

**Track record**

The following is a list of the appointments we have assisted our clients with since GatenbySanderson were formed (i.e. since February 2003).

**Chief Executives**

Berneslai Homes (ALMO)	Chief Executive
Centro	Chief Executive
Cherwell District Council	Chief Executive
Durham County Council	Chief Executive
Durham and Darlington Fire and Rescue	Chief Executive
Essex County Council	Chief Executive
Knowsley MBC	Chief Executive
London Borough of Hackney	Chief Executive
London Borough of Haringey	Chief Executive
London Borough of Harrow	Chief Executive
London Borough of Southwark	Chief Executive
London Borough of Southwark / Southwark PCT	Chief Executive and Strategic Director of Health and Community Services
London Borough of Tower Hamlets	Chief Executive
Norfolk County Council	Chief Executive
North East Lincolnshire Council	Chief Executive
North Tyneside MBC	Chief Executive
North Yorkshire County Council	Chief Executive
Northamptonshire Partnership	Chief Executive
Oxfordshire County Council	Chief Executive
Salford City Council, Salix Homes	Chief Executive
Science City York	Chief Executive
South Tyneside Homes	Chief Executive
Tameside MBC	Chief Executive
Teesdale District Council	Chief Executive
The Mersey Partnership	Chief Executive (ongoing)
Wycombe District Council	Chief Executive

**Local Government**

Barnsley MBC	Executive Director, Social Services
“	Executive Director, Education
“	Executive Director, Environment Services
“	Head of Children and Young Adults Services
“	Head of Learning Services
“	Head of Infrastructure for Learning
“	Head of Information Management, Performance and Finance
“	Head of Innovation for Learning
“	Head of Business Innovation and Partnerships
“	Assistant Executive Director, Performance, Infrastructure & Development
“	Assistant Executive Director Learning and Innovation

“	Assistant Director of Neighbourhood Services
“	Assistant Director of Highways and Engineering
“	Assistant Director of Strategic Housing
“	Programme Manager, Children’s Services
“	Assistant Executive Director, Children and Families
“	Assistant Executive Director Vulnerable Adults
“	Assistant Director for Procurement & Property Services
“	Head of Communications
“	Assistant Director Waste Management
Barnsley PCT / Barnsley MBC	Director of Public Health
“	Partnership Director
Bassetlaw District Council	Director of Business Efficiency
“	Director of Resources
“	Head of Finance and Property (ongoing)
“	Head of Community Prosperity (ongoing)
Bradford Metropolitan City Council	Deputy Chief Executive
“	Strategic Director, Adult Services
“	Strategic Director, Corporate Services
“	Strategic Director, Planning, Housing and Economy – Search only
Boston Borough Council	Director of Resources (ongoing)
Calderdale MBC	Head of Commissioning & Partnership Services
“	Head of Family Support Services
“	Group Director, Community Services
“	Group Director, Regeneration and Development
Cambridgeshire County Council	Deputy Chief Executive, Environment & Community Services
“	Director of Finance and Performance
“	Director of Human Resources
“	Deputy Chief Executive, Children and Young People’s Services
“	Director of Learning
“	Area Directors – Children and Young People’s Services x3
“	Director of Highways and Access
“	Director of Environment and Regulation
“	Director of Sustainable Infrastructures
Charnwood Borough Council	Director of Change Management
“	Director of Leisure and Environment
“	Deputy Director Housing
Cheshire County Council	County Manager Shared Services
“	County Manager Human Resources
“	Head of Youth Offending Team
Corporation of London	Director of Children and Community Services
“	Director of Finance
County Councils Network	Deputy Director
Denbighshire County Council	Head of Partnerships and Inclusion Service (ongoing)
“	Head of Learning and Improvement (ongoing)
Derby City Council	Senior Assistant Director, Adult Services
“	Assistant Director, Strategic Support Children and Young People’s Services (ongoing)
Durham County Council	Corporate Director - Environment

“	Corporate Director - Adult and Community Services x 2
“	Corporate Director - Children and Young People Services
“	Head of Building Design
“	Head of Efficiency
“	Head of HR
Essex County Council	Director of External Affairs and Partnerships
“	Director of Business Services
“	Head of Built Environment
	Head of Business Re-Design
	Assistant Director for School Improvement & Early Years
	Assistant Director for Strategy & Business
Halton Borough Council	Strategic Director Children and Young People
“	Borough Solicitor
“	Operational Director, Specialist Services (ongoing)
“	Operational Director, Universal and Learning Services (ongoing)
Hampshire County Council	Assistant Director – Commissioning, Partnerships and Provision
“	Assistant Director – Local and Community Services
“	Assistant Director – Performance & Business Management
“	Head of Corporate Customer Services
“	Assistant Director Environment (Waste and Environment)
“	Assistant Director – Business Innovation and Support (ongoing)
Herefordshire Council	Service Manager, Older People and Physical Disability
“	Service Manger, Prevention Services
“	Service Manager, Learning Disability
“	Head of Planning Services (ongoing)
“	Head of Economic Development and Community Services (ongoing)
“	Head of Legal and Democratic Services
“	Head of Policy, Performance, Research and Diversity
“	Head of Communications
“	Head of Asset Management & Property Services (ongoing)
“	Head of Benefits & Exchequer Services (ongoing)
“	Head of Financial Services (ongoing)
“	Head of Safeguarding & Assessment Services (ongoing)
“	Head of Highways and Transportation
Hertfordshire County Council	Assistant Director, Older People & Physical Disability
“	Communications Director
“	Head of Quality Practice and Assurance
“	Head of Placement and Provider Services
“	Head of School Effectiveness-Primary
“	Primary Strategy Manager
“	Head of School Effectiveness- Vulnerable Groups
Isle of Wight Council	Head of Housing
“	Head of Regeneration
“	Programme Lead – Communications
“	Programme Lead – Strategic Human Resource
“	Deputy Chief Executive
“	Director of Partnerships, Policy & Performance

“ Director of Adult and Community Services  
“ Director of Children’s Services  
“ Director of Community Protection  
“ Director of Environment and Neighbourhoods  
“ Head of Adult Services  
“ Head of Planning  
“ Head of School Improvement  
“ Director of Customer Services  
“ Director of Law & Administration  
“ Head of Service Information, Management Performance  
Knowsley MBC Head of Neighbourhood Management  
“ Director of Children’s Services  
“ Executive Director of Regeneration and Neighbourhoods  
“ Assistant Chief Executive Crime and Disorder  
“ Service Director, Regeneration  
“ Service Director, Targeted and Specialist Services  
“ Service Director, Organisational Development  
Leeds City Council Chief Regeneration Officer  
“ Assistant Chief Executive (Planning, Policy and  
Performance) (ongoing)  
“ Head of Commissioning (Children)  
“ Head of Service Delivery, Children’s Services x 2  
“ Head of Asset Management, Social Services  
“ Head of Commissioning (Adults)  
“ Head of HR  
“ Head of Service, Transformation, Social Services  
“ Programme Manager (Health Partnerships)  
“ HR Manager Employee Communications and Involvement  
Leicester City Council Director of Achievement and Innovation  
Leicestershire County Council Director of Education  
“ Director of Highways, Transportation & Waste Management  
“ Director of Adult Social Care and Health  
“ Director of Resources  
“ Assistant Director, Planning & Resources (Education)  
“ Assistant Director Strategic Planning and Performance  
(Adult Social Care) (ongoing)  
“ Programme Manager Children’s Service  
“ Head of Knowledge Management  
“ Head of School Improvement  
“ Head of Pupil Support  
“ Head of Property Services (ongoing)  
“ Head of Shared Services (ongoing)  
“ School Development Adviser x 5  
“ Assistant Director Highways and Engineering  
“ Assistant Director, Adult Social Care  
“ Head of Finance (Highways, Transportation & Waste)  
(ongoing)  
“ Head of Strategic HR (ongoing)  
Liverpool City Council Executive Director – Supported Living and Community  
Safety  
“ Head of Neighbourhood Services

“	Assistant Executive Director Supported Living
“	Assistant Executive Director, Community Services
“	Director of Adult Health & Social Care Commissioning
“	Director of Liverpool Partnership Group
Local Government Association	Managing Director, Local Government Employers
“	Director of Finance and Performance
London Borough of Barking and Dagenham	Head of Communications
“	Director of Children’s Services
London Borough of Brent	Assistant Director Property & Asset Management
London Borough of Camden	Director of Finance
“	Assistant Director (Access and Inclusion)
“	Assistant Director Finance and School Support
“	Head of Property Services
“	Director of Culture and Environment
“	Head of Legal Services (ongoing)
“	Assistant Director Renewal
“	Assistant Director Housing Management
London Borough of Croydon	Assistant Director Children and Young People x2
London Borough of Enfield	Assistant Director Housing Management & Sustainable Communities
“	Assistant Director of Community, Housing & Social Services
“	Assistant Director Strategy, Performance and Partnerships
London Borough of Ealing	Executive Director Regeneration and Housing
“	Director of Safer Communities
“	Director of Housing
London Borough of Greenwich	Assistant Director’s Social Services x 2 posts
“	Assistant Director Adult Services
“	Assistant Director Older People
“	Assistant Director Economic Well-Being & Youth Support
“	Senior Assistant Director Learning & Achievement
London Borough of Hackney	Corporate Director, Community Services
“	Corporate Director, Corporate & Customer Services
“	Corporate Director, Neighbourhood & Regeneration
“	Director of Hackney Strategic Partnerships
London Borough of Hammersmith and Fulham	Director of Children’s Services
London Borough of Haringey	Director of Urban Environment
“	Director of Adults and Community
“	Director of Corporate Resources
“	Assistant Director Strategic and Community Housing Services
London Borough of Harrow	Group Manager – Business Support Services
“	Group Manager – Housing Services
“	Group Manager – Research and Vitality
“	Group Manager – Public Realm Infrastructure
“	Executive Director, Urban Living
London Borough of Havering	Head of Streetcare
“	Director of Children’s Services
“	Head of Cultural & Leisure Services
“	Head of Technical Services

London Borough of Hillingdon	Head of Communications Head of Organisational Development and Performance Improvement Head of Policy HIP and Strategic Improvement Manager
London Borough of Hounslow	Head of Policy and Performance
London Borough of Lewisham	Head of Commissioning, Strategy and Performance
“	Executive Director, Customer Services
“	Executive Director Community
“	Commissioning Managers
“	Executive Director for Resources
“	Head of Strategy and Performance
“	Head of Resources
“	Executive Director for Regeneration
“	Director of Programme Management
London Borough of Newham	Head of Service – Lifelong Learning and Economic Wellbeing
“	Head of Adult Services (Health & Social Care)
“	Head of Housing and Public Realm
“	Chief Executive – Stratford Regeneration Partnership
“	Director – Canning Town Project
London Borough of Redbridge	Director of Children’s Services
“	Director of Environment and Regeneration
“	Director of Customer Services and Performance
“	Chief Planning & Regeneration Officer
“	Chief Personnel Officer
“	Chief Information & Business Systems Officer
London Borough of Richmond upon Thames	Head of Libraries and Culture
“	Principal Primary Inspector
London Borough of Southwark	Strategic Director of Education
“	Chief Executive
“	Deputy Director Children’s Services - Education
“	Assistant Director – Specialist Children’s Services
London Borough of Sutton	Strategic Director of Adult Social Care and Housing
“	Executive Head of Planning, Transport and Highways
“	Senior Manager Interview Coaching
“	Executive Head of Policy and Communications
London Borough of Tower Hamlets	Corporate Director Children’s Services
“	Service Head, Development Decisions
“	Assistant Chief Executive (Legal Services)
“	Head of Electoral Services
“	Service Head - Communications
“	Director of Tower Hamlets Partnership
“	Head of Participation & Engagement
“	Service Head – Disability and Health Services
“	Service Head – Older People and Homelessness
“	Service Head – Procurement & Corporate Programmes
“	Service Head – Commissioning and Strategy
Manchester City Council	Head of Strategic Information and Technology
“	Head of Legal Services

“ Chief Education Officer  
 “ Assistant Chief Executive Cultural Services  
 “ Assistant Chief Executive Performance Improvement  
 “ Green Cities Programme Director  
 “ Director of Neighbourhood Services  
 “ Assistant Director , Children’s Services x 2  
 “ Deputy Chief Education Officer  
 “ Heads of Education Service x 3  
 “ Deputy Head of Finance, Children’s Services  
 “ Director of Commercial Services (ongoing)  
 “ Head of Trading Services  
 “ Deputy Director, Children’s Services (ongoing)  
 “ Chief Operating Officer Valuation and Property Services  
 (ongoing)  
 “ Deputy Head of Valuation and Property (Property Strategy)  
 (ongoing)  
 “ Deputy Head of Valuation and Property (Regeneration)  
 Newcastle City Council Director of Regeneration  
 “ Director of Adult Services (ongoing)  
 Newport City Council Corporate Director (ongoing)  
 “ Chief Social Services Officer  
 “ Head of Information Services and Communications  
 “ Chief Education Officer (ongoing)  
 Norfolk County Council Director of Children’s Services  
 “ Director of Planning and Transportation  
 “ Director of Adult Services  
 “ Area Directors, Children’s Services x 5  
 “ Assistant Director Community Care  
 “ Assistant Director Commissioning and Performance  
 “ Deputy Director (Early Years, Schools and Communities)  
 “ Deputy Director (Prevention, Early Intervention and  
 Specialist Support Services)  
 “ Head of HR/OD  
 “ Head of Strategic Commissioning  
 “ Assistant Director for Learning Difficulties  
 “ Head of Finance  
 North East Lincolnshire Council Executive Director Corporate Services  
 “ Executive Director Environmental Services  
 “ Executive Director Policy and Performance  
 “ Director of Children’s Services  
 “ Director of Community Care  
 “ Deputy Director, Child Care  
 “ Deputy Director of Finance  
 “ Deputy Director Primary Care and Disability  
 “ Deputy Director Partnership and Inclusion  
 “ Deputy Director Business and Performance Management  
 “ Deputy Director, Legal and Democratic Services  
 “ Deputy Director Strategic Business Support  
 “ Deputy Director Policy and Performance  
 “ Deputy Director Human Resources  
 “ Deputy Director Built Environment

“	Deputy Director Community and Business Support
“	Deputy Director for Learning x 2
“	Deputy Director Neighbourhood Services
“	Deputy Director Organisational Development and Change
“	Deputy Director Induction
“	Deputy Director Support Services x 2
“	Deputy Director Planning and Transportation
“	Deputy Director, Strategic Housing
“	Recruitment and Communications Review
North Tyneside Metropolitan Borough Council	Strategic Director, Organisational Improvement
“	Strategic Director, Community Services
North Yorkshire County Council	Corporate Director of Social Services
Northamptonshire County Council	Head of Risk Management and Internal Audit
“	Director of Children & Young People (ongoing)
Nottingham City Council	Head of Business Strategy and Support
“	Head of Adult Services
“	Head of Equality & Diversity
“	Head of Partnership Policy
“	Head of Performance & Improvement Planning
“	Neighbourhood Managers
“	Executive Officer, Social Services
“	Head of Business Services
“	Head of Business Unit, Older People
“	Head of Performance and Resource Management
“	Service Director – Business Management
“	Service Director – Commissioning and Performance
“	Head of Performance, Improvement and Planning
“	Head of Partnership Policy
“	Head of Equality and Diversity
Norwich City Council	Head of Finance
“	Head of HR and Learning
“	Head of Policy and Improvement
“	Head of Procurement and Contract Management
“	Strategic Director, Community and Neighbourhoods
“	Head of Assets and City Management
Oldham Metropolitan Borough Council	Head of Corporate Communications
“	Assistant Director, Strategy and Performance
“	Assistant Director, Procurement and Special Projects
“	Assistant Director, Accountancy
“	Service Director Housing
“	Service Director Community Well-Being
“	Service Director Supporting and Extending Learning
“	Executive Director Strategy and Resources
“	Partnership Manager
“	Service Director - Transforming Learning (ongoing)
Oxford City Council	Head of Culture, Sport and Leisure
“	Head of Street Scene
Oxfordshire County Council	Head of Early Years and Family Support
Rotherham Metropolitan Borough	Senior Executive Director, Children & Young People's Services



Royal Borough of Kensington & Chelsea	Head of Children & Families
“	Director of Policy, Strategy and Commissioning
Royal Borough of Kingston Upon Thames	Strategic Director of Finance
Salford Metropolitan Borough Council	Corporate Project Director, BSF
“	Managing Director, Housing Connections Partnership
“	City Solicitor
“	Director of Asset Management and Development (ongoing)
Sandwell Metropolitan Borough Council	Head of Adult Services
Sheffield City Council	Director of Learning and Achievement (Children's Services) (ongoing)
“	Director of Children's Specialist Services (Children's Service) (ongoing)
South Tyneside Council	Head of Streetscape
“	Executive Director Children's Services
“	Executive Director Corporate Development
“	Head of Strategic & Regulatory Services
“	Head of Commissioning
“	Head of HR
“	Director of Operations
South Tyneside Homes	Director of Operations
South Worcestershire	Head of Shared Services
Staffordshire County Council	Director of Law and Governance
“	Corporate Director – Development Services
St Helens MBC	Senior Assistant Director, Children and Families
Stockport MBC	Assistant Director (Adults)
“	Director of Social Services
“	Assistant Director (Leisure)
“	Town Centre Manager
“	Director of Housing Management (Stockport Homes)
“	Director of Finance (Stockport Homes)
“	Assistant Director Inclusive Communities
Stoke on Trent City Council	Assistant Director Regeneration Strategy
“	Assistant Director Customer Relationship Management
“	Assistant Director Children's Services
“	Director of Children's Services
“	Assistant Director Highways (ongoing)
“	Assistant Director Strategic Procurement
“	Assistant Director Older People
“	Head of Property Services
“	Assistant Director Information, Commissioning and Performance
“	Assistant Chief Executive Regeneration and Heritage
“	Assistant Director – Economic Regeneration and Heritage (ongoing)
“	Assistant Director – Planning & Commissioning
“	Head of Planning, Policy and Development (ongoing)
“	Assistant Director – Social Inclusion
“	Assistant Chief Executive
“	Director of Adult Social Care

“	Director of Central Services
“	Director of Community Services
“	Service Manager- Assessment
Sunderland City Council	Deputy Chief Executive
“	Director of Children’s Services
“	Head of Housing
“	Head of Land and Property
“	Head of Planning and Environment
“	Director of Health, Housing and Adult Services (ongoing)
Surrey County Council	Strategic Director Corporate Services
“	Strategic Director Policy & Performance
“	Strategic Director Services for Families
“	Strategic Director, Services for Communities
“	Head of Procurement and Contract Management
“	Head of Information Management and Technology
“	Head of Children’s Services
“	Head of Policy Projects
Tameside Metropolitan Borough Council	Borough Treasurer
“	Deputy Borough Solicitor
“	Head of Democratic Services
“	Head of IT
“	Strategic Asset Manager
Thurrock County Council	Director of Community Wellbeing
“	Director of Children’s Services
Vale Of Glamorgan Council	Director of Social Services (ongoing)
Wakefield MDC	Head of Planning
“	Head of Enforcement
“	Head of Strategic Housing
Walsall MBC	Head of Employee Relations
“	Head of Human Resources & Organisational Development
Westminster City Council	Director of Parking
“	Assistant Director Finance, Customer Service Div
“	Deputy Director of Customer Services
“	Assistant Director Customer Services
“	Reward & Remuneration Strategy Assistance
“	Assistant Director - Development
“	Head of Research
“	Director of Schools and Learning (ongoing)
“	Head of Road Management (ongoing)
Wigan Metropolitan Borough Council	Assistant Director of Children & Young People’s Services
Wirral MBC	Head of School Effectiveness
“	Head of Participation and Inclusion
“	Head of Older People Services
“	Head of Legal and Member Services
“	Head of Tourism and Marketing
“	Head of Housing and Regeneration
“	Head of Human Resources
“	Head of Strategic Development
“	Head of Transformational Change
“	Principal School Improvement Manager (Primary and Early

	Years)
“	Director of Adult Social Services (ongoing)
“	Head of Policy
“	Head of Legal and Member Services (ongoing)
Wolverhampton City Council	Chief Officer - Business Transformation
”	Head of Health, Disabilities and Housing Support
Wycombe District Council	Corporate Manager – Financial Services
“	Head of Community and Leisure
“	Head of Homes and Housing
	Customer Services Centre Manager
Wychavon District Council	Head of Revenues & Benefits (Shared Services Operation)
York Council (City of)	Director of Neighbourhood Services
“	Director of Adult Services
“	Director of People and Improvement
“	Assistant Director, Corporate Services
“	Assistant Director, Economic Development

## Central Government

Audit Commission	Regional Director – Central Region
“	Regional Director – Southern Region
“	Regional Director – Northern Region
Cabinet Office	Policy Advisor x 3
“	Capability Reviews
Crown Prosecution Service	Director of Human Resources
“	Deputy Director Leadership and Learning
Department of Constitutional Affairs	Deputy Director Pay and Reward
“	Chief Information Officer
Department of Health	Deputy Director
“	Director General for Social Care
Department of Trade & Industry	Director of Social Care Leadership and Performance
Disasters Emergency Committee	Director of HR Policy
Home Office	Deputy Chief Executive
NPIA	Programme Manager – IMPACT Programme
“	Strategic Director Learning and Leadership
“	Strategic Director People Strategy and Organisational Development
“	Head of Commercial and Procurement
“	Head of IT and Communications Development
“	Head of Police Science and Forensics
Qualifications and Curriculum Authority	Director of HR
Qualifications and Curriculum Authority	Head of Development
Qualifications and Curriculum Authority	Head of Implementation
Qualifications and Curriculum Authority	Head of Partnerships
Qualifications and Curriculum Authority	Head of Standards
Qualifications and Curriculum Authority	Head of Programme Support
Qualifications and Curriculum Authority	Head of Human Resources (ongoing)

## Other

Alpha Plus Group Ltd	Chief Operating Officer
Addaction	Clinical Services Manager
“	Director of Marketing & Public Affairs
“	Director of Quality
Berneslai Homes (ALMO)	Construction Services Manager
Bradford Academy	Asset Manager
Cambridge Education Associates	Director of Finance and Resources (advert only)
“	Director of LEA Services
Cambridge Education Consultants	Assistant Director – Policy & Performance, Children’s Champion CEA @ Islington
“	Deputy Head, Overseas Division
Capital City Academy	Managing Director Education Services
Carevisions Ltd	Vice Principal
Children’s Workforce Development Council	Operations Director
“	Director (ongoing)
“	Chair

City of Westminster College	Faculty Director – Science & Humanities
“	Faculty Director – Culture and Media
Derbyshire Fire and Rescue Service	Chief Fire Officer
Durham and Darlington Fire and Rescue Service	Chief Fire Officer
Education Walsall	Director of Learning Management & Support
General Medical Council	Graduate Microsite
“	Assistant Director Registration
“	Assistant Director Adjudication
“	Assistant Director Investigation
“	Head of Applications
“	Head of Business Improvement
“	Head of Business Planning
“	Assistant Director Education
“	Business Improvement and Quality Assurance Manager
“	Business Improvement Project Leader
“	Customer Relations Manager
“	Customer Relations Officer
“	Education Quality Officer
“	Education Senior Policy Analyst
“	Education Quality Officer
“	Education Senior Quality Adviser
“	Head of Business Planning, Risk Management and Research
“	Head of Finance (ongoing)
Groundwork East London	Executive Director
Greater Manchester Waste Disposal Authority	Director of Resources
“	Director of Contract Services
“	Director of Strategy and Communications
Hertfordshire Police Authority	Chief Executive
Independent Police Complaints Commission	Director of Policy and Research
“	Regional Director (Wales & South West)
Institute of Mechanical Engineers	Marketing & Communications Director
Investors in People	Director of Research & Development
Isle of Wight Council	Chief Fire Officer
Kent County Council	Principal, Folkestone Academy (ongoing)
Leeds Metropolitan University	Associate Dean, Corporate Developments (ongoing)
Lewisham FE College	Head of Organisational Development & Change
Mansfield Academy	Principal
Merseyside Waste Disposal Authority	Assistant Director Operations
“	Assistant Director Strategy and Resources
MS Society	Director of Policy & Research
“	Director of Communications
“	Director of Operations
Norfolk Fire Service	Brigade Manager (Deputy Chief Fire Officer)
“	Brigade Manager (Assistant Chief Fire Officer)
Nottingham Trent University	Dean of School of Art and Design
Nottinghamshire Academy	Principal
Office for Criminal Justice Reform	Commissioner Victims & Witnesses

Parkinson's Disease Society	Director of Policy, Campaigns & Information
Salix Homes (Salford City Council)	Director of Business Support (ongoing)
"	Director of Housing (ongoing)
"	Head of Asset Management (ongoing)
"	Head of Finance and IT (ongoing)
"	Head of HR (ongoing)
"	Head of Renewal Services (ongoing)
Serco/ Education Walsall	Director of Learning
"	Director of Learning Management and Support (ongoing)
Shelter	Director of Services
"	Chair
"	Trustees
South Yorkshire Fire and Rescue Service	Chief Fire Officer
"	Deputy Chief Fire Officer
"	Assistant Chief Fire Officer
"	Director of Human Resource Development
State Veterinary Service	Programme Manager
"	Transformation Manager
	Field Services Director
Sure Start	Children's Centre Manager
SQW	Associate Director Physical Development and Regeneration (Cambridge) (ongoing)
	Associate Director Physical Development and Regeneration (Manchester) (ongoing)
The Together Trust	Director of Social Care
	Chief Executive (ongoing)
UNICEF	Senior Advisor HIV/AIDS (Manager Global Campaign on Children and AIDS)
WaterAid	Appointment of Trustees and Honorary Treasurer
WaterAid	Director of Human Resources
	Chair
WRAP	Non Executive Directors (2 positions)

## **Consultancy and Development**

### **Local Government**

Aberdeenshire Council	Leadership Team Away Event
Barnsley MBC	Performance Improvement
“	Top Team Development (ongoing)
Blackpool Borough Council	Top Team Development
“	Senior management team roll out (ongoing)
“	SLT Development Residential Sept 2005
Cambridgeshire County Council	Management College Top Team Day
Castle Morpeth Borough Council	Impact Development Programme (ongoing)
Devon County Council	Leadership Development Programme
Devon Improvement Programme	Member and Officer Capacity Building Programme with 13 Authorities within the Partnership (ongoing)
Durham and Darlington Fire and Rescue Service	Top Team Development
HBOS plc	
Knowsley MBC	The RLA Foundation Leadership Programme
“	Cultural Change & Structural Change
Liverpool City Council	Restructuring of Children’s Services
London Borough of Tower Hamlets	Capacity Assessment
“	Consultancy for Children’s Services
London Borough of Hackney	Head of Building and Development Control
“	Professional Advice around Re-organisation (ongoing)
Manchester City Council	Leadership Development
“	SMT Leadership for Excellence Programme
North East Improvement Partnership	Capacity Building Programme
North East Lincolnshire Council	Diagnostic Work
“	Top Team Development and Transformation Programme for 250 Managers (ongoing)
“	Capacity Building, Culture Change and BPR
“	Assessment of Heads of Services
“	Deputy Director Induction Programme
Northumberland County Council	Consultancy Services for Children’s Services (ongoing)
“	Developing an Integrated Leadership Team
North Tyneside MBC	Impact Development Programme (ongoing)
“	Top Team Impact Programme
“	Residential Programme
Oxford City Council	Performance Management Support (ongoing)
“	Long term Capacity Building Programme (ongoing)
“	Member Development Programme (ongoing)
“	System and Skill Enhancement Programme (ongoing)
“	Community Leadership Development
Practise Learning Workforce	Counselling and Career Development (ongoing)
Richmond Borough Council	Performance Review prior to CPA Inspection
South Hams District Council	Top Team Leadership Programme and support
South Tyneside Council	Long Term Transformation Programme and Ongoing Support
“	Top 28 Team Refresher
South Yorkshire Fire and Rescue	Senior Management Structural Arrangements

Authority	
Stoke-on-Trent City Council	Consultancy and Development for Performance Management systems (ongoing)
Tameside MBC	Executive Team Development and Organisational Review
“	Salary Survey
“	Senior Management Restructure
“	Top Team Development Programme
Teesdale District Council	Impact Development Programme (ongoing)
Wakefield and District Housing	Leadership/Impact Programme
Yorkshire and Humber Assembly	Local Government Capacity Building Pilot
Future Potential	Leadership and Personal Development Open Programme for Aspiring Directors and Chief Executives in Local Government (ongoing)

All of the above are continuing relationships