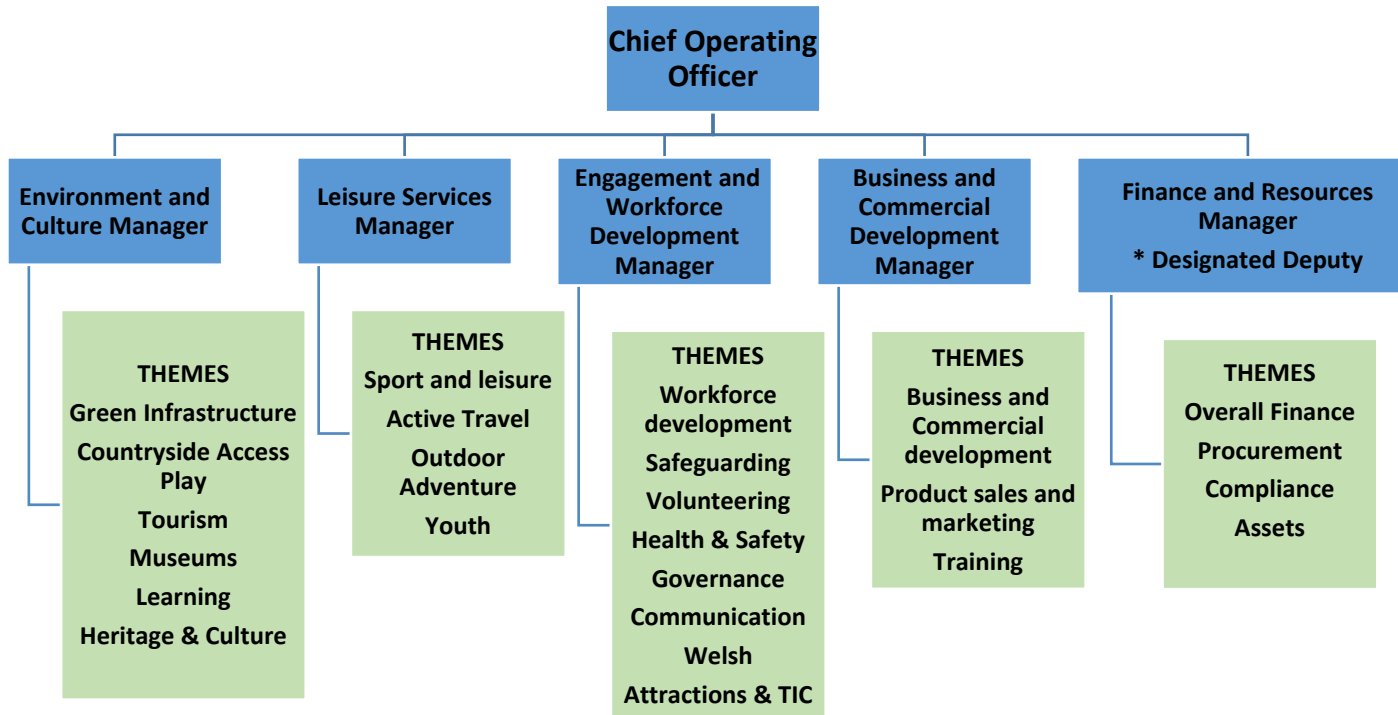


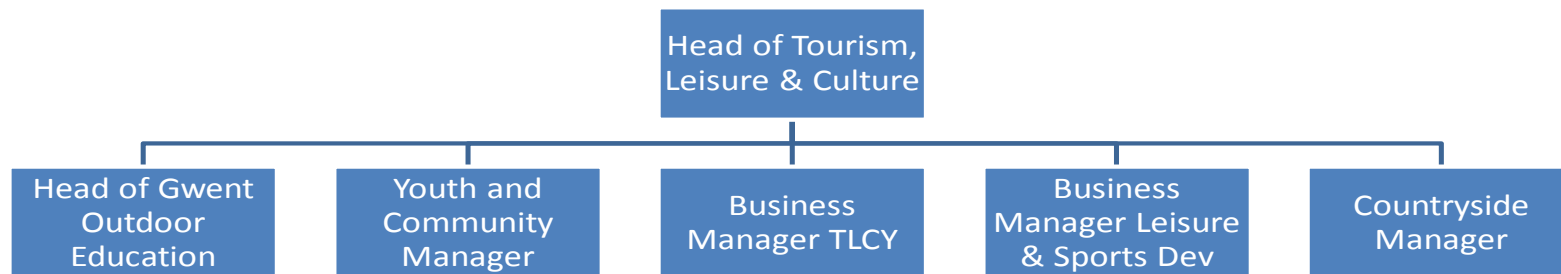


Appendix D

- New Senior Structure



Existing Structure – Tourism, Leisure and Culture



MonLife – Senior Posts

Chief Operating Officer

Overall accountability for the performance of MonLife and advising on its future strategic direction. To report to the executive team consisting of the Chief Executive and two Chief Officers (Resources and Enterprise) and elected members to provide advice and guidance on operational delivery, organisational growth and strategic developments. To ensure that MonLife meets its objectives and responsibilities to the community and its partners and that the needs and demands of the local community and other stakeholders are met. Provide leadership and direction to approximately 500 staff promoting working across professional boundaries and working to the MonLife values

Environment & Culture Manager

To deliver and manage MonLife's strategy in respect of; countryside access, green infrastructure, including biodiversity, ecosystem resilience and landscape partnerships; play strategy, destination development, museums, arts and MonLife's learning offer. Undertaking strategic overview for heritage and cultural issues across MonLife and undertake the strategic and operational lead for environment and cultural delivery.

Finance and Business Support Manager (Designated Deputy)

To play a key part in driving MonLife forward; to encourage innovative thinking within the business support teams whilst looking at delivering efficiencies and increasing income streams going forward. The role is a key support to the Chief Operating Officer in achieving vision and objectives and embedding financial discipline in business. The role will act as deputy to the Chief Operating Officer.

Leisure Services Manager

To deliver and manage MonLife's strategy in respect of; leisure, sports and recreation facilities & physical activity; sports and youth offer and outdoor activity delivery. Undertaking strategic overview for Safe Systems of Work across MonLife and undertake the strategic and operational lead for leisure, sports, youth and outdoor education delivery. The creation of this post will lead to further structure changes around the business needs and priorities.

Engagement and Workforce Development Manager

To lead and develop engaging approaches and methodologies that underpins the MonLife's organisational culture which develops and empowers staff in the delivery of excellent services and enhances the visitor experience. Promote, monitor and maintain positive staff relations and ensure the well-being and safeguarding priorities throughout MonLife. Undertaking strategic and functional lead for staff and volunteer engagement and workforce development across MonLife with authority to drive workforce transformation to forward business and operational excellence. Line manages the Group Manager for Visitor Attractions and the Volunteer coordinator.

Business and Commercial Development Manager

Supporting MonLife in the commercial and business performance, development and future direction. Research and identify income pipeline opportunities and act as functional business lead to operational teams to implement actions that will position MonLife with differentiated advantage. Develop and lead marketing and sales function within MonLife and understand and advise on performance drivers and data.

Costings

The table below demonstrates the current costs of the management team for TLCY and shows the anticipated cost for the new MonLife Management Team (subject to job evaluation). The costs are contained within the MonLife Business Plan. The Head of TLCY has a number of other direct reports who in the new structure will now report to other members of the senior management team. There will be further restructures across the MonLife portfolio which will require ICMD reports.

Existing Structure	Gross Pay £	New Structure	Gross Pay £
Head of TLCY	71,447	Chief Operating Officer	71,447
Head of Gwent Outdoor Education	51,785	Finance & Resources Manager	49,490
Youth and Community Manager	49,490	Environment & Culture Manager	49,490
Business Manager - TLCY	49,490	Leisure Services Manager	49,490
Business Manager - Sports Dev	49,490	Engagement & Workforce Development Manager	49,490
Countryside Manager	49,490	Business & Commercial Development Manager	49,490
TOTAL	321,192	TOTAL	318,897