working, and strong leadership behaviours that build trust, confidence, and collaboration. They play a key role in advancing the Council's equality, diversity, and inclusion agenda, ensuring compliance with employment law and best practice. The role also involves managing budgets effectively to deliver value for money, leading on collective bargaining and workforce relations, and supporting recruitment, branding, and talent attraction strategies	£100,001	£105,000

Job title	Service area	Role responsibilities	Pay range lower end	Pay range upper end
		to enhance the Council's reputation. Additionally, the postholder deputises for the Executive Director of Corporate Services as required.		
Assistant Director of National Investigation Services Permanent Post Vacant at 1 April 2024	Corporate Services	This role is responsible for the NATIS organisation. They build and lead the national function that provides support, guidance, and operational crime reduction activity to government agencies across the country and in its devolved administrations.	£95,001	£100,000
Assistant Director and Consultant In Public Health	Adults and Health	This role provides public health expertise to improve health outcomes and reduce health inequalities by delivering action, advice, and influence across the Council, NHS, and wider system partners. Working under the Director of Public Health, it drives innovative solutions and supports continuous health improvement for Thurrock's citizens. The postholder collaborates across organisations, influences budgets, and advocates for effective change. Supporting the Director, this role helps fulfil the Council's statutory public health duties. Strategically, the role partners with stakeholders across sectors to protect and enhance health and wellbeing while reducing inequalities. It ensures delivery of mandated public health services, meeting outcome indicators set by national frameworks and coordinating with partners to respond to major health incidents. Leading cross-council and multi-agency efforts, the postholder influences strategies addressing health determinants, working with diverse sectors—including private, voluntary, and faith organisations—to promote lasting health improvements and behavioural change in both professionals and the community.	£95,001	£100,000
Assistant Director of Customer Services (post deleted on 1 May 2024)	Corporate Services	This role has strategic ownership of the Council's Customer Services Strategy, working with senior leaders and Members to develop and deliver effective services and standards across the organisation. It involves providing expert advice to Directors, portfolio holders, and partner organisations on customer service strategies and action plans. The role leads the delivery of customer services operations, including contact centres, face-to-face services, cashiers, ensuring key performance indicators are met. It establishes a performance-driven culture aligned with corporate priorities and other relevant strategies such as People and Digital. Responsibilities include driving change, identifying service improvement opportunities, supporting cross-council initiatives, and developing proposals for funding bids. They ensure effective communication between teams and residents is maintained, as well as timely responses and the incorporation of resident feedback into service delivery and policy development. The role encourages creative and commercial approaches to drive efficiencies and income generation, including leading cost reduction initiatives.	£90,001	£95,000

Job title	Service area	Role responsibilities	Pay range lower end	Pay range upper end
		It ensures quality assurance, performance management, and value for money across customer service delivery, implements demand planning to achieve service objectives within budget, and represents the Council and partner agencies at various levels. The role also anticipates and responds to new regulatory and legislative requirements.		
Chief Digital Officer Permanent Post Vacant at 1 April 2024	Corporate Services	To lead the Digital and IT function, Information Management and Customer Services functions for the Council, including the delivery of the Councils ambitious Digital and Customer Access Strategy, the day-to-day operational IT service, information management and governance and customer services.	£90,001	£95,000
Assistant Director of Legal and Governance Permanent Post Vacant at 1 April 2024	Corporate Services	The Council's principal legal adviser and Deputy Monitoring Officer, responsible for providing expert legal and governance advice to Members, Committees, and senior officers. They lead the Legal, Elections, and Democratic Services teams, ensuring high professional standards, compliance with legislation and effective risk management. The role involves contributing to corporate strategy and policy as part of the Directorate Management Team, supporting sound decision-making, and promoting good governance and continuous improvement across the organisation.	£90,001	£95,001
Assistant Director of Property	Place	This role provides strategic leadership for the Council's land and property portfolio, serving as the lead officer for the Corporate Landlord function. The postholder leads the preparation, review, and delivery of the Council's Property Strategy, acting as the lead technical advisor to the Property Board. They oversee the Council's asset management, investment, utilisation, and disposals programmes. Working closely with internal departments, partners, and tenants, they ensure timely review of leases and rents. Additionally, they lead efforts to identify and review regeneration opportunities across the Council's housing estates.	£90,001	£95,000
Assistant Director of Strategy Policy Performance and Partnerships	Chief Executive Office	This role provides strategic leadership to deliver the Council's aims and objectives as set out in the Corporate Plan. It involves shaping and implementing corporate strategies, responding to legislative and policy changes, and providing data-driven insights to support senior leaders and elected members in effective decision-making. They build strong partnerships across public, private, and voluntary sectors to deliver integrated, high-quality, and value-for-money services, while driving continuous improvement and performance management across the organisation. Acting as an ambassador for the Council, they communicate its vision and priorities clearly to internal and external audiences, foster collaboration, and promote innovation, adaptability, and a high-performance culture within a modern, hybrid working environment.	£90,001	£95,000

Job title	Service area	Role responsibilities	Pay range lower end	Pay range upper end
Assistant Director of Communications and Engagement Permanent Post Vacant at 1 April 2024	Chief Executive Office	This role provides strategic leadership for the Council's corporate communications, shaping and delivering a clear, engaging narrative that supports the organisation's priorities and builds trust with residents, businesses, and stakeholders. It leads the development and implementation of a comprehensive communications strategy and annual programme of activity, ensuring all communications are inclusive, accessible, and reflective of Thurrock's diverse communities. The role oversees digital and traditional channels to ensure relevance in a digital-first environment, using insight and evaluation to guide and measure impact. It also focuses on managing the Council's reputation locally, regionally, and nationally, raising awareness of key issues, and influencing government and partners to achieve the Council's vision. Additionally, the role drives employee engagement through effective internal communications, fosters a high-performing and innovative team culture, and deputises for the Assistant Chief Executive when required.	£90,001	£95,000