

Thurrock Council – Top 3 Tiers ranked by salary as at 1st April 2025

- No bonuses or ‘benefits of kind’ were received by staff whose job titles are listed.
- Named officers with a pay range above £150,000

Job title	Service area	Role responsibilities	Pay range lower end	Pay range upper end
<p>Chief Executive and Managing Director Commissioner</p> <p>Dave Smith</p>	<p>Chief Executive Office</p>	<p>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:</p> <ul style="list-style-type: none"> • 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 <p>The Managing Director Commissioner will fulfil the role of a Chief Executive responsible for:</p> <ul style="list-style-type: none"> • The strategic and strategic management of the Council including its transformation plans • Promoting 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, • Delivering 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 • Build pride, respect and cohesion amongst Thurrock communities. 	<p>£240,001</p>	<p>£245,000</p>

Job title	Service area	Role responsibilities	Pay range lower end	Pay range upper end
Assistant Chief Executive Alex Powell	Chief Executive Office	<p>Reports to the Chief Executive and member of the senior leadership team responsible for</p> <ul style="list-style-type: none"> • strategic policy, commissioning, communications and engagement, data and insight, performance management, and continuous improvement. • the transformation programme and Improvement and Recovery Plan • Providing strategic advice to the leader, chief executive, and members • Lead for engagement with government bodies and external bodies. and lead the development and delivery of the Council's vision. • Senior Lead for Local Government Reorganisation and Devolution 	£160,001	£165,000
Chief Officer of Strategic Growth Partnerships and Special Projects	Chief Executive Office	<p>Reporting to the Assistant Chief Executive and responsible for:</p> <ul style="list-style-type: none"> • cross-council projects that help shape the future direction of the Council. • The oversight of marketing initiatives that support the Council's goals. • Leading economic growth initiatives, implementing the economic development strategy, and attracting inward investment. • Working with local and national agencies, government bodies, MPs, and partners to deliver the best outcomes for Thurrock. • Developing and protect the Council's corporate identity and reputation, maintaining strong relationships with key stakeholders locally, regionally, and nationally, including the LGA and government. 	£110,001	£115,000
Assistant Director of Communications and Engagement	Chief Executive Office	<p>Reporting to the Assistant Chief Executive and responsible for:</p> <ul style="list-style-type: none"> • strategic leadership for the Council's corporate communications • Leads development and implementation of a comprehensive communications strategy and annual programme of activity. • Strategic leadership of internal communications • Community engagement • Libraries • Deputises for the Assistant Chief Executive when required. 	£100,001	£105,000

Job title	Service area	Role responsibilities	Pay range lower end	Pay range upper end
Assistant Director of Strategy Policy Performance and Partnerships	Chief Executive Office	Reporting to the Assistant Chief Executive with responsibility for: <ul style="list-style-type: none"> • The development of corporate policy and performance management and data insight. • strategic leadership of corporate strategies, responding to legislative and policy changes, and providing data-driven insights to support senior leaders and elected members in effective decision-making. • Building strong partnerships across public, private, and voluntary sectors to deliver integrated, high-quality, and value-for-money services. • Acting as an ambassador for the Council to communicate its vision and priorities clearly to internal and external audiences 	£90,001	£95,000
Executive Director of Adults and Health Robert Persey – Interim	Adults and Health	Reporting to the Chief Executive and a member of senior leadership team with responsibility for: <ul style="list-style-type: none"> • To be the council's statutory director of adult social services • Adult social care provision • public health • partnerships with the health service and external agencies relating to adult social care and health. 	£165,000	£170,000
Director Public Health	Adults and Health	Reporting to the Executive Director of Adults & Health with responsibility for: <ul style="list-style-type: none"> • To be the council's statutory director of public health • strategic leadership to shape and improve the health and wellbeing of the Thurrock population 	£110,001	£115,000

Job title	Service area	Role responsibilities	Pay range lower end	Pay range upper end
		<ul style="list-style-type: none"> Ensuring compliance with statutory requirements, promote evidence-based commissioning, and represent the Council on public health matters locally and nationally. lead public health initiatives. 		
Assistant Director and Consultant in Public Health	Adults and Health	Reporting to the Director of Public Health with responsibility for: <ul style="list-style-type: none"> 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. Supports the delivery of statutory public health duties. Leadership of partnerships with stakeholders across sectors to protect and enhance health and wellbeing while reducing inequalities. 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 	£70,001	£75,000
Partnership Director	Adults and Health	Reporting to the Executive Director of Adults and Health with responsibility for: <ul style="list-style-type: none"> developing and transforming health and social care services that are integrated and locality based on behalf of Thurrock Council, NELFT and EPUT NHS FTs. 	£115,001	£120,000
Assistant Director of Adult Social Care and Community Development	Adults and Health	Reporting to the Executive Director of Adults and Health with responsibility for: <ul style="list-style-type: none"> Adult social care services and transformation Commissioning ensures high-quality, cost-effective services from external providers. 	£110,001	£115,000

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Executive Director of Children's Services Sheila Murphy	Childrens Services	Reporting to the Chief Executive and a member of senior leadership team with responsibility for: <ul style="list-style-type: none"> • To be the council's statutory Director of Children Services • Lead officer for children's social care and safeguarding • Lead officer for education and special educational needs 	£165,001	£170,000
Director of Children's Social Care and Early Help	Childrens Services	Reporting to the Executive Director of Children Services with responsibility for: <ul style="list-style-type: none"> • Leading on system-wide change within Thurrock Children's Services by working with partners to implement reforms set out in the Children Wellbeing and Schools Bill, ensuring an integrated, family-focused and child protection system that safeguards children's wellbeing. • Leadership of Children's Services through local government reorganisation 	£110,001	£115,000
Assistant Director of Education and Childrens Commissioning	Childrens Services	Reporting to the Executive Director of Children Services with responsibility for: <ul style="list-style-type: none"> • Education services • SEN • Children's commissioning. 	£100,001	£105,000
Chief Financial Officer S151 Dawn Calvert	Finance	Reporting to the Chief Executive and a member of Senior Leadership Team with responsibility for: <ul style="list-style-type: none"> • To be the council's statutory Chief Finance Officer (Section 151 Officer) • Strategic financial advice to senior officers and elected members. • Leadership of the Council's financial recovery to meet the Secretary of State's directions under the LGA 1999. • Strategic procurement and commissioning • Revenues and Benefits • Internal Audit and Counter Fraud • Insurance 	£165,001	£170,000

Job title	Service area	Role responsibilities	Pay range lower end	Pay range upper end
		<ul style="list-style-type: none"> The role ensures tight control over the Council's budget, accounts and financial processes, and leads strategic financial planning and budget setting. 		
Assistant Director of Strategic and Corporate Finance	Finance	Reporting to the Chief Finance Officer with responsibility for: <ul style="list-style-type: none"> Supporting the Chief Finance Officer with Section 151 duties and deputising as Deputy Section 151 Officer when required. Leading the closure of the council's financial accounts managing the setting, monitoring, and delivery of service budgets within agreed limits Overseeing the external audit process for group financial statements and grant claims. Leading the Treasury Management function, managing financial risks, and overseeing the Risk, Opportunity, and Insurance section. Procurement Revenues & Benefits services 	£90,001	£95,000
Assistant Director of Financial Management and Procurement	Finance	Reporting to the Chief Finance Officer and a member of the senior leadership team with responsibility for: <ul style="list-style-type: none"> Leading on outcome-based commissioning models and commercial opportunities to enhance service delivery and financial sustainability. Delivering financial strategy development, commercial advice, and negotiations on major projects, Oversight of budgeting, accounts preparation and financial monitoring across departments. 	£100,001	£105,000
Executive Director Place Claire Demmel – Interim	Place	Reporting to the Chief Executive and a member of Senior Leadership Team with responsibility for: <ul style="list-style-type: none"> Planning policy and development control Housing 	£160,001	£165,000

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		<ul style="list-style-type: none"> • Highways and transport • Leisure • Property • Waste management and street cleansing • Regeneration and economic growth • Greenspace 		
Chief Operations Lead – Place	Place	Reporting to the Executive Director Place with responsibility for: <ul style="list-style-type: none"> • Waste • Street Scene • Leisure • Highways and Transport, • Fleet management, • Corporate Property and Facilities services. 	£110,001	£115,000
Chief Officer Housing, Economic Development and Skills, Regeneration	Place	Reporting to the Executive Director Place with responsibility for: <ul style="list-style-type: none"> • Housing and homelessness services • Regeneration • Economic Development and Skills 	£110,001	£115,000
Chief Planning Officer	Place	Reporting to the Executive Director Place with responsibility for: <ul style="list-style-type: none"> • Planning policy and the Local Plan • Development Control • Building Control 	£110,001	£115,000
Assistant Director of Property	Place	Reporting to the Executive Director Place with responsibility for: <ul style="list-style-type: none"> • Corporate landlord function • Property acquisitions and disposals • The Council's Property Strategy 	£90,001	£95,000

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<p>Executive Director of Corporate Services and Monitoring Officer</p> <p>Dan Fenwick</p>	Corporate Services	<p>Reporting to the Chief Executive and a member of the senior leadership team with responsibility for:</p> <ul style="list-style-type: none"> • To be the council's monitoring officer • Legal and governance services • People Services • Digital, IT and customer services • Community Protection and enforcement • the Council's National Investigation Services (NATIS) 	£160,001	£165,000
Assistant Director of Legal and Governance	Corporate Services	<p>Reporting to the Executive Director of Corporate Services with responsibility to:</p> <ul style="list-style-type: none"> • Legal Services • Democratic Services • Information Governance • Elections • To act as the Council's deputy monitoring officer 	£110,001	£115,000
Chief Digital Officer	Corporate Services	<p>Reporting to the Executive Director of Corporate Services with responsibility to:</p> <ul style="list-style-type: none"> • Digital transformation • IT services • Customer Services 	£115,001	£120,000
Assistant Director of People Services	Corporate Services	<p>Reporting to the Executive Director of Corporate Services with responsibility to:</p> <ul style="list-style-type: none"> • Providing strategic leadership and advice all workforce, organisational development, and human resources matters • advising the chief executive, leader, cabinet members, and senior leaders on human resources matters. • Management of People Services • Leading on TU relations and collective bargaining 	£105,001	£110,000
Assistant Director of Community Protection	Corporate Services	<p>Reporting to the Executive Director of Corporate Services with responsibility to:</p> <ul style="list-style-type: none"> • To provide strategic leadership and operational oversight of the Council's enforcement services, ensuring the effective delivery of regulatory functions 	£100,001	£105,000

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and Enforcement Services		<p>across areas such as environmental health, trading standards, licensing, and community safety.</p> <ul style="list-style-type: none"> the development and implementation of policies and procedures that promote compliance, protect public health and safety, and enhance the quality of life for residents. working collaboratively with internal departments, external partners, and elected members to ensure enforcement activities are proportionate, transparent, and aligned with the Council's strategic objectives. 		
Assistant Director of National Investigation Services	Corporate Services	<p>Reporting to the Executive Director of Corporate Services with responsibility to:</p> <ul style="list-style-type: none"> Strategic and operational management of NATIS management of relations with DBT and external stakeholders lead officer for criminal and civil proceedings 	£100,001	£105,000