

Senior Staff (Tier 1-3)	Name	Salary Band	Notes
Chief Executive and Head of Paid Service	Helen Paterson	200,000-204,999	
Executive Director of Resources and Transformation (S151 Officer)	Jan Willis	160,000-164,999	
Executive Director of Adults, Ageing and Wellbeing (DASS)	Neil Bradley	150,000-154,999	
Executive Director of Children, Young People and Education (DCS)	Audrey Kingham	150,000-154,999	
Executive Director of Public Health Stronger Communities and Inequalities (DPH)	Gill O'Neill	150,000-154,999	
Executive Director of Place and Regeneration	Simon Neilson	150,000-154,999	
Chief Fire Officer/Director of Public Protection	Graeme Binning	139,000-144,999	
Coroner	Andrew Hetherington	139,000-144,999	
Director of Law and Governance (Monitoring Officer)	Stephen Gerrard	125,000-129,999	Fixed term until June 2025
Director of Finance and Procurement (Deputy S151 Officer)	Alison Elsdon	125,000-129,999	
Director of Environment and Transport	Paul Jones	125,000-129,999	
Deputy Chief Fire Officer	James McNeil	125,000-129,999	Acting up until December 2023 pending recruitment of a permanent post holder
Director of Children's Social Care, Young People and Families	Graeme Reiter	115,000-119,999	
Director of Education, SEND and Skills	David Street	115,000-119,999	
Director of Housing and Planning (Chief Planning Officer)	Rob Murfin	115,000-119,999	
Assistant Chief Fire Officer	Stephen Kennedy	99,000-104,999	Acting up until December 2023
Director of Digital and IT	Chris Thompson	99,000-104,999	
Director of Stronger Communities	Nigel Walsh	95,000-99,999	
Director of Workforce and OD	Sarah Farrell	95,000-99,999	
Director of Assessment and Safeguarding	Karen Martin	95,000-99,999	
Director of Corporate Strategy and Communications	Phil Hunter	95,000-99,999	
Director of Strategic Change and Service Improvement	Kelly Gardner	95,000-99,999	
Director of Economic Development and Growth	Sarah McMillan	95,000-99,999	
Other Employees			
Chief Executive's Directorate			
Head of Legal & Deputy Monitoring Officer		75,000-79,999	
Head of Members Services, Elections and Deputy Monitoring Officer		75,000-79,999	
Head of Public Protection		70,000-74,999	
Head of Communications and Engagement		70,000-74,999	Vacant Post
Head of Policy and Performance		70,000-74,999	Post holder in place from 6 November 2023
Head of HR		70,000-74,999	Post holder in place from 6 November 2023
Head of OD and Culture		70,000-74,999	Post holder in place from 6 November 2023
Area Manager (B)		65,000-69,999	Acting up until December 2023
Public Health Protection Manager		65,000-69,999	
Area Manager		65,000-69,999	
Democratic Services Manager		60,000-64,999	
Senior HR Manager		60,000-64,999	
Strategic Policy, Risk and Performance Officer		60,000-64,999	
Business Resilience and Emergency Planning Lead		60,000-64,999	
Senior HR Manager		60,000-64,999	
Group Manager (B)		55,000-59,999	
Group Manager (B)		55,000-59,999	
Group Manager (B)		55,000-59,999	
Principal Lawyer		55,000-59,999	
Principal Lawyer		55,000-59,999	
Principal Lawyer		55,000-59,999	
Group Manager (B)		50,000-54,999	
Service Manager - Elections		50,000-54,999	
Senior Lawyer		50,000-54,999	
Senior Lawyer		50,000-54,999	
Station Manager (B)		50,000-54,999	
Station Manager (B)		50,000-54,999	
Station Manager (B)		50,000-54,999	
Station Manager (B)		50,000-54,999	

Station Manager (B)		50,000-54,999	
Station Manager (B)		50,000-54,999	
Station Manager (B)		50,000-54,999	
Station Manager (B)		50,000-54,999	
Station Manager (B)		50,000-54,999	
Station Manager (B)		50,000-54,999	
Transformation and Resources Directorate			
Internal Change Consultant		80-000,84,999	Fixed term for 18 months. 100% Pay protected at Band 16 for 18 months from 19/07/23
Internal Change Consultant		80-000,84,999	Fixed term for 18 months. 100% Pay protected at Band 16 for 18 months from 19/07/23
Head of Corporate Commissioning and Procurement		80-000,84,999	
Head of Internal Audit and Risk Management (Chief Internal Auditor)		80-000,84,999	
Head of Transactional Services		75,000-79,999	
Head of Corporate Finance		70,000-74,999	Vacant Post
Head of Data		70,000-74,999	Post holder in place from 20 November 2023
Head of Digital		70,000-74,999	Post holder in place from 23 October 2023
Head of Technology		70,000-74,999	Post holder in place from 2 November 2023
Head of Service Improvement and Best Value		70,000-74,999	
Head of Service Improvement and Best Value		70,000-74,999	Fixed term Maternity Cover until March 2024
Finance Manager		65,000-69,999	
Finance Manager		65,000-69,999	0.93 FTE
Finance Manager		65,000-69,999	
Finance Manager		65,000-69,999	
Head of Digital Delivery		65,000-69,999	Acting up covering the Head of Digital until post holder in place
Procurement Business Partner - Non Healthcare Portfolio		60,000-64,999	
Procurement Business Partner - Non Healthcare Portfolio		60,000-64,999	
Integrated Services Manager		60,000-64,999	
Programme Manager		55,000-59,999	
Senior Benefits Manager		50,000-54,999	
Information and Development Manager		50,000-54,999	
Strategic Programmes Manager		50,000-54,999	
Group Assurance Manager		50,000-54,999	
Service Review Lead		50,000-54,999	
Senior Revenues Manager		50,000-54,999	
ICT Service Support Manager		50,000-54,999	
Lead Cyber Security Engineer		50,000-54,999	
Group Assurance Manager		50,000-54,999	
Lead Software Developer		50,000-54,999	
Lead Software Developer		50,000-54,999	
Senior Project Manager		50,000-54,999	Fixed term until 31/03/2025
Senior Project Manager		50,000-54,999	Fixed term until 31/03/2025
Senior Project Manager		50,000-54,999	Fixed term until 31/03/2025
NEHL Financial Controller		50,000-54,999	
Senior Project Manager		50,000-54,999	Fixed term until 31/03/2025
Payroll Manager		50,000-54,999	
Service Review Lead		50,000-54,999	Fixed term until 31/03/2024
Place and Regeneration Directorate			
Head of Neighbourhood Services		90,000-94,999	100% Pay protected at Band 16 for 18 months from 19/07/23
Head of Highways and Transport		90,000-94,999	100% Pay protected at Band 16 for 18 months from 19/07/23
Head of Housing Services		70,000-74,999	
Head of Planning		70,000-74,999	0.92 FTE
Head of Economic Growth and Inward Investment		70,000-74,999	
Highways Delivery Manager		65,000-69,999	
Infrastructure Manager		65,000-69,999	
Neighbourhood Services Divisional Manager		65,000-69,999	
Housing Capital and Maintenance Manager		65,000-69,999	

Interim Senior Capital Delivery Manager		65,000-69,999	Fixed term until 31/05/2024
Programme Management Office Manager - Borderlands		65,000-69,999	
Interim Senior Regeneration Manager		60,000-64,999	Fixed term until 31/05/2024
Design Manager		60,000-64,999	
Strategic Transport Manager		60,000-64,999	
Energising Blyth Programme Manager		60,000-64,999	
Design Manager - Property		60,000-64,999	
Principal Engineer		50,000-54,999	
Principal Engineer		50,000-54,999	
Rural Growth Manager		50,000-54,999	
Strategic Tourism Project Manager		50,000-54,999	
Regeneration Finance and Performance Manager		50,000-54,999	
Regeneration Programmes Investment Manager		50,000-54,999	
Strategic Estates Manager		50,000-54,999	
Commercial and Contracts Manager		50,000-54,999	
Principal Programme Officer - Borderlands		50,000-54,999	
Public Health, Stronger Communities and Inequalities Directorate			
Public Health Consultant		80,000-84,999	0.80 FTE
Public Health Consultant		80,000-84,999	0.60 FTE
Public Health Consultant		70,000-74,999	
Head of Customer Experience		70,000-74,999	
Head of Community Services		70,000-74,999	Vacant Post
Service Manager - Registrars, Coroners and Archives		70,000-74,999	Acting up until 31/10/2023
Head of Northumberland Communities Together		70,000-74,999	
Senior Public Health Manager		60,000-64,999	
Senior Public Health Manager		60,000-64,999	
Senior Public Health Programme Manager - Health Intelligence		60,000-64,999	
Corporate Complaints Manager		60,000-64,999	
Senior Public Health Manager		55,000-59,999	Acting up until 30/04/2024
Senior Public Health Manager		55,000-59,999	Acting up until 31/03/2025
Community Engagement and Assets Manager		50,000-54,999	
Community Hubs Operations Manager		50,000-54,999	Fixed term until 04/10/2024
Complaints and Customer Relations Manager		50,000-54,999	
Adults, Ageing and Wellbeing Directorate			
Head of Service - North and Central		80,000-84,999	
Head of Service - West and South		70,000-74,999	
Head of Adults Social Care, OT, Equipment and Adaptations		70,000-74,999	
Head of Service - Front of House and Hospital Discharge		70,000-74,999	
Head of Commissioning - Children, Education and Public Health		70,000-74,999	
Head of Commissioning - Adults		70,000-74,999	
Head of Service - Systems, Performance and Finance		70,000-74,999	
Senior Manager - Adult Social Care		65,000-69,999	
Senior Manager - Adult Social Care		65,000-69,999	
Senior Manager		65,000-69,999	
Senior Manager		65,000-69,999	
Senior Manager		65,000-69,999	
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Senior Manager		65,000-69,999	
Senior Manager		65,000-69,999	
Senior Manager		65,000-69,999	
Operations Manager		65,000-69,999	
Operations Manager		65,000-69,999	
Operations Manager		65,000-69,999	

Operations Manager		65,000-69,999	
Senior Manager		65,000-69,999	Fixed term until 23/04/2024
Senior Manager		65,000-69,999	
Senior Manager		65,000-69,999	
Senior Manager - Adult Social Care		65,000-69,999	
Operations Manager		60,000-64,999	
Senior Manager - Safeguarding Adults		60,000-64,999	Fixed term until 31/12/2023
Senior Manager		60,000-64,999	
Operational Manager - Contracts		55,000-59,999	
Adult Services Lead Manager		55,000-59,999	
Adult Services Lead Manager		55,000-59,999	
Operational Manager - Contracts		55,000-59,999	
Team Manager - Adult Social Care		50,000-54,999	
Team Manager - Adult Social Care		50,000-54,999	
Team Manager - Adult Social Care		50,000-54,999	
Team Manager - Adult Social Care		50,000-54,999	
Team Manager - Adult Social Care		50,000-54,999	
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Team Manager - Adult Social Care		50,000-54,999	
Team Manager - Adult Social Care		50,000-54,999	
Team Manager - Adult Social Care		50,000-54,999	
Occupational Therapy Team Manager		50,000-54,999	
Occupational Therapy Team Manager		50,000-54,999	
Team Manager - Adult Social Care (Homesafe)		50,000-54,999	
Team Manager - Adult Social Care		50,000-54,999	
Team Manager - Adult Social Care		50,000-54,999	
Team Manager - Adult Social Care		50,000-54,999	
Operational Manager - Adult Social Care Finance		50,000-54,999	
Operational Manager Systems & Information Services		50,000-54,999	
Operational Services Manager		50,000-54,999	
Team Manager - Adult Social Care		50,000-54,999	
Team Manager - Adult Social Care		50,000-54,999	
Team Manager - Direct Payments		50,000-54,999	
Team Manager - Adult Social Care		50,000-54,999	
Team Manager - Adult Social Care		50,000-54,999	Fixed term until 31/12/2023
Team Manager - Adult Social Care		50,000-54,999	
Occupational Therapy Team Manager		50,000-54,999	Fixed term until 26/01/2014 to cover maternity leave
Occupational Therapy Team Manager		50,000-54,999	
Team Manager - Adult Social Care (Homesafe)		50,000-54,999	
Team Manager - Adult Social Care (Homesafe)		50,000-54,999	
Senior Quality Improvement and Assurance Manager		50,000-54,999	
Northumberland Children and Adults Safeguarding Partnership (NCASP) Business Manager		50,000-54,999	
Team Manager - Adult Social Care		50,000-54,999	Fixed term until 14/06/2024
Occupational Therapy Team Manager		50,000-54,999	
Team Manager - Adult Social Care (Homesafe)		50,000-54,999	

Northumberland Children and Adults Safeguarding Partnership (NCASP) Business Manager		50,000-54,999	
Children's, Young People and Education Directorate			
Head of School Organisation and Resources		85,000-89,999	
Head of SEND		70,000-74,999	
Head of Virtual School		70,000-74,999	
Head of School Improvement		70,000-74,999	
Head of Social Care - Safeguarding		70,000-74,999	
Head of Social Care - Early Help		70,000-74,999	
Head of Quality Assurance		70,000-74,999	
Head of Skills and Employability		70,000-74,999	
Senior Manager - Specialist Services		65,000-69,999	
Senior Manager - Specialist Services		65,000-69,999	
Senior Manager - Specialist Services		65,000-69,999	
Senior Manager - Early Intervention and Prevention		65,000-69,999	
Senior Manager - Performance and Systems Support		65,000-69,999	100% Pay protected at Band 14 for 3 years from 19/07/23
Senior Manager Specialist Services - Poverty Lead		65,000-69,999	
Senior Manager Disabled Children - Children with SEND		65,000-69,999	
Senior Manager - Specialist Services		60,000-64,999	Fixed term until 28/02/2024
Senior Manager - Specialist Services		60,000-64,999	
Lead Virtual School Educational Psychologist		60,000-64,999	0.80 FTE
Senior Manager - Education Development & Collaborative Projects		60,000-64,999	
Education and Skills Business Manager		60,000-64,999	
Preparation for Adulthood Lead		60,000-64,999	
Children's Services Residential Lead Manager		60,000-64,999	
Service Manager		55,000-59,999	
Service Manager - High Incidence Needs Team		55,000-59,999	
Primary School Improvement Lead		55,000-59,999	
Primary School Improvement Lead		55,000-59,999	
Primary School Improvement Lead		55,000-59,999	
Programme Manager - School Capital Development		55,000-59,999	
School Organisation and Place Planning Manager		55,000-59,999	
Primary School Improvement Lead		55,000-59,999	
Primary School Improvement Lead		55,000-59,999	
Early Years Adviser		55,000-59,999	
Head of Education		55,000-59,999	
Senior SEND Advisor		55,000-59,999	
Senior Educational Psychologist		55,000-59,999	
Team Manager - Safeguarding		50,000-54,999	
Team Manager - Safeguarding		50,000-54,999	
Team Manager - Academy		50,000-54,999	
Team Manager - Academy		50,000-54,999	
Team Manager - Safeguarding		50,000-54,999	
Team Manager - Safeguarding		50,000-54,999	
Team Manager - Prebirth Team		50,000-54,999	
Accommodation Lead		50,000-54,999	
Family Help Locality Manager		50,000-54,999	
Family Help Locality Manager		50,000-54,999	
Family Help Locality Manager		50,000-54,999	
Team Manager - Safeguarding		50,000-54,999	
Principal Social Worker		50,000-54,999	
Secure Centre Registered Manager		50,000-54,999	
Team Manager - Family Placement		50,000-54,999	
Team Manager - Family Placement		50,000-54,999	
Lead Officer		50,000-54,999	
EOTAS Team Manager		50,000-54,999	
Team Manager - Safeguarding		50,000-54,999	

Team Manager		50,000-54,999	
Team Manager - Safeguarding		50,000-54,999	
Team Manager - Safeguarding		50,000-54,999	
Team Manager - Safeguarding		50,000-54,999	
Team Manager - Safeguarding		50,000-54,999	
Team Manager - Safeguarding		50,000-54,999	
Team Manager - PAMS		50,000-54,999	Fixed term until 31/08/2024
Team Manager - Safeguarding		50,000-54,999	
Children's Services Manager		50,000-54,999	
Team Manager - Safeguarding		50,000-54,999	
Family Help Locality Manager		50,000-54,999	
Team Manager - Family Support Services		50,000-54,999	
Team Manager - Safeguarding		50,000-54,999	
Project and Quality Assurance Manager		50,000-54,999	
Lead Practitioner for Hearing Impairment		50,000-54,999	
Learning Consultant		50,000-54,999	
Early Years Consultant		50,000-54,999	
Lead Practitioner		50,000-54,999	
Lead Practitioner - Literacy		50,000-54,999	
Educational Psychologist		50,000-54,999	
Educational Psychologist		50,000-54,999	
Virtual School Deputy Head Teacher		50,000-54,999	
Principal Education Welfare Officer		50,000-54,999	
Team Manager - Safeguarding		50,000-54,999	
Early Help Manager		50,000-54,999	
Team Manager - Safeguarding		50,000-54,999	
Team Manager - Safeguarding		50,000-54,999	
Team Manager - Safeguarding		50,000-54,999	
Senior Project and Development Manager - Children's Social Care		50,000-54,999	
Team Manager - Safeguarding		50,000-54,999	
Senior Independent Reviewing Officer		50,000-54,999	
Team Manager - Family Placement		50,000-54,999	
Schools Admissions and Inclusion Manager		50,000-54,999	
Lead Practitioner		50,000-54,999	
Primary ICT Computing and E Learning Consultant		50,000-54,999	
Early Years Consultant		50,000-54,999	
Team Manager - Safeguarding		50,000-54,999	
Team Manager - Safeguarding		50,000-54,999	
Team Manager - Safeguarding		50,000-54,999	Fixed term until 31/07/2024
Team Manager - Academy		50,000-54,999	Fixed term until 31/03/2024
Team Manager - Safeguarding		50,000-54,999	
Team Manager - Family Placement		50,000-54,999	
Schools' Equalities Co-ordinator		50,000-54,999	
Lead in Speech, Language and Communication		50,000-54,999	
Click on Position Title to view Job Description			