

TEAM BRIEFING SHEET NO. 266

DEPT: Chief Executive	DEPT MANAGER FOR QUESTIONS:	TEAM:
DATE OF BRIEFING: 30 June 2025	DATE AND METHOD OF ISSUE: Via e-mail	PRIORITY LEVEL: <input type="checkbox"/> 1 = Circulation Vital in 2 days

Please note the change to format. This recognises the practice of electronic circulation of Team briefs. This is a trial adjustment to respond to issues raised about communications.

1. *Departments must enter the name of the appropriate manager prior to circulation within their services to provide a contact for questions.*
2. *The information in the Brief must be circulated to the target audience (which may not be all employees) according to the priority above. This is a management responsibility and is not optional. An appropriate means of passing on the information should be adopted.*
3. *A reply must be sent to the source of the brief in each department to confirm that the information has been passed to employees as required.*

<p style="text-align: center;"><u>Management Review Approval/Implementation</u></p> <p>At Full Council on 25 June 2025, Elected Members agreed the implementation of the new management structure following the review that has been underway since November 2024. Background information to the review can be found in Team Brief 265.</p> <p>The new structure follows feedback from staff impacted directly by the changes and a period of formal consultation with them. A transition period will now follow to allow the new structure (Appendix) to be in place from 1 September 2025. This will include recruitment to new posts at Executive Director, Head of Service and Service Manager levels. These posts will be advertised externally on our myjobscotland page over the summer (marked with * in Appendix).</p> <p>The changes we'll see are within the Council's existing budget and aim to increase capacity to drive forward transformation at pace. The strengthened Executive team will focus on providing strategic leadership to allow more collaborative and responsive working practices. Empowering our managers to evolve their services is also a key focus of the new structure.</p> <p>As previously outlined, the next phase of the review will see the transition of services across the Council into this new structure. This will begin in the autumn once posts have been recruited to and any moves for services to align with their updated Executive Director leadership will be managed from that point forward.</p> <p>I appreciate the effort that has been put into the restructure to date and the challenging circumstances for those involved. Change of any kind is unsettling and I'm grateful for the dignified way those impacted have engaged with the process.</p> <p>More details around the renewed focus on transformation, empowerment and collaboration will be cascaded to teams after summer and I look forward to your assistance in driving this change forward.</p> <p>Many thanks, Karen Greaves BEM Chief Executive</p>	<p>Target Audience</p> <p>All MC Employees</p> <p>Priority Level</p> <p>1 (circulate within 2 days)</p>
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Finance, Strategy and Transformation:

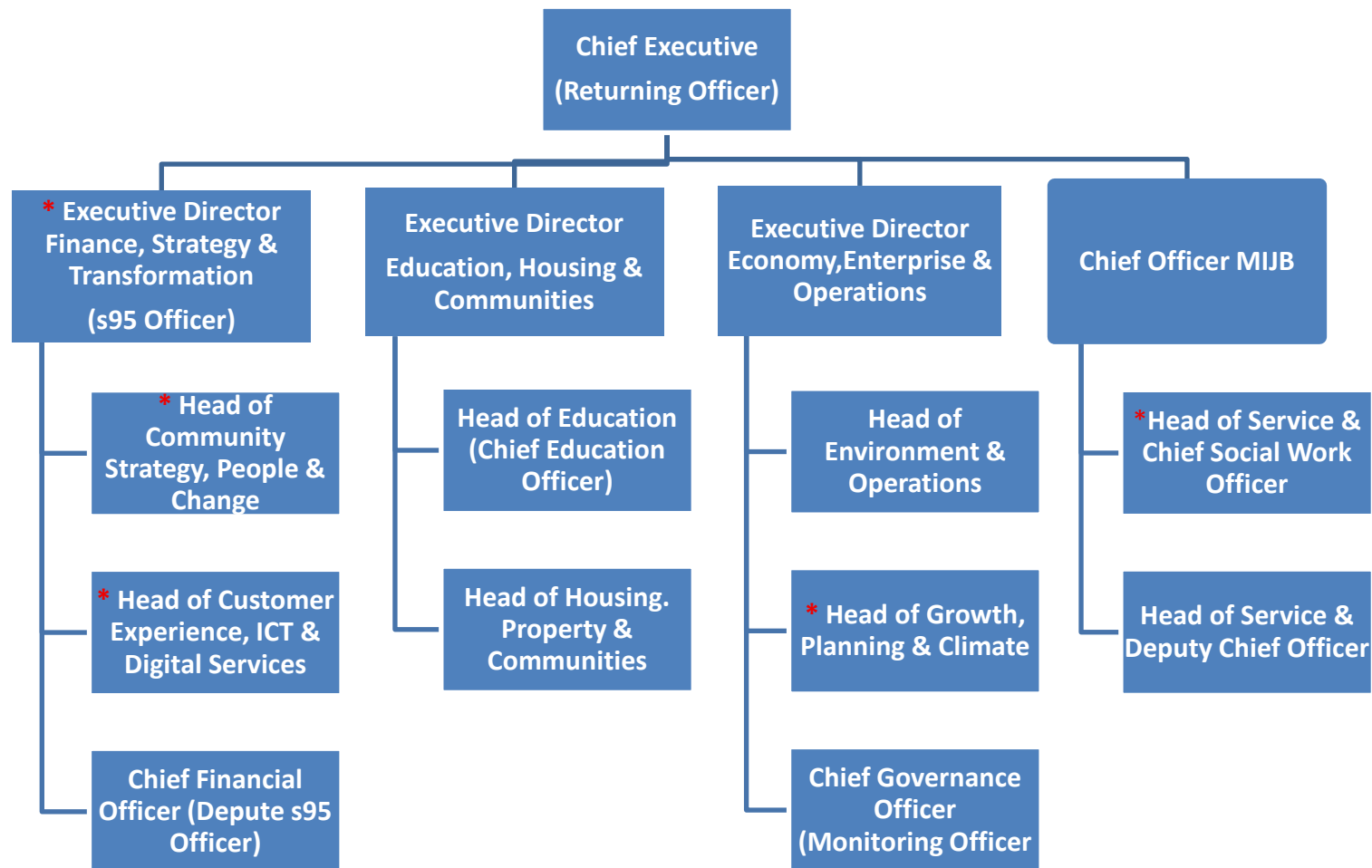
Current Title	New Title	Reporting To
n/a	*Executive Director for Finance, Strategy and Performance	Chief Executive
Chief Financial Officer	Chief Financial Officer	Executive Director for Finance, Strategy and Transformation
Finance Manager	Service Manager, Strategic Finance	Chief Financial Officer
Taxation Manager	Service Manager, Taxation	Chief Financial Officer
n/a	*Service Manager, Finance Operations	Chief Financial Officer
Head of HR, ICT and Organisational Development	*Head of Community Strategy, People and Change	Executive Director for Finance, Strategy and Transformation
Community Service Manager	Service Manager, Community Strategy and Engagement	Head of Community Strategy, People and Change
Organisational Development Manager	Service Manager, Organisational Development and Change	Head of Community Strategy, People and Change
Human Resources Manager	Services Manager, People Management	Head of Community Strategy, People and Change
n/a	*Head of Customer Experience, ICT and Digital Services	Executive Director for Finance, Strategy and Performance
ICT Infrastructure Manager	Service Manager, ICT Infrastructure	Head of Customer Experience, ICT and Digital Services
Information Systems Manager	Service Manager, Digital Services	Head of Customer Experience, ICT and Digital Services
Customer Development Manager	Service Manager, Customer Service and Experience	Head of Customer Experience, ICT and Digital Services

Education, Housing and Communities:

Current Title	New Title	Reporting To
Depute Chief Executive (Education, Communities and Organisational Development)	Executive Director for Education, Housing and Communities	Chief Executive
Head of Housing and Property	Head of Housing, Property and Communities	Executive Director for Education, Housing and Communities
Housing Strategy and Development Manager	Service Manager, Housing Strategy	Head of Housing, Property and Communities
Property Asset Manager	Service Manager, Property, Estates and Assets	Head of Housing, Property and Communities
Building Services Manager	Service Manager, Building Services	Head of Housing, Property and Communities
Housing Services Manager	Service Manager, Housing Operations	Head of Housing, Property and Communities
Housing Needs Manager	Service Manager, Housing Need	Head of Housing, Property and Communities
Programme Manager (Learning Estate)	Service Manager, Education Estate	Head of Housing, Property and Communities
Benefits Manager	Service Manager, Benefits and Money Advice	Head of Housing, Property and Communities
Head of Education (Chief Education Officer)	Head of Education (Chief Education Officer)	Executive Director for Education, Housing and Communities
Head Teacher (SEBN)	Head Teacher, Inclusion, Wellbeing and Adapted Curriculum	Head of Education (Chief Education Officer)
Quality Improvement Manager	Quality Improvement Manager	Head of Education (Chief Education Officer)
Principal Educational Psychologist	Principal Educational Psychologist	Head of Education (Chief Education Officer)
Early Years Service Manager	Service Manager, Early Years	Head of Education (Chief Education Officer)
Business Support Team Manager	Service Manager, Business Support	Head of Education (Chief Education Officer)
Sport and Culture Service Manager	Service Manager, Leisure and Culture	Executive Director for Education, Housing and Communities

Economy, Enterprise and Operations:

Current Title	New Title	Reporting To
Depute Chief Executive, Economy, Environment and Finance	Executive Director for Economy, Enterprise and Operations	Chief Executive
Acting Head of Economic Growth and Development	*Head of Growth, Planning, and Climate (Chief Planning Officer)	Executive Director for Economy, Enterprise and Operations
Environmental Health and Trading Standards Manager	Service Manager Community Protection	Head of Growth, Planning, and Climate (Chief Planning Officer)
Acting Development Management and Building Standards Manager (Job Share)	Service Manager, Planning and Building Standards (Job Share)	Head of Growth, Planning, and Climate (Chief Planning Officer)
Moray Growth Deal Programme Manager	Service Manager, Growth Deal	Head of Growth, Planning, and Climate (Chief Planning Officer)
Economic Growth and Regeneration Manager	Service Manager, Economy and Enterprise	Head of Growth, Planning, and Climate (Chief Planning Officer)
Strategic Planning and Development Manager	Service Manager, Strategic Planning and Development	Head of Growth, Planning, and Climate (Chief Planning Officer)
Head of Environmental and Commercial Services	Head of Operations and Environment	Executive Director for Economy, Enterprise and Operations
Roads Maintenance Manager	Service Manager, Roads and Fleet	Head of Operations and Environment
Service Manager (Waste, Open Spaces, Catering and Facilities)	Service Manager, Environmental Services	Head of Operations and Environment
Consultancy Manager	Service Manager, Design Consultancy	Head of Operations and Environment
n/a	Service Manager, Transportation	Head of Operations and Environment
n/a	Service Manager, Harbours	Head of Operations and Environment
Head of Governance, Strategy and Performance	Chief Governance Officer (Monitoring Officer)	Executive Director for Economy, Enterprise and Operations
Legal Services Manager	Service Manager, Legal Services	Chief Governance Officer (Monitoring Officer)
Audit and Risk Manager	Service Manager, Internal Audit and Risk	Chief Governance Officer (Monitoring Officer)
Democratic Services Manager	Service Manager, Democratic Services	Chief Governance Officer (Monitoring Officer)



** Posts will be advertised externally on our [myjobscotland](https://myjobscotland.gov.uk) page over the summer.*