

Senior Officers responsibilities and remuneration

1. The information below shows senior officers' responsibilities at 31 August 2023.
2. Remuneration paid to senior officers can be found in the Council's Statement of Accounts, in the Officer Remuneration section.
3. No senior officers receive bonuses.
4. Information on senior officers' staffing and budget responsibilities are in the Council's Budget Book. Staffing numbers are in the Staffing Budget section, and budget responsibilities are shown in the Budget Pages for each department.

Pay multiple

The ratio of the median pay in the organisation to the Head of Paid Service's pay at 31 March 2023 was 1:6.51

- Tom McCabe
Job Title: Chief Executive Officer (previously Head of Paid Service)
Responsibilities: Overall corporate management and operational responsibility, providing strategic leadership to the management team, ensuring the workforce delivers the Council's objectives and priorities in a business-like, innovative and adaptable organisation focused on outcomes for Norfolk people. Provision of professional advice and support to Members of the council so that the Council meets its objectives and complies with financial and legal requirements. Representing the council on external and partnership bodies.
- Debbie Bartlett
Job Title: Executive Director of Adult Social Services
Responsibilities: A chief officer with strategic direction and managerial responsibility for the effective and efficient delivery of Adult Social Care to meet the needs of to meet the needs of Norfolk residents.
- Harvey Bullen
Job Title: Director of Strategic Finance
Responsibilities: The Council's statutory and principal financial adviser under Section 151 of the Local Government Act 1972, with overall responsibility for the proper administration of the Council's financial arrangements. Has overall managerial responsibility for pensions & investment, budgeting & accounting, internal audit and exchequer services in order to support effective policy and strategy development.

- Grahame Bygrave
 Job Title: Executive Director of Community and Environmental Services
 Responsibilities: To lead and direct the Community and Environmental Services Department within the County Council, to ensure those services are delivered effectively and to performance targets, and that they are focused on the service improvement and efficiency challenges facing the council and improving outcomes for Norfolk people.
- Caroline Clarke
 Job Title: Ad of Governance (Democratic and Regulatory Services)
 Responsibilities: Create a vision and set the overall strategy for Democratic Services, Norfolk Lieutenancy, the Strategy & Governance Business Support Unit, Civil Registration, HM Coroner's Services and provide strategic oversight for the Council's in-house traded services.
- Paul Cracknell
 Job Title: Executive Director of Strategy and Transformation
 Responsibilities: As Executive Director, lead and manage the Transformation Programme for the Council and a key set of organisational-wide services which deliver key outcomes and which ensure a unity of purpose and direction for the Council. Provide strategic leadership as a member of the Executive setting out our strategic roadmap aligned to the vision of the Council.
- Katrina Hulatt
 Job Title: Director of Legal Services and Monitoring Officer
 Responsibilities: Provide strategic insight and advice to the Head of Paid Service and Council leadership on the legal aspects of Council business and commercial activities, ensuring fully informed, lawful and effective decision-making, supporting Council priorities.
- Sara Tough
 Job Title: Executive Director of Childrens Services
 Responsibilities: As the Council's statutory Director of Children's Services, be the advocate and champion for Norfolk's children and young people, their families and carers, and ensure their social care, education and wellbeing needs are addressed.
- Andrew Wood
 Job Title: Norse Chair
 Responsibilities: The Chair of the Board provides leadership to and manages the Board of Directors of the Company. The role is a non-executive director with generic responsibilities as a Director of Norse Group, and, as Chair, is also accountable to the Board and is the liaison role between the Board and the management of the company, through the Group CEO.