

Covering Notes

Please find below a summary of the information provided in each of the tabs.

Tier 1-3	Provides a full list of those within the top 3 tiers or of the organisation. Where the postholder's salary is £150, 000 or above, the individual is named.
Summary	Provides a list of all posts, where the postholder's total earnings were above £50,000 or more within the period 1st December 2023 to 30th November 2024 (earnings for this period are shown within £5,000 bandings). This shows the tier in which each post sits within the organisational structure.
Directorate Lists (Strategy & Partnerships through to Adults, Health and Commissioning)	<p>Contains all of the posts shown in the summary section, broken down by the individual Directorates. Where there are multiple posts of the same type and the postholders earnings for the period are within the same banding, they have been grouped together for ease of reference, e.g. Group Account - 4 (number of posts shown in Column C).</p> <p>Posts are listed separately where there is only one role of this type, the roles are the same, but the postholder's earnings are within different bandings, or a post has a specialism attached to the role, e.g Programme Manager - Innovation and cannot be assumed to be identical to another Programme Manager role.</p>

TIERS 1-3

Tier	Position (post holder details are given for posts with an FTE salary of above £150,000)	Directorate / Organisation	Post holder (only given for roles with an FTE salary of 150K and above)	FTE salary in £5K bands (except for roles with a salary of 150,000 and above)	Bottom of pay grade for the position	Top of pay grade for the position	Employment Type	Contact details
1	Chief Executive	Corporate Leadership Team	Stephen Moir	200,593	200,593	229,098	Permanent	chief.executive@cambridgeshire.gov.uk
2	Executive Director for Adults, Health and Commissioning	Corporate Leadership Team	Patrick Warren-Higgs	176,231	170,953	186,789	Permanent	patrick.warren-higgs@cambridgeshire.gov.uk
2	Executive Director for Children, Education and Families	Corporate Leadership Team	Martin Purbrick	176,231	170,953	186,789	Permanent	martin.purbrick@cambridgeshire.gov.uk
2	Executive Director of Finance and Resources	Corporate Leadership Team	Michael Hudson	169,897	154,061	169,897	Permanent	michael.hudson@cambridgeshire.gov.uk
2	Executive Director of Strategy and Partnerships	Corporate Leadership Team	Sue Grace	164,618	154,061	169,897	Permanent	sue.grace@cambridgeshire.gov.uk
3	Acting Director of the Greater Cambridge Partnership (GCP)	Greater Cambridge Partnership	Peter Blake	159,339	154,061	169,897	Acting up	peter.blake@cambridgeshire.gov.uk
2	Executive Director of Place and Sustainability	Corporate Leadership Team	Francis Jordan	169,897	154,061	169,897	Permanent	frank.jordan@cambridgeshire.gov.uk
3	Service Director: Education	Children, Education and Families		140,000 - 144,999	136,113	151,949	Permanent	
3	Director of Public Health (Acting)	Adults, Health and Commissioning		135,000 - 139,999	136,113	151,949	Acting	
3	Service Director: Finance and Procurement	Finance and Resources		130,000 - 134,999	119,221	131,890	Permanent	
3	Service Director: Legal and Governance	Strategy and Partnerships		125,000 - 129,999	119,221	131,890	Permanent	
3	Service Director: Children's Social Care and Targeted Support	Children, Education and Families		115,000 - 119,999	119,221	131,890	Permanent	
3	Service Director: Customer and Digital Services	Finance and Resources		115,000 - 119,999	119,221	131,890	Permanent	
3	Programme Director - City Access (GCP)	Greater Cambridge Partnership		115,000 - 119,999	119,221	131,890	Permanent	
3	Service Director: Infrastructure and Project Delivery	Place and Sustainability		115,000 - 119,999	119,221	131,890	Permanent	
3	Service Director: Environment, Planning and Economy	Place and Sustainability		115,000 - 119,999	119,221	131,890	Permanent	
3	Service Director: Adult Social Care	Adults, Health and Commissioning		110,000 - 114,999	102,329	114,998	Permanent	
3	Service Director: Property Services	Finance and Resources		110,000 - 114,999	102,329	114,998	Permanent	
3	Service Director: Human Resources	Strategy and Partnerships		110,000 - 114,999	102,329	114,998	Permanent	
3	Service Director: Communities, Libraries and Skills	Strategy and Partnerships		105,000 - 109,999	102,329	114,998	Permanent	
3	Service Director: Quality Assurance and Practice Improvement	Children, Education and Families		100,000 - 104,999	102,329	114,998	Permanent	
3	Service Director: Fostering, Adoption and Corporate Parenting	Children, Education and Families		100,000 - 104,999	102,329	114,998	Permanent	
3	Assistant Director of Strategy and Programmes (GCP)	Greater Cambridge Partnership		100,000 - 104,999	102,329	114,998	Permanent	
3	Assistant Director of Sustainable and Inclusive Growth (GCP)	Greater Cambridge Partnership		100,000 - 104,999	102,329	114,998	Permanent	
3	Service Director: Policy, Insight and Change	Strategy and Partnerships		100,000 - 104,999	102,329	114,998	Permanent	
3	Assistant Director of Climate and Energy Services	Place and Sustainability		95,000 - 99,999	85,437	98,106	Permanent	
3	Head of Communications	Strategy and Partnerships		80,000 - 84,999	77,915	84,003	Permanent	
3	Principal Social Worker (Children's)	Children, Education and Families		70,000 - 74,999	65,855	70,928	Permanent	
3	Principal Social Worker (Adults)	Adults, Health and Commissioning		65,000 - 69,999	65,855	70,928	Permanent	
3	Head of Disability Social Care 0-25 Service	Children, Education and Families		75,000 - 75,999	77,915	84,003	Permanent	
3	Head of Emergency planning	Strategy and Partnerships		65,000 - 69,999	65,855	70,928	Permanent	
3	Head of Performance and Strategic Development	Adults, Health and Commissioning		65,000 - 69,999	65,855	70,928	Permanent	
3	Head of Assurance and Transformation	Adults, Health and Commissioning		65,000 - 69,999	65,855	70,928	Fixed Term	

SUMMARY OF ALL POSTS WITH TOTAL REMUNERATION OVER £50,000 IN REPORTING PERIOD

Directorate	Assist Dir	Service	Position Description	Tier	Actual earnings Dec 23 to Nov 24 in £5,000 bands	Salary grade minimum from April 2024	Salary grade maximum from April 2024
Adults, Health and Commissioning	Service Director – LDP and Prevention	LD - In House Provider Services	Relief Support Worker	7	50,000-54,999	24,790	25,183
Children, Education and Families	Children's care services managed by ad	Children's Disability Service	Relief Community Support Worker	7	70,000-74,999	24,790	27,269
Adults, Health and Commissioning	Service Director – LDP and Prevention	Prevention & Early Intervention	SCST Support Worker	7	50,000-54,999	25,584	27,269
Adults, Health and Commissioning	Service Director – LDP and Prevention	Prevention & Early Intervention	Reablement Support Worker	7	50,000-54,999	25,584	27,269
Adults, Health and Commissioning	Service Director – LDP and Prevention	Prevention & Early Intervention	Reablement Support Worker	7	50,000-54,999	25,584	27,269
Adults, Health and Commissioning	Service Director – LDP and Prevention	LD - In House Provider Services	Senior Support Worker	7	50,000-54,999	27,711	30,060
Children, Education and Families	Children's care services managed by ad	Children's Disability Service	Assistant Coordinator Provider	7	50,000-54,999	27,711	35,235
Place and Sustainability	H&T - Highways Mtce	Highways Maintenance	Local Highway Officer	7	50,000-54,999	27,711	37,938
Place and Sustainability	H&T - Highways Mtce	Highways Maintenance	Local Highway Officer	7	50,000-54,999	27,711	37,938
Place and Sustainability	H&T - Highways Mtce	Highways Maintenance	Technical Officer	7	50,000-54,999	27,711	37,938
Place and Sustainability	H&T - Highways Mtce	Highways Maintenance	Local Highway Officer	7	55,000-59,999	27,711	37,938
Children, Education and Families	C&S	Fostering & Supervised Contact Services	Relief Contact Worker	7	50,000-54,999	30,559	35,235
Adults, Health and Commissioning	Service Director – LDP and Prevention	Prevention & Early Intervention	Reablement Support Worker	7	55,000-59,999	23,473	25,361
Adults, Health and Commissioning	Service Director – LDP and Prevention	Prevention & Early Intervention	P&EI Reablement Duty Coordinator	7	50,000-54,999	29,211	23,473
Adults, Health and Commissioning	Public Health	Public Health Service	Senior Public Health Consultant	4	110,000-114,999	87,831	117,706
Adults, Health and Commissioning	Service Director – LDP and Prevention	LD - In House Provider Services	Team Leader	7	65,000-69,999	33,366	35,235
Adults, Health and Commissioning	Service Director – LDP and Prevention	LD - In House Provider Services	Registered Manager	7	50,000-54,999	36,124	37,938
Children, Education and Families	Children's care services managed by ad	Children's Disability Service	Co-ordinator CamPlay	7	50,000-54,999	36,124	37,938
Children, Education and Families	Educ	SEND Specialist Services	Educational Psychologist	7	50,000-54,999	42,422	65,120
Children, Education and Families	Educ	SEND Specialist Services	Educational Psychologist	7	50,000-54,999	42,422	65,120
Children, Education and Families	Educ	SEND Specialist Services	Educational Psychologist	7	50,000-54,999	42,422	65,120
Children, Education and Families	Educ	SEND Specialist Services	Educational Psychologist	7	55,000-59,999	42,422	65,120
Children, Education and Families	Educ	SEND Specialist Services	Educational Psychologist	7	55,000-59,999	42,422	65,120
Children, Education and Families	Educ	SEND Specialist Services	Educational Psychologist	7	55,000-59,999	42,422	65,120
Children, Education and Families	Educ	SEND Specialist Services	Senior Educational Psychologist	7	55,000-59,999	52,678	86,587
Children, Education and Families	Educ	SEND Specialist Services	Senior Educational Psychologist	7	60,000-64,999	52,678	86,587
Children, Education and Families	Educ	SEND Specialist Services	Senior Educational Psychologist	7	60,000-64,999	52,678	86,587
Adults, Health and Commissioning	Commissioning	Mental Health - Staffing	Social Worker	7	50,000-54,999	39,548	42,248
Finance and Resources	Customer & Digital Services	IT Services	Senior Infrastructure Engineer	7	50,000-54,999	39,548	42,248
Place and Sustainability	H&T - Highways Mtce	Highways Maintenance	Engineer	7	50,000-54,999	39,548	42,248
Adults, Health and Commissioning	Commissioning	Mental Health - Staffing	Senior Social Worker	7	55,000-59,999	44,260	47,277
Children, Education and Families	Children's care services managed by ad	Children's Disability Service	Team Manager	6	50,000-54,999	44,260	47,277
Children, Education and Families	C&S	Integrated Front Door	Senior Social Worker	7	50,000-54,999	44,260	47,277
Children, Education and Families	C&S	Integrated Front Door	Senior Social Worker	7	55,000-59,999	44,260	47,277
Children, Education and Families	C&S	Integrated Front Door	Senior Social Worker	7	55,000-59,999	44,260	47,277
Children, Education and Families	C&S	Integrated Front Door	Senior Social Worker	7	55,000-59,999	44,260	47,277
Children, Education and Families	C&S	Integrated Front Door	Senior Social Worker	7	60,000-64,999	44,260	47,277
Children, Education and Families	C&S	Integrated Front Door	Senior Social Worker	7	65,000-69,999	44,260	47,277
Children, Education and Families	C&S	Integrated Front Door	Senior Social Worker	7	65,000-69,999	44,260	47,277
Children, Education and Families	C&S	Integrated Front Door	Senior Social Worker	7	70,000-74,999	44,260	47,277
Finance and Resources	Customer & Digital Services	IT Services	Infrastructure Team Leader	7	50,000-54,999	44,260	47,277
Adults, Health and Commissioning	Commissioning	Adults Commissioning Staffing	Commissioning Manager	6	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Commissioning	Children's Commissioning - Staffing	Commissioning Manager - SEND	6	50,000-54,999	49,500	52,835

Adults, Health and Commissioning	Service Director – Care & Assessment	Safeguarding	DoLS Team Manager	6	50,000-54,999	49,500	52,835
Directorate	Assist Dir	Service	Position Description	Tier	Actual earnings Dec 23 to Nov 24 in £5,000 bands	Salary grade minimum from April 2024	Salary grade maximum from April 2024
Adults, Health and Commissioning	Executive Director: Adults, Health & Co	Principal Social Worker, Practice and Safeg	Quality and Practice Team Manager	6	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Commissioning	Adults Commissioning Staffing	Commissioning Manager	6	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Commissioning	Children's Commissioning - Staffing	Commissioning Manager - CIC	6	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Service Director – Care & Assessment	Assessment & Care Management	Team Manager	6	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Service Director – Care & Assessment	Safeguarding	Manager Multi Agency Safeguarding Hub	6	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Service Director – LDP and Prevention	LD - In House Provider Services	Operations Manager Accommodation Services	6	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Service Director – LDP and Prevention	LD - Young Adults Team	Team Manager	6	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Commissioning	Mental Health - Staffing	Mental Health Social Worker Manager	6	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Service Director – Care & Assessment	Assessment & Care Management	Team Manager	6	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Service Director – Care & Assessment	Assessment & Care Management	Team Manager	6	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Commissioning	Children's Commissioning - Staffing	Commissioning Manager	6	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Executive Director: Adults, Health & Co	Principal Social Worker, Practice and Safeg	Customer Care Manager	6	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Public Health	Public Health Service	Senior Partnership Manager – Older People and falls	6	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Service Director – LDP and Prevention	Prevention & Early Intervention	Team Manager Adult Early Help	6	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Service Director – LDP and Prevention	Prevention & Early Intervention	Team Manager Occupational Therapy	6	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Commissioning	Mental Health - Staffing	Mental Health Social Worker Manager	6	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Commissioning	Adults Commissioning Staffing	Commissioning Manager	6	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Commissioning	Mental Health - Staffing	Mental Health Social Worker Manager	6	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Adoption	RAA Agency Advisor	7	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Safeguarding and Quality Assurance	Independent Chair	7	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Support to Parents	Supporting Families Lead Officer	7	50,000-54,999	49,500	52,835
Children, Education and Families	Children's care services managed by ad	Children's Disability Service	Team Manager	6	50,000-54,999	49,500	52,835
Children, Education and Families	Educ	School Improvement Service	Mathematics Adviser	7	50,000-54,999	49,500	52,835
Children, Education and Families	Educ	SEND Specialist Services	Preparing for Adulthood Lead	7	50,000-54,999	49,500	52,835
Children, Education and Families	Educ	SEND Specialist Services	Strategic SEND Finance Manager	6	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Corporate Parenting	Team Manager	6	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Family Safeguarding East	Team Manager	6	50,000-54,999	49,500	52,835
Children, Education and Families	Educ	School Improvement Service	English Adviser	7	50,000-54,999	49,500	52,835
Children, Education and Families	Educ	School Improvement Service	English Adviser	7	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Adoption	Team Manager	6	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Adoption	Team Manager	6	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Integrated Front Door	Team Manager	6	50,000-54,999	49,500	52,835
Children, Education and Families	Educ	Alternative Provision and Inclusion	Inclusion Delivery Manager	6	50,000-54,999	49,500	52,835
Children, Education and Families	Educ	School Improvement Service	English Adviser	7	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Family Safeguarding East	Team Manager	6	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Adoption	Team Manager	6	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Corporate Parenting	Team Manager	6	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Family Safeguarding West	Team Manager	6	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Fostering & Supervised Contact Services	Team Manager	6	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Integrated Front Door	Team Manager	6	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Safeguarding and Quality Assurance	Children's Complaints Manager	6	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Safeguarding and Quality Assurance	Independent Chair	7	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Safeguarding and Quality Assurance	Independent Chair	7	50,000-54,999	49,500	52,835

Children, Education and Families	C&S	Safeguarding and Quality Assurance	Independent Chair	7	50,000-54,999	49,500	52,835
Directorate	Assist Dir	Service	Position Description	Tier	Actual earnings Dec 23 to Nov 24 in £5,000 bands	Salary grade minimum from April 2024	Salary grade maximum from April 2024
Children, Education and Families	C&S	Safeguarding and Quality Assurance	Independent Chair	7	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Safeguarding and Quality Assurance	Independent Chair	7	50,000-54,999	49,500	52,835
Children, Education and Families	Children's care services managed by ad	Children's Disability Service	Service Development Manager	6	50,000-54,999	49,500	52,835
Children, Education and Families	Educ	School Improvement Service	Education Wellbeing Adviser, PE and Sport	7	50,000-54,999	49,500	52,835
Children, Education and Families	Educ	SEND Specialist Services	SEND District Manager	6	50,000-54,999	49,500	52,835
Children, Education and Families	Educ	SEND Specialist Services	SEND District Manager	6	50,000-54,999	49,500	52,835
Children, Education and Families	Traded Services	ICT Service (Education)	SEND Technology Advisor	7	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Fostering & Supervised Contact Services	Fostering Panel Advisor	7	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Youth Offending Service	Area Team Manager Case Practise and Physical Health	6	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Targeted Support Service - North	Team Manager Early Help Hub	6	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Safeguarding and Quality Assurance	Independent Chair	7	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Corporate Parenting	Team Manager	6	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Corporate Parenting	Team Manager	6	50,000-54,999	49,500	52,835
Children, Education and Families	C&S	Fostering & Supervised Contact Services	Team Manager	6	55,000-59,999	49,500	52,835
Children, Education and Families	C&S	Youth Offending Service	Area Team Manager High Risk and Targeted Services	6	55,000-59,999	49,500	52,835
Children, Education and Families	C&S	Fostering & Supervised Contact Services	Team Manager	6	55,000-59,999	49,500	52,835
Children, Education and Families	C&S	Integrated Front Door	Team Manager	6	60,000-64,999	49,500	52,835
Children, Education and Families	C&S	Integrated Front Door	Team Manager	6	65,000-69,999	49,500	52,835
Finance and Resources	Customer & Digital Services	IT Services	Technical & Solutions Architect	7	50,000-54,999	49,500	52,835
Finance and Resources	Customer & Digital Services	IT Services	Technical & Solutions Architect	7	50,000-54,999	49,500	52,835
Finance and Resources	Resources Directorate	Property Services	Premises Programme Manager	6	50,000-54,999	49,500	52,835
Finance and Resources	Customer & Digital Services	IT Services	Senior Business Analyst	7	50,000-54,999	49,500	52,835
Finance and Resources	Customer & Digital Services	IT Services	Senior Project Manager	6	50,000-54,999	49,500	52,835
Finance and Resources	Resources Directorate	Professional Finance	Group Accountant	7	50,000-54,999	49,500	52,835
Finance and Resources	Resources Directorate	Property Services	Facilities Manager	6	50,000-54,999	49,500	52,835
Finance and Resources	Customer & Digital Services	IT Services	Senior Project Manager	6	50,000-54,999	49,500	52,835
Finance and Resources	Resources Directorate	Lead Authority Services	LGSS Claims Team Leader	7	50,000-54,999	49,500	52,835
Finance and Resources	Customer & Digital Services	IT Services	Eastnet Service Manager	6	50,000-54,999	49,500	52,835
Finance and Resources	Customer & Digital Services	IT Services	IT Finance & Contract Manager	6	50,000-54,999	49,500	52,835
Finance and Resources	Customer & Digital Services	IT Services	Senior Project Manager	6	50,000-54,999	49,500	52,835
Finance and Resources	Customer & Digital Services	IT Services	Technical & Solutions Architect	7	50,000-54,999	49,500	52,835
Finance and Resources	Resources Directorate	Lead Authority Services	Business Systems Change & Engagement Manager	6	50,000-54,999	49,500	52,835
Finance and Resources	Resources Directorate	Property Compliance	Compliance Manager	6	50,000-54,999	49,500	52,835
Finance and Resources	Resources Directorate	Property Services	Client Property and Resources Manager	6	50,000-54,999	49,500	52,835
Finance and Resources	Resources Directorate	Lead Authority Services	Environment and Supplier Manager	6	50,000-54,999	49,500	52,835
Finance and Resources	Customer & Digital Services	IT Services	Senior Business Analyst	7	50,000-54,999	49,500	52,835
Finance and Resources	Resources Directorate	Professional Finance	Group Accountant	7	50,000-54,999	49,500	52,835
Finance and Resources	Resources Directorate	Professional Finance	Senior Finance Business Partner	6	50,000-54,999	49,500	52,835
Finance and Resources	Resources Directorate	Professional Finance	Group Accountant	7	50,000-54,999	49,500	52,835
Finance and Resources	Resources Directorate	Professional Finance	Group Accountant	7	50,000-54,999	49,500	52,835
Finance and Resources	Resources Directorate	Professional Finance	Senior Finance Business Partner	6	50,000-54,999	49,500	52,835
Finance and Resources	Resources Directorate	Professional Finance	Group Accountant	7	55,000-59,999	49,500	52,835
Finance and Resources	Resources Directorate	Professional Finance	Group Accountant	7	55,000-59,999	49,500	52,835

Finance and Resources	Resources Directorate	Professional Finance	Group Accountant	7	55,000-59,999	49,500	52,835
Directorate	Assist Dir	Service	Position Description	Tier	Actual earnings Dec 23 to Nov 24 in £5,000 bands	Salary grade minimum from April 2024	Salary grade maximum from April 2024
Finance and Resources	Resources Directorate	Professional Finance	Group Accountant	7	55,000-59,999	49,500	52,835
Finance and Resources	Resources Directorate	Professional Finance	Group Accountant	7	55,000-59,999	49,500	52,835
Finance and Resources	Customer & Digital Services	IT Services	Senior Project Manager	6	55,000-59,999	49,500	52,835
Finance and Resources	Customer & Digital Services	IT Services	Programme and Governance Support Manager	6	55,000-59,999	49,500	52,835
Greater Cambridge Partnership	GCP	City Deal with Greater Cambridge Partnersh	GCP Business Manager	5	55,000-59,999	49,500	52,835
Place and Sustainability	Climate Change & Energy Service	Climate and Energy Services	Programme Manager	6	50,000-54,999	49,500	52,835
Place and Sustainability	Connecting Cambridgeshire	Connecting Cambridgeshire	Digital Inclusion Lead	7	50,000-54,999	49,500	52,835
Place and Sustainability	H&T - Project Delivery	Project Delivery	Project Manager	6	50,000-54,999	49,500	52,835
Place and Sustainability	H&T - Project Delivery	Project Delivery	Project Manager	6	50,000-54,999	49,500	52,835
Place and Sustainability	H&T - Project Delivery	Project Delivery	Project Manager	6	50,000-54,999	49,500	52,835
Place and Sustainability	H&T - Trans, Strat & Dev	Transport & Infrastructure Policy & Funding	Principal Active Travel Officer - Active Travel Audit	7	50,000-54,999	49,500	52,835
Place and Sustainability	Planning, Growth & Environment	Planning and Sustainable Growth	Principal Planning Officer	7	50,000-54,999	49,500	52,835
Place and Sustainability	Planning, Growth & Environment	Planning and Sustainable Growth	Principal Planning Officer Development Management	7	50,000-54,999	49,500	52,835
Place and Sustainability	H&T - Trans, Strat & Dev	Highways Development Management	Principal Highway Development Management Engineer	7	50,000-54,999	49,500	52,835
Place and Sustainability	H&T - Trans, Strat & Dev	Traffic Management	Street Works & Permitting Manager	6	50,000-54,999	49,500	52,835
Place and Sustainability	Climate Change & Energy Service	Climate and Energy Services	Lead Project Manager	6	50,000-54,999	49,500	52,835
Place and Sustainability	H&T - Highways Mtce	Asset Management	Assets Strategy Manager	6	50,000-54,999	49,500	52,835
Place and Sustainability	H&T - Highways Mtce	Highways Maintenance	Structures and VRS Team Manager	6	50,000-54,999	49,500	52,835
Place and Sustainability	Planning, Growth & Environment	Planning and Sustainable Growth	Principal Transport Officer Major Developments	7	50,000-54,999	49,500	52,835
Place and Sustainability	H&T - Trans, Strat & Dev	Parking Enforcement	Parking Operations and Enforcement Manager	6	50,000-54,999	49,500	52,835
Place and Sustainability	H&T - Trans, Strat & Dev	Park & Ride	Bus Operation and Facilities Manager	6	50,000-54,999	49,500	52,835
Place and Sustainability	H&T - Trans, Strat & Dev	Traffic Management	Signals and Systems Manager	6	50,000-54,999	49,500	52,835
Place and Sustainability	H&T - Trans, Strat & Dev	Transport & Infrastructure Policy & Funding	Transport Modelling Manager	6	50,000-54,999	49,500	52,835
Place and Sustainability	Connecting Cambridgeshire	Connecting Cambridgeshire	Programme Manager - Infrastructure	6	50,000-54,999	49,500	52,835
Place and Sustainability	Connecting Cambridgeshire	Connecting Cambridgeshire	Programme Manager - Innovation	6	50,000-54,999	49,500	52,835
Place and Sustainability	H&T - Highways Mtce	Highways Maintenance	Carriageways Footways Cycleways Team Manager	6	60,000-64,999	49,500	52,835
Strategy and Partnerships	Communities, Libraries & Skills	Cambridgeshire Skills	Area Manager Quality	6	50,000-54,999	49,500	52,835
Strategy and Partnerships	Communities, Libraries & Skills	Cambridgeshire Skills	Senior Manager - Subcontracting, MI and Compliance	6	50,000-54,999	49,500	52,835
Strategy and Partnerships	Executive Director: Strategy & Partnersh	Learning & Development	Career and Leadership Development Manager	6	50,000-54,999	49,500	52,835
Strategy and Partnerships	Communities, Libraries & Skills	Communities	Community Team Manager	6	50,000-54,999	49,500	52,835
Strategy and Partnerships	Communities, Libraries & Skills	Communities	Community Team Manager	6	50,000-54,999	49,500	52,835
Strategy and Partnerships	Communities, Libraries & Skills	Domestic Abuse and Sexual Violence Servic	Domestic Abuse Partnership Manager	6	50,000-54,999	49,500	52,835
Strategy and Partnerships	Communities, Libraries & Skills	Policy, Insight & Programmes	Programme Manager	6	50,000-54,999	49,500	52,835
Strategy and Partnerships	Communities, Libraries & Skills	Public Library Services	Bibliographical and Library Support Services Manager	6	50,000-54,999	49,500	52,835
Strategy and Partnerships	Executive Director: Strategy & Partnersh	Communications	Senior Communications Manager - Campaigns & Projects	6	50,000-54,999	49,500	52,835
Strategy and Partnerships	Executive Director: Strategy & Partnersh	Communications	Senior Communications Manager - News and External Aff	6	50,000-54,999	49,500	52,835
Strategy and Partnerships	Executive Director: Strategy & Partnersh	Communications	Senior Communications Manager - Web and Digital	6	50,000-54,999	49,500	52,835
Strategy and Partnerships	Executive Director: Strategy & Partnersh	Learning & Development	Children's Workforce L&D Business Partner	7	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Service Director – LDP and Prevention	Prevention & Early Intervention	Operational Lead - Assessment	4	50,000-54,999	55,427	59,654
Adults, Health and Commissioning	Service Director – Care & Assessment	Service Director - Care & Assessment	Servce Manager - Carers	5	50,000-54,999	55,427	59,654
Adults, Health and Commissioning	Public Health	Public Health Service	Commissioning Team Manager	5	50,000-54,999	55,427	59,654
Adults, Health and Commissioning	Public Health	Public Health Service	Team Leader - Partnership & Commissioning Primary Care	5	50,000-54,999	55,427	59,654
Adults, Health and Commissioning	Commissioning	Adults Commissioning Staffing	Complex Brokerage Manager	5	50,000-54,999	55,427	59,654

Adults, Health and Commissioning	Commissioning	Adults Commissioning Staffing	Senior Commissioning Manager	5	50,000-54,999	55,427	59,654
Adults, Health and Commissioning	Commissioning	Adults Commissioning Staffing	Senior Contract and Account Manager	5	50,000-54,999	55,427	59,654
Adults, Health and Commissioning	Commissioning	Central Commissioning - Adults	Senior Commissioning Manager	5	50,000-54,999	55,427	59,654
Adults, Health and Commissioning	Public Health	Public Health Service	Team Leader - Partnership & Commissioning Behaviour C	5	50,000-54,999	55,427	59,654
Adults, Health and Commissioning	Service Director – Care & Assessment	Safeguarding	Service Manager - Safeguarding	5	50,000-54,999	55,427	59,654
Adults, Health and Commissioning	Service Director – LDP and Prevention	Transfers of Care	Service Manager	5	50,000-54,999	55,427	59,654
Adults, Health and Commissioning	Service Director – LDP and Prevention	LD - In House Provider Services	Operational Lead, Provider Services	5	50,000-54,999	55,427	59,654
Adults, Health and Commissioning	Commissioning	Adults Commissioning Staffing	Adults Brokerage Manager	5	50,000-54,999	55,427	59,654
Adults, Health and Commissioning	Service Director – Care & Assessment	Service Director - Care & Assessment	Service Manager	5	55,000-59,999	55,427	59,654
Adults, Health and Commissioning	Commissioning	Adults Commissioning Staffing	Senior Commissioning Manager	5	55,000-59,999	55,427	59,654
Adults, Health and Commissioning	Service Director – Care & Assessment	Service Director - Care & Assessment	Service Manager	5	55,000-59,999	55,427	59,654
Adults, Health and Commissioning	Service Director – LDP and Prevention	Prevention & Early Intervention	Operational Lead - Reablement	5	55,000-59,999	55,427	59,654
Adults, Health and Commissioning	Commissioning	Adults Commissioning Staffing	Senior Contract and Account Manager	5	55,000-59,999	55,427	59,654
Adults, Health and Commissioning	Public Health	Public Health Service	Commissioning Team Manager	5	55,000-59,999	55,427	59,654
Adults, Health and Commissioning	Service Director – LDP and Prevention	Prevention & Early Intervention	Quality, Compliance and Registered Manager	5	55,000-59,999	55,427	59,654
Children, Education and Families	C&S	Corporate Parenting	Service Manager	5	50,000-54,999	55,427	59,654
Children, Education and Families	C&S	Youth Offending Service	Service Manager	5	50,000-54,999	55,427	59,654
Children, Education and Families	C&S	Fostering & Supervised Contact Services	Service Manager	5	50,000-54,999	55,427	59,654
Children, Education and Families	C&S	Corporate Parenting	Senior Specialist Clinician	5	50,000-54,999	55,427	59,654
Children, Education and Families	Educ	Education Capital	Capital Construction Cost Manager	5	50,000-54,999	55,427	59,654
Children, Education and Families	Educ	Education Capital	Programme Manager - Minor Capital Works	5	50,000-54,999	55,427	59,654
Children, Education and Families	Educ	Outdoor Education (includes Grafham Water)	Manager Grafham Water Centre	5	50,000-54,999	55,427	59,654
Children, Education and Families	Educ	School Improvement Service	Senior Advisor School Governance	5	50,000-54,999	55,427	59,654
Children, Education and Families	Educ	SEND Specialist Services	County SEND District Manager	5	50,000-54,999	55,427	59,654
Children, Education and Families	Educ	Home to School Transport - Mainstream	Strategic Passenger Transport Manager	5	50,000-54,999	55,427	59,654
Children, Education and Families	C&S	Targeted Support Service - North	Targeted Support Service Manager	5	50,000-54,999	55,427	59,654
Children, Education and Families	C&S	Targeted Support Service - North	Targeted Support Service Manager	5	50,000-54,999	55,427	59,654
Children, Education and Families	Children's care services managed by ad	Children's Disability Service	Service Manager	5	50,000-54,999	55,427	59,654
Children, Education and Families	C&S	Corporate Parenting	Senior Specialist Clinician	5	50,000-54,999	55,427	59,654
Children, Education and Families	Children's care services managed by ad	Children's Disability Service	Service Manager	5	50,000-54,999	55,427	59,654
Children, Education and Families	Educ	Education Capital	Education Capital Projects Manager	5	50,000-54,999	55,427	59,654
Children, Education and Families	Educ	School Improvement Service	Leadership Advisor	6	50,000-54,999	55,427	59,654
Children, Education and Families	C&S	Youth Offending Service	Youth Offending Service Manager	5	50,000-54,999	55,427	59,654
Children, Education and Families	Educ	Early Years Service	Early Years Improvement Advisor	7	55,000-59,999	55,427	59,654
Children, Education and Families	Educ	SEND Specialist Services	SEND Development Manager	5	55,000-59,999	55,427	59,654
Children, Education and Families	Educ	School Improvement Service	Lead Mathematics Adviser	5	55,000-59,999	55,427	59,654
Children, Education and Families	C&S	Corporate Parenting	Service Manager	5	55,000-59,999	55,427	59,654
Children, Education and Families	C&S	Targeted Support Service - North	Targeted Support Service Manager	5	55,000-59,999	55,427	59,654
Children, Education and Families	Educ	Virtual School	Virtual School Deputy Head	5	55,000-59,999	55,427	59,654
Children, Education and Families	C&S	Family Safeguarding East	District Manager	5	55,000-59,999	55,427	59,654
Children, Education and Families	C&S	Safeguarding and Quality Assurance	Service Manager Independent Chairs	5	55,000-59,999	55,427	59,654
Children, Education and Families	Educ	Outdoor Education (includes Grafham Water)	Head of Burwell and Outreach	5	55,000-59,999	55,427	59,654
Children, Education and Families	C&S	Family Safeguarding East	Service Manager	5	55,000-59,999	55,427	59,654
Children, Education and Families	C&S	Safeguarding and Quality Assurance	Service Manager Independent Chairs	5	55,000-59,999	55,427	59,654
Children, Education and Families	C&S	Strategic Management - Children & Safegua	Children's Workforce Programme Advisor	4	55,000-59,999	55,427	59,654
Children, Education and Families	Children's care services managed by ad	Children's Disability Service	Group Manager - Provider Services	5	55,000-59,999	55,427	59,654
Children, Education and Families	Educ	0-19 Organisation & Planning	Safeguarding Manager	5	55,000-59,999	55,427	59,654
Children, Education and Families	Educ	School Improvement Service	Outdoor Education Adviser	6	55,000-59,999	55,427	59,654

Children, Education and Families	Educ	SEND Specialist Services	Strategic Improvement Manager	5	55,000-59,999	55,427	59,654
Directorate	Assist Dir	Service	Position Description	Tier	Actual earnings Dec 23 to Nov 24 in £5,000 bands	Salary grade minimum from April 2024	Salary grade maximum from April 2024
Children, Education and Families	Executive Director: Children, Education and Families	Executive Director - Children, Education and Families	People & Communities Governance Manager (CCC/PCC)	5	55,000-59,999	55,427	59,654
Children, Education and Families	Traded Services	ICT Service (Education)	Head of Technical Operations, The ICT Service	5	55,000-59,999	55,427	59,654
Children, Education and Families	C&S	Integrated Front Door	Service Manager	5	55,000-59,999	55,427	59,654
Children, Education and Families	C&S	Targeted Support Service - North	Early Help Hub Manager	5	55,000-59,999	55,427	59,654
Children, Education and Families	Traded Services	ICT Service (Education)	Head of Business Development	5	55,000-59,999	55,427	59,654
Children, Education and Families	C&S	Targeted Support Service - North	Targeted Support Service Manager	5	55,000-59,999	55,427	59,654
Children, Education and Families	C&S	Fostering & Supervised Contact Services	Service Manager	5	60,000-64,999	55,427	59,654
Children, Education and Families	C&S	Targeted Support Service - North	Targeted Support Service Manager	5	70,000-74,999	55,427	59,654
Finance and Resources	Customer & Digital Services	IT Services	Enterprise Architect	5	50,000-54,999	55,427	59,654
Finance and Resources	Resources Directorate	Procurement	Senior Procurement Manager	5	50,000-54,999	55,427	59,654
Finance and Resources	Resources Directorate	Property Services	Premises Manager - Building Surveyor	5	50,000-54,999	55,427	59,654
Finance and Resources	Customer & Digital Services	IT Services	ASKIT Service Manager	5	50,000-54,999	55,427	59,654
Finance and Resources	Customer & Digital Services	IT Services	Programme & Deliver Manager	5	55,000-59,999	55,427	59,654
Finance and Resources	Resources Directorate	Procurement	Senior Procurement Manager	5	55,000-59,999	55,427	59,654
Finance and Resources	Resources Directorate	Procurement	Senior Procurement Manager	5	55,000-59,999	55,427	59,654
Finance and Resources	Customer & Digital Services	Customer Services	Operational Performance Manager	5	55,000-59,999	55,427	59,654
Finance and Resources	Customer & Digital Services	IT Services	Business Systems Service Manager	5	55,000-59,999	55,427	59,654
Finance and Resources	Customer & Digital Services	IT Services	Sec Ops Manager	5	55,000-59,999	55,427	59,654
Finance and Resources	Resources Directorate	Strategic Assets	Asset Manager Urban	5	60,000-64,999	55,427	59,654
Greater Cambridge Partnership	GCP	City Deal with Greater Cambridge Partnership	GCP Senior Project Delivery Manager	4	55,000-59,999	55,427	59,654
Greater Cambridge Partnership	GCP	City Deal with Greater Cambridge Partnership	GCP Senior Project Delivery Manager	4	55,000-59,999	55,427	59,654
Greater Cambridge Partnership	GCP	City Deal with Greater Cambridge Partnership	GCP Senior Project Delivery Manager	4	55,000-59,999	55,427	59,654
Greater Cambridge Partnership	GCP	City Deal with Greater Cambridge Partnership	GCP Senior Project Delivery Manager	4	55,000-59,999	55,427	59,654
Greater Cambridge Partnership	GCP	City Deal with Greater Cambridge Partnership	GCP Senior Project Delivery Manager	4	55,000-59,999	55,427	59,654
Place and Sustainability	H&T - Project Delivery	Project Delivery	Senior Project Manager	5	50,000-54,999	55,427	59,654
Place and Sustainability	H&T - Project Delivery	Street Lighting	Framework Manager	5	50,000-54,999	55,427	59,654
Place and Sustainability	Planning, Growth & Environment	Planning and Sustainable Growth	Development and Policy Manager	5	50,000-54,999	55,427	59,654
Place and Sustainability	Planning, Growth & Environment	Planning and Sustainable Growth	Planning and Growth Manager	5	50,000-54,999	55,427	59,654
Place and Sustainability	Planning, Growth & Environment	Planning and Sustainable Growth	Transport Assessment Manager	5	50,000-54,999	55,427	59,654
Place and Sustainability	Planning, Growth & Environment	Waste Disposal including PFI	Commercial Manager	5	50,000-54,999	55,427	59,654
Place and Sustainability	Planning, Growth & Environment	Waste Disposal including PFI	Waste Services Manager	5	50,000-54,999	55,427	59,654
Place and Sustainability	Planning, Growth & Environment	Planning and Sustainable Growth	Business Manager County Planning Minerals and Waste	5	50,000-54,999	55,427	59,654
Place and Sustainability	H&T - Project Delivery	Project Delivery	Team Leader Programme Management Office	5	55,000-59,999	55,427	59,654
Place and Sustainability	H&T - Trans, Strat & Dev	Transport & Infrastructure Policy & Funding	Active Travel Manager	5	55,000-59,999	55,427	59,654
Place and Sustainability	H&T - Project Delivery	Project Delivery	Senior Project Manager	5	55,000-59,999	55,427	59,654
Place and Sustainability	Planning, Growth & Environment	Natural and Historic Environment	Flood Risk Business Manager	5	55,000-59,999	55,427	59,654
Place and Sustainability	H&T - Trans, Strat & Dev	Transport & Infrastructure Policy & Funding	Transport and Infrastructure Strategy Manager	5	55,000-59,999	55,427	59,654
Strategy and Partnerships	Executive Director: Strategy & Partnerships	Human Resources	EDI Business Partner	5	50,000-54,999	55,427	59,654
Strategy and Partnerships	Executive Director: Strategy & Partnerships	Learning & Development	Children's Social Care Development Academy Manager	5	50,000-54,999	55,427	59,654
Strategy and Partnerships	Communities, Libraries & Skills	Policy, Insight & Programmes	Governance & Performance Manager	5	50,000-54,999	55,427	59,654
Strategy and Partnerships	Communities, Libraries & Skills	Policy, Insight & Programmes	Policy & Insight Manager	5	50,000-54,999	55,427	59,654
Strategy and Partnerships	Executive Director: Strategy & Partnerships	Emergency Planning	Covid Inquiry Officer	4	50,000-54,999	55,427	59,654
Strategy and Partnerships	Executive Director: Strategy & Partnerships	Human Resources	Strategic Health and Safety Manager	5	50,000-54,999	55,427	59,654

Strategy and Partnerships	Executive Director: Strategy & Partnerships	Human Resources	Strategic HR Business Partner	5	50,000-54,999	55,427	59,654
Directorate	Assist Dir	Service	Position Description	Tier	Actual earnings Dec 23 to Nov 24 in £5,000 bands	Salary grade minimum from April 2024	Salary grade maximum from April 2024
Strategy and Partnerships	Communities, Libraries & Skills	Policy, Insight & Programmes	Service Improvement Manager	5	50,000-54,999	55,427	59,654
Strategy and Partnerships	Executive Director: Strategy & Partnerships	Human Resources	Strategic HR Business Partner	5	50,000-54,999	55,427	59,654
Strategy and Partnerships	Executive Director: Strategy & Partnerships	Human Resources	Strategic HR Business Partner	5	55,000-59,999	55,427	59,654
Strategy and Partnerships	Communities, Libraries & Skills	Policy, Insight & Programmes	Policy & Insight Manager	5	55,000-59,999	55,427	59,654
Strategy and Partnerships	Legal & Governance Services	Democratic & Member Services	Democratic Services Manager	5	55,000-59,999	55,427	59,654
Children, Education and Families	Educ	Strategic Management - Education	Acting Assistant Director - Schools and Settings Improvement	3	85,000-89,999	102,329	114,998
Greater Cambridge Partnership	GCP	City Deal with Greater Cambridge Partnership	Acting Director of the Greater Cambridge Partnership (GCP)	3	145,000-149,999	154,061	169,897
Place and Sustainability	Climate Change & Energy Service	Climate and Energy Services	Assistant Director of Climate and Energy Services	3	95,000 - 99,999	85,437	98,106
Adults, Health and Commissioning	Executive Director: Adults, Health & Commissioning	Executive Director - Adults, Health & Commissioning	Principal Social Worker (Adults)	3	65,000-69,999	65,855	70,928
Children, Education and Families	Educ	Strategic Management - Education	Assistant Director Inclusion (SEND and Vulnerable Children)	4	90,000-94,999	102,329	114,998
Children, Education and Families	Educ	Strategic Management - Education	Assistant Director Schools and Settings Improvement	4	80,000-84,999	102,329	114,998
Adults, Health and Commissioning	Public Health	Public Health Service	Director of Public Health (Acting)	3	115,000 - 119,999	136,113	151,949
Adults, Health and Commissioning	Executive Director: Adults, Health & Commissioning	Executive Director - Adults, Health & Commissioning	Executive Director for Adults, Health and Commissioning	2	170,000 - 174,999	170,953	186,789
Children, Education and Families	Executive Director: Children, Education and Families	Executive Director - Children, Education and Families	Executive Director for Children, Education and Families	2	170,000 - 174,999	170,953	186,789
Finance and Resources	Executive Director: Finance & Resources	Executive Director: Finance & Resources	Executive Director of Finance and Resources	2	160,000 - 164,999	154,061	169,897
Place and Sustainability	Executive Director: Place & Sustainability	Executive Director: Place & Sustainability	Executive Director of Place and Sustainability	2	160,000 - 164,999	154,061	169,897
Strategy and Partnerships	Executive Director: Strategy & Partnerships	Executive Director: Strategy & Partnerships	Executive Director of Strategy and Partnership	2	155,000 - 159,999	154,061	169,897
Greater Cambridge Partnership	GCP	City Deal with Greater Cambridge Partnership	Assistant Director of Strategy and Programmes (GCP)	4	95,000 - 99,999	102,329	114,998
Greater Cambridge Partnership	GCP	City Deal with Greater Cambridge Partnership	Assistant Director Sustainable and Inclusive Growth (GCP)	4	85,000-89,999	102,329	114,998
Greater Cambridge Partnership	GCP	City Deal with Greater Cambridge Partnership	GCP Head of Communications	4	65,000-69,999	65,855	70,928
Greater Cambridge Partnership	GCP	City Deal with Greater Cambridge Partnership	GCP Head of Innovation and Technology	4	75,000-79,999	77,915	84,003
Greater Cambridge Partnership	GCP	City Deal with Greater Cambridge Partnership	GCP Head of Programme	5	75,000-79,999	77,915	84,003
Greater Cambridge Partnership	GCP	City Deal with Greater Cambridge Partnership	Programme Director - City Access (GCP)	3	115,000 - 119,999	119,221	131,890
Children, Education and Families	Children's care services managed by adult services	Children's Disability Service	Head of Disability Social Care 0-25 Service	3	75,000-79,999	77,915	84,003
Strategy and Partnerships	Communities, Libraries & Skills	Cambridgeshire Skills	Head of Adult Learning & Skills	4	75,000-79,999	77,915	84,003
Adults, Health and Commissioning	Service Director – Care & Assessment	Service Director - Care & Assessment	Head of Adults Finance Operations	4	80,000-84,999	77,915	84,003
Children, Education and Families	Educ	Alternative Provision and Inclusion	Head of Alternative and Specialist SEND Provision	4	55,000-59,999	65,855	70,928
Adults, Health and Commissioning	Service Director – Care & Assessment	Service Director - Care & Assessment	Head of Assessment & Care Management	4	75,000-79,999	77,915	84,003
Place and Sustainability	H&T - Highways Mtce	Asset Management	Head of Asset Management, Design and Delivery	4	65,000-69,999	77,915	84,003
Finance and Resources	Resources Directorate	Strategic Assets	Head of Assets	4	65,000-69,999	65,855	70,928
Strategy and Partnerships	Legal & Governance Services	Internal Audit	Head of Audit & Risk Management	4	80,000-84,999	77,915	84,003
Finance and Resources	Customer & Digital Services	IT Services	Head of Business Systems & Digital	4	80,000-84,999	77,915	84,003
Children, Education and Families	Educ	Cambridgeshire Music	Head of Cambridgeshire Music	4	65,000-69,999	65,855	70,928
Strategy and Partnerships	Communities, Libraries & Skills	Policy, Insight & Programmes	Head of Change Portfolio	4	50,000-54,999	65,855	70,928
Strategy and Partnerships	Communities, Libraries & Skills	Changing Futures	Head of Changing Futures	4	60,000-64,999	65,855	70,928
Place and Sustainability	Climate Change & Energy Service	Climate and Energy Services	Head of Climate Change and Economy	4	75,000-79,999	77,915	84,003
Finance and Resources	Resources Directorate	Procurement	Head of Commercial and Procurement	4	65,000-69,999	85,437	98,106
Adults, Health and Commissioning	Commissioning	Service Director - Commissioning	Head of Commercial, Contract Management & Brokerage	3	110,000-114,999	102,329	114,998
Adults, Health and Commissioning	Commissioning	Service Director - Commissioning	Head of Commissioning Adult Social Care	4	95,000 - 99,999	85,437	98,106
Strategy and Partnerships	Executive Director: Strategy & Partnerships	Communications	Head of Communications	3	70,000-74,999	77,915	84,003
Strategy and Partnerships	Communities, Libraries & Skills	Communities	Head of Communities	4	75,000-79,999	77,915	84,003
Place and Sustainability	H&T - Project Delivery	Project Delivery	Head of Complex Infrastructure	4	65,000-69,999	65,855	70,928

Children, Education and Families	C&S	Corporate Parenting	Head of Corporate Parenting	4	75,000-79,999	77,915	84,003
Directorate	Assist Dir	Service	Position Description	Tier	Actual earnings Dec 23 to Nov 24 in £5,000 bands	Salary grade minimum from April 2024	Salary grade maximum from April 2024
Finance and Resources	Customer & Digital Services	Customer Services	Head of Customer Services	4	65,000-69,999	65,855	70,928
Place and Sustainability	Connecting Cambridgeshire	Connecting Cambridgeshire	Head of Digital Connectivity	4	55,000-59,999	77,915	84,003
Finance and Resources	Executive Director: Finance & Resources	Service Director of Finance & Procurement	Head of Diligence & Best Value	4	80,000-84,999	77,915	84,003
Children, Education and Families	Educ	Strategic Management - Education	Head of Education Operations	4	75,000-79,999	77,915	84,003
Strategy and Partnerships	Executive Director: Strategy & Partnerships	Emergency Planning	Head of Emergency Planning	3	65,000-69,999	65,855	70,928
Finance and Resources	Resources Directorate	Property Services	Head of Facilities Management	4	65,000-69,999	65,855	70,928
Finance and Resources	Resources Directorate	Professional Finance	Head of Finance	4	90,000-94,999	85,437	98,106
Finance and Resources	Resources Directorate	Lead Authority Services	Head of Finance Operations	4	80,000-84,999	77,915	84,003
Place and Sustainability	H&T - Highways Mtce	Highways Maintenance	Head of Highways Maintenance and Management	4	70,000-74,999	65,855	70,928
Strategy and Partnerships	Executive Director: Strategy & Partnerships	Human Resources	Head of HR and Recruitment	4	65,000-69,999	65,855	70,928
Finance and Resources	Customer & Digital Services	IT Services	Head of IT Strategy Projects & Programmes	4	80,000-84,999	77,915	84,003
Strategy and Partnerships	Executive Director: Strategy & Partnerships	Learning & Development	Head of Learning and Development	4	65,000-69,999	65,855	70,928
Strategy and Partnerships	Communities, Libraries & Skills	Public Library Services	Head of Libraries, Archives and Culture	4	75,000-79,999	77,915	84,003
Place and Sustainability	Planning, Growth & Environment	Natural and Historic Environment	Head of Natural and Historic Environment	4	70,000-74,999	77,915	84,003
Place and Sustainability	H&T - Trans, Strat & Dev	Traffic Management	Head of Parking and Traffic Management	4	50,000-54,999	65,855	70,928
Adults, Health and Commissioning	Commissioning	Service Director - Commissioning	Head of Partnerships & Programmes	4	75,000-79,999	77,915	84,003
Adults, Health and Commissioning	Executive Director: Adults, Health & Commissioning	Executive Director - Adults, Health & Commissioning	Head of Performance and Strategic Development	3	65,000-69,999	65,855	70,928
Place and Sustainability	Planning, Growth & Environment	Planning and Sustainable Growth	Head of Planning	4	75,000-79,999	77,915	84,003
Adults, Health and Commissioning	Public Health	Public Health Service	Head of Public Health Business Programmes	4	65,000-69,999	65,855	70,928
Children, Education and Families	C&S	Adoption	Head of Regional Adoption Agency	4	65,000-69,999	65,855	70,928
Children, Education and Families	Educ	SEND Specialist Services	Head of SEND	4	55,000-59,999	77,915	84,003
Adults, Health and Commissioning	Commissioning	Service Director - Commissioning	Head of Service Childrens Commissioning	4	85,000-89,999	85,437	98,106
Place and Sustainability	Regulatory Services	Registration & Citizenship Services	Head of Service Coroners and Registration Service	4	55,000-59,999	65,855	70,928
Children, Education and Families	C&S	Family Safeguarding East	Head of Service Family Safeguarding (CCC & PCC)	4	85,000-89,999	77,915	84,003
Children, Education and Families	C&S	Fostering & Supervised Contact Services	Head of Service Fostering & Supervised Contact (CCC & PCC)	4	70,000-74,999	77,915	84,003
Adults, Health and Commissioning	Service Director – LDP and Prevention	Service Director - LDP, P&EI, Transfer of Care	Head of Service Operations	4	80,000-84,999	77,915	84,003
Adults, Health and Commissioning	Service Director – LDP and Prevention	Service Director - LDP, P&EI, Transfer of Care	Head of Service Transfers of Care	4	60,000-64,999	77,915	84,003
Place and Sustainability	H&T - Trans, Strat & Dev	Asst Director - Transport, Strategy & Development	Head of Sustainable Transport and Strategy	4	75,000-79,999	65,855	70,928
Children, Education and Families	C&S	Targeted Support Service - North	Head of Targeted Support North	4	80,000-84,999	77,915	84,003
Children, Education and Families	Traded Services	ICT Service (Education)	Head of The ICT Service	4	65,000-69,999	65,855	70,928
Adults, Health and Commissioning	Service Director – LDP and Prevention	LD Head of Service	Head of the Learning Disability Partnership	4	70,000-74,999	77,915	84,003
Children, Education and Families	Educ	Virtual School	Head of Virtual School	4	65,000-69,999	65,855	70,928
Place and Sustainability	Planning, Growth & Environment	Waste Disposal including PFI	Head of Waste Operations	4	75,000-79,999	77,915	84,003
Place and Sustainability	Planning, Growth & Environment	Waste Disposal including PFI	Head of Waste Strategy	4	75,000-79,999	77,915	84,003
Strategy and Partnerships	Executive Director: Strategy & Partnerships	Human Resources	Head of Workforce Policy and Wellbeing	4	60,000-64,999	65,855	70,928
Children, Education and Families	C&S	Youth Offending Service	Head of Youth Justice, Exploitation and Adolescents	4	70,000-74,999	77,915	84,003
Adults, Health and Commissioning	Service Director – LDP and Prevention	LD Head of Service	Lead Service Manager Operations	4	65,000-69,999	65,855	70,928
Children, Education and Families	Educ	School Improvement Service	Primary Adviser	5	60,000-64,999	65,855	70,928
Children, Education and Families	Educ	School Improvement Service	Primary Adviser	5	65,000-69,999	65,855	70,928
Children, Education and Families	Executive Director: Children, Education and Families	Executive Director - Children, Education and Families	Principal Social Worker (Children's)	3	65,000-69,999	65,855	70,928
Children, Education and Families	Educ	School Improvement Service	School Improvement Adviser	5	65,000-69,999	65,855	70,928
Children, Education and Families	Educ	Early Years Service	Senior Adviser	5	65,000-69,999	65,855	70,928
Children, Education and Families	Educ	Early Years Service	Senior Adviser - EYS	5	55,000-59,999	65,855	70,928

Children, Education and Families	Educ	Early Years Service	Senior Adviser EYS	5	50,000-54,999	65,855	70,928
Directorate	Assist Dir	Service	Position Description	Tier	Actual earnings Dec 23 to Nov 24 in £5,000 bands	Salary grade minimum from April 2024	Salary grade maximum from April 2024
Children, Education and Families	Educ	School Improvement Service	Senior Adviser for Leadership	5	65,000-69,999	65855	70928
Adults, Health and Commissioning	Public Health	Public Health Service	Senior Public Health Commissioning Manager	4	65,000-69,999	65,855	70,928
Children, Education and Families	Executive Director: Children, Education and Families	Executive Director - Children, Education and Families	Service Director: Fostering, Adoption & Corporate Parenting	3	95,000 - 99,999	102,329	114,998
Adults, Health and Commissioning	Executive Director: Adults, Health & Commissioning	Executive Director - Adults, Health & Commissioning	Service Director: Adult Social Care	3	110,000-114,999	102,329	114,998
Children, Education and Families	Executive Director: Children, Education and Families	Executive Director - Children, Education and Families	Service Director: Children's Social Care and Targeted Support	3	95,000 - 99,999	119,221	131,890
Finance and Resources	Executive Director: Finance & Resources	Service Director of Finance & Procurement	Service Director: Finance and Procurement	3	125,000 - 129,999	119,221	131,890
Strategy and Partnerships	Communities, Libraries & Skills	Policy, Insight & Programmes	Service Director: Policy, Insight and Change	3	80,000-84,999	102,329	114,998
Strategy and Partnerships	Executive Director: Strategy & Partnerships	Human Resources	Service Director: Human Resources	3	100,000-104,999	102,329	114,998
Place and Sustainability	H&T - Project Delivery	Asst Director - Project Delivery	Service Director: Infrastructure and Project Delivery	3	115,000 - 119,999	119,221	131,890
Finance and Resources	Resources Directorate	Property Services	Service Director: Property Services	3	105,000-109,999	102,329	114,998
Children, Education and Families	Executive Director: Children, Education and Families	Executive Director - Children, Education and Families	Service Director: Quality Assurance and Practice Improvement	3	95,000 - 99,999	102,329	114,998
Strategy and Partnerships	Legal & Governance Services	Legal & Governance Services	Service Director: Legal and Governance	3	125,000 - 129,999	119,221	131,890
Strategy and Partnerships	Communities, Libraries & Skills	Strategic management - Communities and Libraries	Service Director: Communities, Libraries and Skills	3	100,000-104,999	102,329	114,998
Place and Sustainability	Planning, Growth & Environment	Asst Director - Planning, Growth & Environment	Service Director: Environment, Planning and Economy	3	105,000-109,999	119,221	131,890
Children, Education and Families	Educ	0-19 Organisation & Planning	Strategic Admissions & Attendance Manager	4	60,000-64,999	65,855	70,928
Finance and Resources	Resources Directorate	Lead Authority Services	Strategic Exchequer Manager	5	60,000-64,999	65,855	70,928
Finance and Resources	Resources Directorate	Professional Finance	Strategic Finance Manager	5	60,000-64,999	65,855	70,928
Finance and Resources	Resources Directorate	Professional Finance	Strategic Finance Manager	5	65,000-69,999	65,855	70,928
Finance and Resources	Resources Directorate	Professional Finance	Strategic Finance Manager	5	65,000-69,999	65,855	70,928
Finance and Resources	Resources Directorate	Professional Finance	Strategic Finance Manager	5	65,000-69,999	65,855	70,928
Adults, Health and Commissioning	Commissioning	Adults Commissioning Staffing	Strategic Lead	5	65,000-69,999	65,855	70,928
Place and Sustainability	Planning, Growth & Environment	Waste Disposal including PFI	Waste Partnership Manager - RECAP	5	65,000-69,999	65,855	70,928
Place and Sustainability	Planning, Growth & Environment	Waste Disposal including PFI	Waste Strategy Manager	5	60,000-64,999	65,855	70,928
Place and Sustainability	Regulatory Services	Coroners	Area Coroner	6	105,000-109,999	offscale	offscale
Place and Sustainability	Regulatory Services	Coroners	Area Coroner	6	85,000-89,999	offscale	offscale
Place and Sustainability	Regulatory Services	Coroners	Area Coroner	6	90,000-94,999	offscale	offscale
Place and Sustainability	Regulatory Services	Coroners	HM Coroner	4	95,000 - 99,999	offscale	offscale
Strategy and Partnerships	Executive Director: Strategy & Partnerships	Chief Executive Office	Chief Executive	1	195,000 - 199,999	200,593	229,098
Strategy and Partnerships	Executive Director: Strategy & Partnerships	Learning & Development	Adult Social Care L&D Business Partner	5	50,000-54,999	offscale	offscale
Children, Education and Families	Educ	SEND Specialist Services	Manager Sensory Support Team 0-25 years	5	65,000-69,999	62,202	68,586
Schools	SMI's	Schools	Deputy Headteacher	7	55,000-59,999	57,831	65,286
Schools	SMI's	Schools	Headteacher Pilgrim Pathways	6	75,000-79,999	75,675	81,441
Children, Education and Families	Educ	SEND Specialist Services	Specialist Teacher	7	50,000-54,999	45,646	49,084
Children, Education and Families	Educ	SEND Specialist Services	Specialist Teacher	7	50,000-54,999	45,646	49,084
Children, Education and Families	Educ	SEND Specialist Services	Language and Communication Needs Specialist Teacher	7	50,000-54,999	45,646	49,084
Children, Education and Families	Educ	SEND Specialist Services	Senior Specialist Teacher	7	50,000-54,999	45,646	49,084
Children, Education and Families	Educ	SEND Specialist Services	Specialist Teacher	7	50,000-54,999	45,646	49,084
Children, Education and Families	Educ	SEND Specialist Services	Specialist Teacher	7	50,000-54,999	45,646	49,084
Children, Education and Families	Educ	SEND Specialist Services	Specialist Teacher	7	50,000-54,999	45,646	49,084
Children, Education and Families	Educ	SEND Specialist Services	Strategic SEND Support Specialist Teacher	7	50,000-54,999	45,646	49,084
Children, Education and Families	Educ	SEND Specialist Services	Strategic SEND Support Specialist Teacher	7	50,000-54,999	45,646	49,084
Children, Education and Families	Educ	SEND Specialist Services	Lead Teacher Visual Impairment	7	50,000-54,999	45,646	49,084
Children, Education and Families	Educ	SEND Specialist Services	Teacher of the Deaf	7	50,000-54,999	45,646	49,084

Children, Education and Families	Educ	SEND Specialist Services	Teacher of the Deaf	7	50,000-54,999	45,646	49,084
Children, Education and Families	Educ	SEND Specialist Services	Teacher of the Deaf	7	50,000-54,999	45,646	49,084
Children, Education and Families	Educ	SEND Specialist Services	Teacher of the Deaf	7	50,000-54,999	45,646	49,084
Children, Education and Families	Educ	SEND Specialist Services	Teacher of the Visually Impaired	7	50,000-54,999	45,646	49,084
Children, Education and Families	Educ	SEND Specialist Services	Teacher of the Visually Impaired	7	50,000-54,999	45,646	49,084
Children, Education and Families	Educ	SEND Specialist Services	Access and Inclusion Coordinator	7	55,000-59,999	45,646	49,084
Children, Education and Families	Educ	SEND Specialist Services	Lead Teacher Hearing Impairment	7	55,000-59,999	45,646	49,084
Children, Education and Families	Educ	SEND Specialist Services	County Strategic SEND Support Team Manager	5	60,000-64,999	45,646	49,084

INDIVIDUAL DIRECTORATE LISTS

Directorate	Position Description	No. in post	Actual earnings Dec 23 to Nov 24 in £5,000 bands	Salary grade minimum from April 2024	Salary grade maximum from April 2024
Strategy and Partnerships	Adult Social Care L&D Business Partner	1	50,000-54,999	offscale	offscale
Strategy and Partnerships	Area Manager Quality	1	50,000-54,999	49,500	52,835
Strategy and Partnerships	Bibliographical and Library Support Services Manager	1	50,000-54,999	49,500	52,835
Strategy and Partnerships	Career and Leadership Development Manager	1	50,000-54,999	49,500	52,835
Strategy and Partnerships	Chief Executive	1	195,000 - 199,999	200,593	229,098
Strategy and Partnerships	Children's Social Care Development Academy Manager	1	50,000-54,999	55,427	59,654
Strategy and Partnerships	Children's Workforce L&D Business Partner	1	50,000-54,999	49,500	52,835
Strategy and Partnerships	Community Team Manager	1	50,000-54,999	49,500	52,835
Strategy and Partnerships	Community Team Manager	1	50,000-54,999	49,500	52,835
Strategy and Partnerships	Covid Inquiry Officer	1	50,000-54,999	55,427	59,654
Strategy and Partnerships	Democratic Services Manager	1	55,000-59,999	55,427	59,654
Strategy and Partnerships	Domestic Abuse Partnership Manager	1	50,000-54,999	49,500	52,835
Strategy and Partnerships	EDI Business Partner	1	50,000-54,999	55,427	59,654
Strategy and Partnerships	Executive Director of Strategy and Partnerships	1	155,000 - 159,999	154,061	169,897
Strategy and Partnerships	Governance & Performance Manager	1	50,000-54,999	55,427	59,654
Strategy and Partnerships	Head of Adult Learning & Skills	1	75,000-79,999	77,915	84,003
Strategy and Partnerships	Head of Audit & Risk Management	1	80,000-84,999	77,915	84,003
Strategy and Partnerships	Head of Change Portfolio	1	50,000-54,999	65,855	70,928
Strategy and Partnerships	Head of Changing Futures	1	60,000-64,999	65,855	70,928
Strategy and Partnerships	Head of Communications	1	70,000-74,999	77,915	84,003
Strategy and Partnerships	Head of Communities	1	75,000-79,999	77,915	84,003
Strategy and Partnerships	Head of Emergency Planning	1	65,000-69,999	65,855	70,928
Strategy and Partnerships	Head of HR and Recruitment	1	65,000-69,999	65,855	70,928
Strategy and Partnerships	Head of Learning and Development	1	65,000-69,999	65,855	70,928
Strategy and Partnerships	Head of Libraries, Archives and Culture	1	75,000-79,999	77,915	84,003
Strategy and Partnerships	Head of Workforce Policy and Wellbeing	1	60,000-64,999	65,855	70,928
Strategy and Partnerships	Policy & Insight Manager	1	50,000-54,999	55,427	59,654
Strategy and Partnerships	Policy & Insight Manager	1	55,000-59,999	55,427	59,654
Strategy and Partnerships	Programme Manager	1	50,000-54,999	49,500	52,835
Strategy and Partnerships	Senior Communications Manager - Campaigns & Projects	1	50,000-54,999	49,500	52,835
Strategy and Partnerships	Senior Communications Manager - News and External Affairs	1	50,000-54,999	49,500	52,835
Strategy and Partnerships	Senior Communications Manager - Web and Digital	1	50,000-54,999	49,500	52,835
Strategy and Partnerships	Senior Manager - Subcontracting, MI and Compliance	1	50,000-54,999	49,500	52,835
Strategy and Partnerships	Service Director: Policy, Insight and Change	1	80,000-84,999	102,329	114,998
Strategy and Partnerships	Service Director: Human Resources	1	100,000-104,999	102,329	114,998
Strategy and Partnerships	Service Director: Legal and Governance	1	125,000 - 129,999	119,221	131,890
Strategy and Partnerships	Service Director: Communities, Libraries and Skills	1	100,000-104,999	102,329	114,998
Strategy and Partnerships	Service Improvement Manager	1	50,000-54,999	55,427	59,654
Strategy and Partnerships	Strategic Health and Safety Manager	1	50,000-54,999	55,427	59,654
Strategy and Partnerships	Strategic HR Business Partner	1	50,000-54,999	55,427	59,654
Strategy and Partnerships	Strategic HR Business Partner	1	50,000-54,999	55,427	59,654
Strategy and Partnerships	Strategic HR Business Partner	1	55,000-59,999	55,427	59,654

TOTAL 42

Directorate	Position Description	No. in post	Actual earnings Dec 23 to Nov 24 in £5,000 bands	Salary grade minimum from April 2024	Salary grade maximum from April 2024
Place and Sustainability	Active Travel Manager	1	55,000-59,999	55,427	59,654
Place and Sustainability	Assistant Director of Climate and Energy Services	1	95,000 - 99,999	85,437	98,106
Place and Sustainability	Area Coroner	1	85,000-89,999	offscale	offscale
Place and Sustainability	Area Coroner	1	90,000-94,999	offscale	offscale
Place and Sustainability	Area Coroner	1	105,000-109,999	offscale	offscale
Place and Sustainability	Assets Strategy Manager	1	50,000-54,999	49,500	52,835
Place and Sustainability	Bus Operation and Facilities Manager	1	50,000-54,999	49,500	52,835
Place and Sustainability	Business Manager County Planning Minerals and Waste	1	50,000-54,999	55,427	59,654
Place and Sustainability	Carriageways Footways Cycleways Team Manager	1	60,000-64,999	49,500	52,835
Place and Sustainability	Commercial Manager	1	50,000-54,999	55,427	59,654
Place and Sustainability	Development and Policy Manager	1	50,000-54,999	55,427	59,654
Place and Sustainability	Digital Inclusion Lead	1	50,000-54,999	49,500	52,835
Place and Sustainability	Engineer	1	50,000-54,999	39,548	42,248
Place and Sustainability	Executive Director of Place and Sustainability	1	60,000 - 164,999	154,061	169,897
Place and Sustainability	Flood Risk Business Manager	1	55,000-59,999	55,427	59,654
Place and Sustainability	Framework Manager	1	50,000-54,999	55,427	59,654
Place and Sustainability	Head of Asset Management, Design and Delivery	1	65,000-69,999	77,915	84,003
Place and Sustainability	Head of Climate Change and Economy	1	75,000-79,999	77,915	84,003
Place and Sustainability	Head of Complex Infrastructure	1	65,000-69,999	65,855	70,928
Place and Sustainability	Head of Digital Connectivity	1	55,000-59,999	77,915	84,003
Place and Sustainability	Head of Highways Maintenance and Management	1	70,000-74,999	65,855	70,928
Place and Sustainability	Head of Natural and Historic Environment	1	70,000-74,999	77,915	84,003
Place and Sustainability	Head of Parking and Traffic Management	1	50,000-54,999	65,855	70,928
Place and Sustainability	Head of Planning	1	75,000-79,999	77,915	84,003
Place and Sustainability	Head of Service Coroners and Registration Service	1	55,000-59,999	65,855	70,928
Place and Sustainability	Head of Sustainable Transport and Strategy	1	75,000-79,999	65,855	70,928
Place and Sustainability	Head of Waste Operations	1	75,000-79,999	77,915	84,003
Place and Sustainability	Head of Waste Strategy	1	75,000-79,999	77,915	84,003
Place and Sustainability	HM Coroner	1	95,000 - 99,999	offscale	offscale
Place and Sustainability	Lead Project Manager	1	50,000-54,999	49,500	52,835
Place and Sustainability	Local Highway Officer	2	50,000-54,999	27,711	37,938
Place and Sustainability	Local Highway Officer	1	55,000-59,999	27,711	37,938
Place and Sustainability	Parking Operations and Enforcement Manager	1	50,000-54,999	49,500	52,835
Place and Sustainability	Planning and Growth Manager	1	50,000-54,999	55,427	59,654
Place and Sustainability	Principal Active Travel Officer - Active Travel Audit	1	50,000-54,999	49,500	52,835
Place and Sustainability	Principal Highway Development Management Engineer	1	50,000-54,999	49,500	52,835
Place and Sustainability	Principal Planning Officer	1	50,000-54,999	49,500	52,835
Place and Sustainability	Principal Planning Officer Development Management	1	50,000-54,999	49,500	52,835
Place and Sustainability	Principal Transport Officer Major Developments	1	50,000-54,999	49,500	52,835
Place and Sustainability	Programme Manager	1	50,000-54,999	49,500	52,835
Place and Sustainability	Programme Manager - Infrastructure	1	50,000-54,999	49,500	52,835
Place and Sustainability	Programme Manager - Innovation	1	50,000-54,999	49,500	52,835
Place and Sustainability	Project Manager	3	50,000-54,999	49,500	52,835
Place and Sustainability	Senior Project Manager	1	50,000-54,999	55,427	59,654

Directorate	Position Description	No. in post	Actual earnings Dec 23 to Nov 24 in £5,000 bands	Salary grade minimum from April 2024	Salary grade maximum from April 2024
Place and Sustainability	Senior Project Manager	1	55,000-59,999	55,427	59,654
Place and Sustainability	Service Director Infrastructure and Project Delivery	1	15,000 - 119,999	119,221	131,890
Place and Sustainability	Service Director: Environment, Planning and Economy	1	105,000-109,999	119,221	131,890
Place and Sustainability	Signals and Systems Manager	1	50,000-54,999	49,500	52,835
Place and Sustainability	Street Works & Permitting Manager	1	50,000-54,999	49,500	52,835
Place and Sustainability	Structures and VRS Team Manager	1	50,000-54,999	49,500	52,835
Place and Sustainability	Team Leader Programme Management Office	1	55,000-59,999	55,427	59,654
Place and Sustainability	Technical Officer	1	50,000-54,999	27,711	37,938
Place and Sustainability	Transport and Infrastructure Strategy Manager	1	55,000-59,999	55,427	59,654
Place and Sustainability	Transport Assessment Manager	1	50,000-54,999	55,427	59,654
Place and Sustainability	Transport Modelling Manager	1	50,000-54,999	49,500	52,835
Place and Sustainability	Waste Partnership Manager - RECAP	1	65,000-69,999	65,855	70,928
Place and Sustainability	Waste Services Manager	1	50,000-54,999	55,427	59,654
Place and Sustainability	Waste Strategy Manager	1	60,000-64,999	65,855	70,928
Greater Cambridge Partnership	Acting Director of the Greater Cambridge Partnership (GCP)	1	145,000-149,999	154,061	169,897
Greater Cambridge Partnership	Assistant Director of Strategy and Programmes (GCP)	1	95,000 - 99,999	102,329	114,998
Greater Cambridge Partnership	Assistant Director Sustainable and Inclusive Growth (GCP)	1	85,000-89,999	102,329	114,998
Greater Cambridge Partnership	GCP Business Manager	1	55,000-59,999	49,500	52,835
Greater Cambridge Partnership	GCP Head of Communications	1	65,000-69,999	65,855	70,928
Greater Cambridge Partnership	GCP Head of Innovation and Technology	1	75,000-79,999	77,915	84,003
Greater Cambridge Partnership	GCP Head of Programme	1	75,000-79,999	77,915	84,003
Greater Cambridge Partnership	Programme Director - City Access (GCP)	1	15,000 - 119,999	119,221	131,890
Greater Cambridge Partnership	GCP Senior Project Delivery Manager	5	55,000-59,999	55,427	59,654
					Total 74

Directorate	Position Description	No.in post	Actual earnings Dec 23 to Nov 24 in £5,000 bands	Salary grade minimum from April 2024	Salary grade maximum from April 2024	
Finance and Resources	ASKIT Service Manager	1	50,000-54,999	55,427	59,654	
Finance and Resources	Asset Manager Urban	1	60,000-64,999	55,427	59,654	
Finance and Resources	Business Systems Change & Engagement Manager	1	50,000-54,999	49,500	52,835	
Finance and Resources	Business Systems Service Manager	1	55,000-59,999	55,427	59,654	
Finance and Resources	Client Property and Resources Manager	1	50,000-54,999	49,500	52,835	
Finance and Resources	Compliance Manager	1	50,000-54,999	49,500	52,835	
Finance and Resources	Eastnet Service Manager	1	50,000-54,999	49,500	52,835	
Finance and Resources	Enterprise Architect	1	50,000-54,999	55,427	59,654	
Finance and Resources	Environment and Supplier Manager	1	50,000-54,999	49,500	52,835	
Finance and Resources	Executive Director of Finance and Resources	1	160,000 - 164,999	154,061	169,897	
Finance and Resources	Facilities Manager	1	50,000-54,999	49,500	52,835	
Finance and Resources	Group Accountant	4	50,000-54,999	49,500	52,835	
Finance and Resources	Group Accountant	5	55,000-59,999	49,500	52,835	
Finance and Resources	Head of Assets	1	65,000-69,999	65,855	70,928	
Finance and Resources	Head of Business Systems & Digital	1	80,000-84,999	77,915	84,003	
Finance and Resources	Head of Commercial and Procurement	1	65,000-69,999	85,437	98,106	
Finance and Resources	Head of Customer Services	1	65,000-69,999	65,855	70,928	
Finance and Resources	Head of Diligence & Best Value	1	80,000-84,999	77,915	84,003	
Finance and Resources	Head of Facilities Management	1	65,000-69,999	65,855	70,928	
Finance and Resources	Head of Finance	1	90,000-94,999	85,437	98,106	
Finance and Resources	Head of Finance Operations	1	80,000-84,999	77,915	84,003	
Finance and Resources	Head of IT Strategy Projects & Programmes	1	80,000-84,999	77,915	84,003	
Finance and Resources	Infrastructure Team Leader	1	50,000-54,999	44,260	47,277	
Finance and Resources	IT Finance & Contract Manager	1	50,000-54,999	49,500	52,835	
Finance and Resources	LGSS Claims Team Leader	1	50,000-54,999	49,500	52,835	
Finance and Resources	Operational Performance Manager	1	55,000-59,999	55,427	59,654	
Finance and Resources	Premises Manager - Building Surveyor	1	50,000-54,999	55,427	59,654	
Finance and Resources	Premises Programme Manager	1	50,000-54,999	49,500	52,835	
Finance and Resources	Programme & Deliver Manager	1	55,000-59,999	55,427	59,654	
Finance and Resources	Programme and Governance Support Manager	1	55,000-59,999	49,500	52,835	
Finance and Resources	Sec Ops Manager	1	55,000-59,999	55,427	59,654	
Finance and Resources	Senior Business Analyst	2	50,000-54,999	49,500	52,835	
Finance and Resources	Senior Finance Business Partner	2	50,000-54,999	49,500	52,835	
Finance and Resources	Senior Infrastructure Engineer	1	50,000-54,999	39,548	42,248	
Finance and Resources	Senior Procurement Manager	1	50,000-54,999	55,427	59,654	
Finance and Resources	Senior Procurement Manager	2	55,000-59,999	55,427	59,654	
Finance and Resources	Senior Project Manager	3	50,000-54,999	49,500	52,835	
Finance and Resources	Senior Project Manager	1	55,000-59,999	49,500	52,835	
Finance and Resources	Service Director: Finance and Procurement	1	125,000 - 129,999	119,221	131,890	
Finance and Resources	Service Director: Property Services	1	105,000-109,999	102,329	114,998	
Finance and Resources	Strategic Exchequer Manager	1	60,000-64,999	65,855	70,928	
Finance and Resources	Strategic Finance Manager	1	60,000-64,999	65,855	70,928	
Finance and Resources	Strategic Finance Manager	3	65,000-69,999	65,855	70,928	
Finance and Resources	Technical & Solutions Architect	3	50,000-54,999	49,500	52,835	Total 60

Directorate	Position Description	Number in post	Actual earnings Dec 23 to Nov 24 in £5,000 bands	Salary grade minimum from April 2024	Salary grade maximum from April 2024
Children, Education and Families	Access and Inclusion Coordinator	1	55,000-59,999	45,646	49,084
Children, Education and Families	Acting Assistant Director - Schools and Settings Improvement	1	85,000-89,999	102,329	114,998
Children, Education and Families	Area Team Manager Case Practise and Physical Health	1	50,000-54,999	49,500	52,835
Children, Education and Families	Area Team Manager High Risk and Targeted Services	1	55,000-59,999	49,500	52,835
Children, Education and Families	Assistant Coordinator Provider	1	50,000-54,999	27,711	35,235
Children, Education and Families	Assistant Director Inclusion (SEND and Vulnerable Children)	1	90,000-94,999	102,329	114,998
Children, Education and Families	Assistant Director Schools and Settings Improvement	1	80,000-84,999	102,329	114,998
Children, Education and Families	Capital Construction Cost Manager	1	50,000-54,999	55,427	59,654
Children, Education and Families	Children's Complaints Manager	1	50,000-54,999	49,500	52,835
Children, Education and Families	Children's Workforce Programme Advisor	1	55,000-59,999	55,427	59,654
Children, Education and Families	Co-ordinator CamPlay	1	50,000-54,999	36,124	37,938
Children, Education and Families	County SEND District Manager	1	50,000-54,999	55,427	59,654
Children, Education and Families	County Strategic SEND Support Team Manager	1	60,000-64,999	45,646	49,084
Children, Education and Families	Deputy Headteacher	1	55,000-59,999	57,831	65,286
Children, Education and Families	District Manager	1	55,000-59,999	55,427	59,654
Children, Education and Families	Early Help Hub Manager	1	55,000-59,999	55,427	59,654
Children, Education and Families	Early Years Improvement Advisor	1	55,000-59,999	55,427	59,654
Children, Education and Families	Education Capital Projects Manager	1	50,000-54,999	55,427	59,654
Children, Education and Families	Education Wellbeing Adviser, PE and Sport	1	50,000-54,999	49,500	52,835
Children, Education and Families	Educational Psychologist	3	50,000-54,999	42,422	65,120
Children, Education and Families	Educational Psychologist	3	55,000-59,999	42,422	65,120
Children, Education and Families	English Adviser	3	50,000-54,999	49,500	52,835
Children, Education and Families	Executive Director for Children, Education and Families	1	170,000 - 174,999	170,953	186,789
Children, Education and Families	Fostering Panel Advisor	1	50,000-54,999	49,500	52,835
Children, Education and Families	Group Manager - Provider Services	1	55,000-59,999	55,427	59,654
Children, Education and Families	Head of Disability Social Care 0-25 Service	1	75,000-79,999	77,915	84,003
Children, Education and Families	Head of Alternative and Specialist SEND Provision	1	55,000-59,999	65,855	70,928
Children, Education and Families	Head of Burwell and Outreach	1	55,000-59,999	55,427	59,654
Children, Education and Families	Head of Business Development	1	55,000-59,999	55,427	59,654
Children, Education and Families	Head of Cambridgeshire Music	1	65,000-69,999	65,855	70,928
Children, Education and Families	Head of Corporate Parenting	1	75,000-79,999	77,915	84,003
Children, Education and Families	Head of Education Operations	1	75,000-79,999	77,915	84,003
Children, Education and Families	Head of Regional Adoption Agency	1	65,000-69,999	65,855	70,928
Children, Education and Families	Head of SEND	1	55,000-59,999	77,915	84,003
Children, Education and Families	Head of Service Family Safeguarding (CCC & PCC)	1	85,000-89,999	77,915	84,003
Children, Education and Families	Head of Service Fostering & Supervised Contact (CCC & PCC)	1	70,000-74,999	77,915	84,003
Children, Education and Families	Head of Targeted Support North	1	80,000-84,999	77,915	84,003
Children, Education and Families	Head of Technical Operations, The ICT Service	1	55,000-59,999	55,427	59,654
Children, Education and Families	Head of The ICT Service	1	65,000-69,999	65,855	70,928
Children, Education and Families	Head of Virtual School	1	65,000-69,999	65,855	70,928
Children, Education and Families	Head of Youth Justice, Exploitation and Adolescents	1	70,000-74,999	77,915	84,003
Children, Education and Families	Headteacher Pilgrim Pathways	1	75,000-79,999	75,675	81,441
Children, Education and Families	Inclusion Delivery Manager	1	50,000-54,999	49,500	52,835
Children, Education and Families	Independent Chair	7	50,000-54,999	49,500	52,835

Directorate	Position Description	Number in post	Actual earnings Dec 23 to Nov 24 in £5,000 bands	Salary grade minimum from April 2024	Salary grade maximum from April 2024
Children, Education and Families	Language and Communication Needs Specialist Teacher	1	50,000-54,999	45,646	49,084
Children, Education and Families	Lead Mathematics Adviser	1	55,000-59,999	55,427	59,654
Children, Education and Families	Lead Teacher Hearing Impairment	1	55,000-59,999	45,646	49,084
Children, Education and Families	Lead Teacher Visual Impairment	1	50,000-54,999	45,646	49,084
Children, Education and Families	Leadership Advisor	1	50,000-54,999	55,427	59,654
Children, Education and Families	Manager Grafham Water Centre	1	50,000-54,999	55,427	59,654
Children, Education and Families	Manager Sensory Support Team 0-25 years	1	65,000-69,999	62,202	68,856
Children, Education and Families	Mathematics Adviser	1	50,000-54,999	49,500	52,835
Children, Education and Families	Outdoor Education Adviser	1	55,000-59,999	55,427	59,654
Children, Education and Families	People & Communities Governance Manager (CCC/PCC)	1	55,000-59,999	55,427	59,654
Children, Education and Families	Preparing for Adulthood Lead	1	50,000-54,999	49,500	52,835
Children, Education and Families	Primary Adviser	1	60,000-64,999	65,855	70,928
Children, Education and Families	Primary Adviser	1	65,000-69,999	65,855	70,928
Children, Education and Families	Principal Social Worker (Children's)	1	65,000-69,999	65,855	70,928
Children, Education and Families	Programme Manager - Minor Capital Works	1	50,000-54,999	55,427	59,654
Children, Education and Families	RAA Agency Advisor	1	50,000-54,999	49,500	52,835
Children, Education and Families	Relief Community Support Worker	1	70,000-74,999	24,790	27,269
Children, Education and Families	Relief Contact Worker	1	50,000-54,999	30,559	35,235
Children, Education and Families	Safeguarding Manager	1	55,000-59,999	55,427	59,654
Children, Education and Families	School Improvement Adviser	1	65,000-69,999	65,855	70,928
Children, Education and Families	SEND Development Manager	1	55,000-59,999	55,427	59,654
Children, Education and Families	SEND District Manager	2	50,000-54,999	49,500	52,835
Children, Education and Families	SEND Technology Advisor	1	50,000-54,999	49,500	52,835
Children, Education and Families	Senior Adviser	1	65,000-69,999	65,855	70,928
Children, Education and Families	Senior Adviser - EYS	1	55,000-59,999	65,855	70,928
Children, Education and Families	Senior Adviser - EYS	1	50,000-54,999	65,855	70,928
Children, Education and Families	Senior Adviser for Leadership	1	65,000-69,999	65,855	70,928
Children, Education and Families	Senior Advisor School Governance	1	50,000-54,999	55,427	59,654
Children, Education and Families	Senior Educational Psychologist	2	60,000-64,999	52,678	86,587
Children, Education and Families	Senior Educational Psychologist	1	55,000-59,999	52,678	86,587
Children, Education and Families	Senior Social Worker	2	65,000-69,999	44,260	47,277
Children, Education and Families	Senior Social Worker	1	50,000-54,999	44,260	47,277
Children, Education and Families	Senior Social Worker	3	55,000-59,999	44,260	47,277
Children, Education and Families	Senior Social Worker	1	60,000-64,999	44,260	47,277
Children, Education and Families	Senior Social Worker	1	70,000-74,999	44,260	47,277
Children, Education and Families	Senior Specialist Clinician	2	50,000-54,999	55,427	59,654
Children, Education and Families	Senior Specialist Teacher	1	50,000-54,999	45,646	49,084
Children, Education and Families	Service Development Manager	1	50,000-54,999	49,500	52,835
Children, Education and Families	Service Director: Fostering, Adoption & Corporate Parenting	1	95,000 - 99,999	102,329	114,998
Children, Education and Families	Service Director: Children's Social Care and Targeted Support	1	95,000 - 99,999	119,221	131,890
Children, Education and Families	Service Director: Quality Assurance and Practice Improvement	1	95,000 - 99,999	102,329	114,998
Children, Education and Families	Service Manager	5	50,000-54,999	55,427	59,654
Children, Education and Families	Service Manager	1	60,000-64,999	55,427	59,654
Children, Education and Families	Service Manager	3	55,000-59,999	55,427	59,654
Children, Education and Families	Service Manager Independent Chairs	2	55,000-59,999	55,427	59,654

Directorate	Position Description	Number in post	Actual earnings Dec 23 to Nov 24 in £5,000 bands	Salary grade minimum from April 2024	Salary grade maximum from April 2024	
Children, Education and Families	Specialist Teacher	5	50,000-54,999	45,646	49,084	
Children, Education and Families	Strategic Admissions & Attendance Manager	1	60,000-64,999	65,855	70,928	
Children, Education and Families	Strategic Improvement Manager	1	55,000-59,999	55,427	59,654	
Children, Education and Families	Strategic Passenger Transport Manager	1	50,000-54,999	55,427	59,654	
Children, Education and Families	Strategic SEND Finance Manager	1	50,000-54,999	49,500	52,835	
Children, Education and Families	Strategic SEND Support Specialist Teacher	2	50,000-54,999	45,646	49,084	
Children, Education and Families	Supporting Families Lead Officer	1	50,000-54,999	49,500	52,835	
Children, Education and Families	Targeted Support Service Manager	1	70,000-74,999	55,427	59,654	
Children, Education and Families	Targeted Support Service Manager	2	50,000-54,999	55,427	59,654	
Children, Education and Families	Targeted Support Service Manager	2	55,000-59,999	55,427	59,654	
Children, Education and Families	Teacher of the Deaf	4	50,000-54,999	45,646	49,084	
Children, Education and Families	Teacher of the Visually Impaired	2	50,000-54,999	45,646	49,084	
Children, Education and Families	Team Manager	15	50,000-54,999	49,500	52,835	
Children, Education and Families	Team Manager	1	60,000-64,999	49,500	52,835	
Children, Education and Families	Team Manager	1	65,000-69,999	49,500	52,835	
Children, Education and Families	Team Manager	2	55,000-59,999	49,500	52,835	
Children, Education and Families	Team Manager Early Help Hub	1	50,000-54,999	49,500	52,835	
Children, Education and Families	Virtual School Deputy Head	1	55,000-59,999	55,427	59,654	
Children, Education and Families	Youth Offending Service Manager	1	50,000-54,999	55,427	59,654	Total 159

Directorate	Position Description	No in post	Actual earnings Dec 23 to Nov 24 in £5,000 bands	Salary grade minimum from April 2024	Salary grade maximum from April 2024
Adults, Health and Commissioning	Principal Social Worker (Adults)	1	65,000-69,999	65,855	70,928
Adults, Health and Commissioning	Adults Brokerage Manager	1	50,000-54,999	55,427	59,654
Adults, Health and Commissioning	Commissioning Manager	4	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Commissioning Manager - CIC	1	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Commissioning Manager - SEND	1	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Commissioning Team Manager	1	55,000-59,999	55,427	59,654
Adults, Health and Commissioning	Commissioning Team Manager	1	50,000-54,999	55,427	59,654
Adults, Health and Commissioning	Complex Brokerage Manager	1	50,000-54,999	55,427	59,654
Adults, Health and Commissioning	Customer Care Manager	1	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Director of Public Health (Acting)	1	115,000 - 119,999	136,113	151,949
Adults, Health and Commissioning	DoLS Team Manager	1	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Executive Director for Adults, Health and Commissioning	1	170,000 - 174,999	170,953	186,789
Adults, Health and Commissioning	Head of Adults Finance Operations	1	80,000-84,999	77,915	84,003
Adults, Health and Commissioning	Head of Assessment & Care Management	1	75,000-79,999	77,915	84,003
Adults, Health and Commissioning	Head of Commercial, Contract Management & Brokerage	1	110,000-114,999	102,329	114,998
Adults, Health and Commissioning	Head of Commissioning Adult Social Care	1	95,000 - 99,999	85,437	98,106
Adults, Health and Commissioning	Head of Partnerships & Programmes	1	75,000-79,999	77,915	84,003
Adults, Health and Commissioning	Head of Performance and Strategic Development	1	65,000-69,999	65,855	70,928
Adults, Health and Commissioning	Head of Public Health Business Programmes	1	65,000-69,999	65,855	70,928
Adults, Health and Commissioning	Head of Service Childrens Commissioning	1	85,000-89,999	85,437	98,106
Adults, Health and Commissioning	Head of Service Operations	1	80,000-84,999	77,915	84,003
Adults, Health and Commissioning	Head of Service Transfers of Care	1	60,000-64,999	77,915	84,003
Adults, Health and Commissioning	Head of the Learning Disability Partnership	1	70,000-74,999	77,915	84,003
Adults, Health and Commissioning	Lead Service Manager Operations	1	65,000-69,999	65,855	70,928
Adults, Health and Commissioning	Manager Multi Agency Safeguarding Hub	1	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Mental Health Social Worker Manager	3	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Operational Lead - Assessment	1	50,000-54,999	55,427	59,654
Adults, Health and Commissioning	Operational Lead - Reablement	1	55,000-59,999	55,427	59,654
Adults, Health and Commissioning	Operational Lead, Provider Services	1	50,000-54,999	55,427	59,654
Adults, Health and Commissioning	Operations Manager Accommodation Services	1	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	P&EI Reablement Duty Coordinator	1	50,000-54,999	29,211	23,473
Adults, Health and Commissioning	Quality and Practice Team Manager	1	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Quality, Compliance and Registered Manager	1	55,000-59,999	55,427	59,654
Adults, Health and Commissioning	Reablement Support Worker	2	50,000-54,999	25,584	27,269
Adults, Health and Commissioning	Reablement Support Worker	1	55,000-59,999	23,473	25,361
Adults, Health and Commissioning	Registered Manager	1	50,000-54,999	36,124	37,938
Adults, Health and Commissioning	Relief Support Worker	1	50,000-54,999	24,790	25,183
Adults, Health and Commissioning	SCST Support Worker	1	50,000-54,999	25,584	27,269
Adults, Health and Commissioning	Senior Commissioning Manager	2	50,000-54,999	55,427	59,654
Adults, Health and Commissioning	Senior Commissioning Manager	1	55,000-59,999	55,427	59,654
Adults, Health and Commissioning	Senior Contract and Account Manager	1	50,000-54,999	55,427	59,654
Adults, Health and Commissioning	Senior Contract and Account Manager	1	55,000-59,999	55,427	59,654
Adults, Health and Commissioning	Senior Partnership Manager – Older People and falls	1	50,000-54,999	49,500	52,835
Adults, Health and Commissioning	Senior Public Health Commissioning Manager	1	65,000-69,999	65,855	70,928

Directorate	Position Description	No in post	Actual earnings Dec 23 to Nov 24 in £5,000 bands	Salary grade minimum from April 2024	Salary grade maximum from April 2024	
Adults, Health and Commissioning	Senior Public Health Consultant	1	110,000-114,999	87,831	117,706	
Adults, Health and Commissioning	Senior Social Worker	1	55,000-59,999	44,260	47,277	
Adults, Health and Commissioning	Senior Support Worker	1	50,000-54,999	27,711	30,060	
Adults, Health and Commissioning	Service Manager - Carers	1	50,000-54,999	55,427	59,654	
Adults, Health and Commissioning	Service Director: Adult Social Care	1	110,000-114,999	102,329	114,998	
Adults, Health and Commissioning	Service Manager	1	50,000-54,999	55,427	59,654	
Adults, Health and Commissioning	Service Manager	2	55,000-59,999	55,427	59,654	
Adults, Health and Commissioning	Service Manager - Safeguarding	1	50,000-54,999	55,427	59,654	
Adults, Health and Commissioning	Social Worker	1	50,000-54,999	39,548	42,248	
Adults, Health and Commissioning	Strategic Lead	1	65,000-69,999	65,855	70,928	
Adults, Health and Commissioning	Team Leader	1	65,000-69,999	33,366	35,235	
Adults, Health and Commissioning	Team Leader - Partnership & Commissioning Behaviour Change	1	50,000-54,999	55,427	59,654	
Adults, Health and Commissioning	Team Leader - Partnership & Commissioning Primary Care	1	50,000-54,999	55,427	59,654	
Adults, Health and Commissioning	Team Manager	4	50,000-54,999	49,500	52,835	
Adults, Health and Commissioning	Team Manager Adult Early Help	1	50,000-54,999	49,500	52,835	
Adults, Health and Commissioning	Team Manager Occupational Therapy	1	50,000-54,999	49,500	52,835	Total 71